

U.S. Department of Homeland Security
500 12th St., SW
Washington, D.C. 20536



U.S. Immigration
and Customs
Enforcement

October 20, 2022

Ms. Jacqueline Stevens
601 University Place, 2d floor
Political Science Department
Evanston, IL 60208

RE: Stevens v. ICE 20-cv-2725
ICE FOIA Case Number 2020-ICLI-00042
Twenty-Third Interim Release

Dear Ms. Stevens:

This letter is the twenty-third interim response to your client's Freedom of Information Act (FOIA) requests to U.S. Immigration and Customs Enforcement (ICE). Your client seeks records relating to the following Freedom of Information Act requests: 2018-ICFO-56530, 2020-ICFO-18634, 2019-ICFO-33429, 2019-ICFO-29171, 2018-ICFO-59138, and 2019-ICFO-24680. ICE has considered your request under the FOIA, 5 U.S.C. § 552. This interim response provides additional documents responsive to your FOIA requests 2018-ICFO-59138.

FOIA request 2018-ICFO-59138 seeks:

“A. The most recent Jail Services Costs Statement (JSCS) for the following facilities ICE uses to hold people under immigration laws:

- 1) the Berks County Residential Center, Berks County, PA;
- 2) South Texas Family Residential Center, Dilley, TX;
- 3) Hudson County Jail, Hudson County, NJ;
- 4) Stewart County, GA, (CoreCivic);
- 5) Aurora, Colorado (GEO)
- 6) Tacoma, WA (GEO)
- 7) Otay Mesa, CA (CoreCivic)
- 8) Eloy, AZ (CoreCivic)
- 9) Pinal County Jail, AZ
- 10) Otero County Processing Center, NM (MTC)
- 11) Joe Corley Detention Facility, Conroe TX (GEO)
- 12) Houston, TX (CoreCivic on Export Drive)
- 13) IAH, Secure Adult Detention Center (MTC) (Livingstone, TX)
- 14) LaSalle, LA

B. Memorandum from Michael J. Davidson, Chief, CALD, OPLA, ICE to William C. Randolph, Director and Head of Contracting Activity, OAQ, ICE, Funding Intergovernmental Service Agreements (Feb. 7, 2013)

C. All information in any medium including but not limited to e-mail, text messages, reports, contracts, memoranda, letters, or faxes signed by, from, to OR about Charlie Dent, John McCormack, Eric Ruth, Matthew Lerch, Judith Kraine, Mark Baldwin, William Dennis, Thomas Gajewski, Judith Schwank, Mark Scott in ICE components that handle Berks County, PA ICE Intergovernmental Service Agreements (IGSAs) and not responsive to previous requests. This means any document under ICE control associated with detention or removal operations, facility leases, purchases, sales, or services rendered in Berks County, PA that reference any of the individuals listed above is responsive to this request. Please make sure to inquire of any ICE component responsible for any negotiations with Berks County. The time frame of this request is 2000 to the present.

The most likely location of records responsive to this request are offices responsible for the Berks County, PA operations, contracts, and reviews, including but not limited to litigation for that facility. In particular, there should be communications in 2006 about ICE-contracted facility firings based on allegations of unlawful actions. Components within ICE that are alerted about misconduct or possible litigation should be searched for responsive records.

D. Please also include all grievance logs and grievances for Berks County, PA, Hudson County, NJ, and Otero County Processing Center, January 1, 2010, to present. (Names and other Personally Identifying information is of course exempt and may be redacted.)

E. All Jail Services Costs Statements for Berks County Family Facility and Hudson County, NJ 2001 to present.

F. Since January 1, 1999, the earliest first 100 pages of documents associated with the IGSA for:

1. Berks County, PA
2. Hudson County, NJ

For "F" please request documents of the component of ICE predecessor INS that would initiate discussions of IGSAs for the purposes of holding people under immigration laws. I am seeking the first information referencing these county governments as suitable detention locations by an INS component in any medium, including but not limited to emails, letters, proposals, memorandums, or reports.

G. All Evaluations associated with contracts for facilities below, including technical and performance evaluations by the Contracting Officers and ICE Detention Planning and Acquisition Unit and ongoing performance and renewals by contract officers EXCEPT Inspector reports. The time frame for this request is January 1, 2000, or the first year of the facility's submission of the JCSC through the present.

- 1) the Berks County Residential Center, Berks County, PA;
- 2) South Texas Family Residential Center, Dilley, TX;

- 3) Hudson County Jail, Hudson County, NJ;
- 4) Stewart County, GA, (CoreCivic);
- 5) Aurora, Colorado (GEO)
- 6) Tacoma, WA (GEO)
- 7) Otay Mesa, CA (CoreCivic)
- 8) Eloy, AZ (CoreCivic)
- 9) Pinal County Jail, AZ
- 10) Otero County Processing Center, NM (MTC)
- 11) Joe Corley Detention Facility, Conroe TX (GEO)
- 12) Houston, TX (CoreCivic on Export Drive)
- 13) IAH, Secure Adult Detention Center (MTC) (Livingstone, TX)
- 14) LaSalle, LA

H. Evaluations of JCSCs by Contracting Officers and ICE Detention Planning and Acquisition Unit for all detention contracts since January 1, 2008.

I. Evaluations of the FIRST JCSCs by Contracting Officers and ICE Detention Planning and Acquisition Units (or their predecessors) for all currently operating ICE/INS detention facilities except as covered by (H).”

ICE has considered your requests under the FOIA, 5 U.S.C. § 552.

A search of the Office of Acquisitions located records that were potentially responsive to your request. For this production ICE reviewed 784 pages of potentially responsive documents. ICE determined that 135 pages were nonresponsive; 535 pages will be released in full and the remaining 114 pages will be withheld in part pursuant to FOIA Exemptions 4, 6, and 7(C) and 7(E) as described below. A total of 649 pages have been Bates numbered 2020-ICLI-00042 8080 through 2020-ICLI-00042 8728.

FOIA Exemption 4 protects trade secrets and commercial or financial information obtained from a person that is privileged or confidential. The courts have held that this subsection protects (a) confidential commercial information, the disclosure of which is likely to cause substantial harm to the competitive position of the person who submitted the information and (b) information that was voluntarily submitted to the government if it is the kind of information that the provider would not customarily make available to the public. I have reviewed the responsive documents, the submitter’s objections to release, and relevant case law, and I have determined that portions of the responsive records are exempt from disclosure under subsection (b)(4) of the FOIA and must be withheld in order to protect the submitter’s proprietary interests.

ICE has applied FOIA Exemptions 6 and 7(C) to protect from disclosure the personally identifiable information of DHS employees and third parties contained within the records.

FOIA Exemption 6 exempts from disclosure personnel or medical files and similar files the release of which would cause a clearly unwarranted invasion of personal privacy. This requires a balancing of the public’s right to disclosure against the individual’s right to privacy. The privacy interests of the individuals in the records you have requested outweigh any minimal public interest in disclosure of the information. Any private interest you may have in that information does not factor into the aforementioned balancing test.

FOIA Exemption 7(C) protects records or information compiled for law enforcement purposes that could reasonably be expected to constitute an unwarranted invasion of personal privacy. This exemption takes note of the strong interests of individuals, whether they are suspects, witnesses, or investigators, in not being unwarrantably associated with alleged criminal activity. That interest extends to persons who are not only the subjects of the investigation, but those who may have their privacy invaded by having their identities and information about them revealed in connection with an investigation. Based upon the traditional recognition of strong privacy interest in law enforcement records, categorical withholding of information that identifies third parties in law enforcement records is ordinarily appropriate. As such, I have determined that the privacy interest in the identities of individuals in the records you have requested clearly outweigh any minimal public interest in disclosure of the information. Please note that any private interest you may have in that information does not factor into this determination.

FOIA Exemption 7(E) protects records compiled for law enforcement purposes, the release of which would disclose techniques and/or procedures for law enforcement investigations or prosecutions or would disclose guidelines for law enforcement investigations or prosecutions if such disclosure could reasonably be expected to risk circumvention of the law. I have determined that disclosure of certain law enforcement sensitive information contained within the responsive records could reasonably be expected to risk circumvention of the law. Additionally, the techniques and procedures at issue are not well known to the public.

If you have any questions about this letter, please contact Assistant United States Attorney Alex Hartzler at Alex.Hartzler@usdoj.gov.

Sincerely,

Marcus K. Francis, Sr.
Supervisory Paralegal Specialist

Enclosure: 649 pages

***** THIS WAGE DETERMINATION WAS REPLACED 01/01/2019 *****

WD 15-5563 (Rev.-6) was first posted on www.wdol.gov on 08/14/2018

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5563
Revision No.: 6
Date Of Revision: 08/07/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Columbia, Multnomah, Washington, Yamhill
Washington Counties of Clark, Skamania

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.85
01012 - Accounting Clerk II		17.79
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		27.57
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		14.20
01042 - Customer Service Representative II		15.97
01043 - Customer Service Representative III		17.42
01051 - Data Entry Operator I		14.32
01052 - Data Entry Operator II		15.63
01060 - Dispatcher, Motor Vehicle		19.88
01070 - Document Preparation Clerk		15.77
01090 - Duplicating Machine Operator		15.77
01111 - General Clerk I		13.94
01112 - General Clerk II		15.21
01113 - General Clerk III		17.33
01120 - Housing Referral Assistant		21.08
01141 - Messenger Courier		18.44
01191 - Order Clerk I		16.74
01192 - Order Clerk II		18.27
01261 - Personnel Assistant (Employment) I		16.27
01262 - Personnel Assistant (Employment) II		19.59
01263 - Personnel Assistant (Employment) III		20.55
01270 - Production Control Clerk		22.41
01290 - Rental Clerk		15.98
01300 - Scheduler, Maintenance		16.91
01311 - Secretary I		16.91
01312 - Secretary II		18.91
01313 - Secretary III		21.08
01320 - Service Order Dispatcher		17.40
01410 - Supply Technician		27.57

01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	14.88
01531 - Travel Clerk I	13.82
01532 - Travel Clerk II	15.04
01533 - Travel Clerk III	16.19
01611 - Word Processor I	15.43
01612 - Word Processor II	17.32
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	22.54
05040 - Automotive Glass Installer	21.22
05070 - Automotive Worker	21.22
05110 - Mobile Equipment Servicer	18.76
05130 - Motor Equipment Metal Mechanic	23.83
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	23.83
05220 - Motor Vehicle Mechanic Helper	17.64
05250 - Motor Vehicle Upholstery Worker	19.97
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter, Automotive	22.54
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	15.49
05400 - Transmission Repair Specialist	23.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.95
07041 - Cook I	15.42
07042 - Cook II	17.52
07070 - Dishwasher	11.28
07130 - Food Service Worker	11.97
07210 - Meat Cutter	18.67
07260 - Waiter/Waitress	11.33
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.58
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	16.58
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.23
11060 - Elevator Operator	13.45
11090 - Gardener	20.06
11122 - Housekeeping Aide	13.45
11150 - Janitor	13.45
11210 - Laborer, Grounds Maintenance	15.93
11240 - Maid or Houseman	11.75
11260 - Pruner	14.60
11270 - Tractor Operator	19.22
11330 - Trail Maintenance Worker	15.93
11360 - Window Cleaner	14.73
12000 - Health Occupations	
12010 - Ambulance Driver	23.65
12011 - Breath Alcohol Technician	21.77
12012 - Certified Occupational Therapist Assistant	29.55
12015 - Certified Physical Therapist Assistant	28.11
12020 - Dental Assistant	21.24
12025 - Dental Hygienist	40.37
12030 - EKG Technician	35.87
12035 - Electroneurodiagnostic Technologist	35.87
12040 - Emergency Medical Technician	23.65
12071 - Licensed Practical Nurse I	19.65
12072 - Licensed Practical Nurse II	21.98
12073 - Licensed Practical Nurse III	24.51
12100 - Medical Assistant	18.70

12130 - Medical Laboratory Technician	23.19
12160 - Medical Record Clerk	19.06
12190 - Medical Record Technician	21.32
12195 - Medical Transcriptionist	19.98
12210 - Nuclear Medicine Technologist	43.09
12221 - Nursing Assistant I	12.20
12222 - Nursing Assistant II	13.72
12223 - Nursing Assistant III	14.97
12224 - Nursing Assistant IV	16.81
12235 - Optical Dispenser	18.51
12236 - Optical Technician	15.09
12250 - Pharmacy Technician	19.44
12280 - Phlebotomist	17.25
12305 - Radiologic Technologist	35.49
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II, Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III, Anesthetist	42.99
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol Testing)	26.97
12320 - Substance Abuse Treatment Counselor	22.18
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.88
13012 - Exhibits Specialist II	28.34
13013 - Exhibits Specialist III	34.67
13041 - Illustrator I	18.44
13042 - Illustrator II	22.84
13043 - Illustrator III	27.94
13047 - Librarian	32.14
13050 - Library Aide/Clerk	17.86
13054 - Library Information Technology Systems Administrator	29.02
13058 - Library Technician	18.66
13061 - Media Specialist I	20.94
13062 - Media Specialist II	23.43
13063 - Media Specialist III	26.11
13071 - Photographer I	17.66
13072 - Photographer II	19.76
13073 - Photographer III	24.47
13074 - Photographer IV	29.94
13075 - Photographer V	36.23
13090 - Technical Order Library Clerk	22.44
13110 - Video Teleconference Technician	20.85
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.61
14042 - Computer Operator II	18.58
14043 - Computer Operator III	20.71
14044 - Computer Operator IV	23.01
14045 - Computer Operator V	25.49
14071 - Computer Programmer I	(see 1) 22.94
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	16.61
14160 - Personal Computer Support Technician	23.01
14170 - System Support Specialist	28.39
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.38
15020 - Aircrew Training Devices Instructor (Rated)	36.76
15030 - Air Crew Training Devices Instructor (Pilot)	44.06
15050 - Computer Based Training Specialist / Instructor	30.38

15060 - Educational Technologist	33.06
15070 - Flight Instructor (Pilot)	44.06
15080 - Graphic Artist	26.85
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.06
15086 - Maintenance Test Pilot, Rotary Wing	44.06
15088 - Non-Maintenance Test/Co-Pilot	44.06
15090 - Technical Instructor	25.78
15095 - Technical Instructor/Course Developer	31.54
15110 - Test Proctor	20.81
15120 - Tutor	20.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	13.13
16030 - Counter Attendant	13.13
16040 - Dry Cleaner	15.02
16070 - Finisher, Flatwork, Machine	13.13
16090 - Presser, Hand	13.13
16110 - Presser, Machine, Drycleaning	13.13
16130 - Presser, Machine, Shirts	13.13
16160 - Presser, Machine, Wearing Apparel, Laundry	13.13
16190 - Sewing Machine Operator	15.65
16220 - Tailor	16.28
16250 - Washer, Machine	13.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.20
19040 - Tool And Die Maker	28.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.13
21030 - Material Coordinator	22.41
21040 - Material Expediter	22.41
21050 - Material Handling Laborer	14.10
21071 - Order Filler	14.20
21080 - Production Line Worker (Food Processing)	18.13
21110 - Shipping Packer	16.79
21130 - Shipping/Receiving Clerk	16.79
21140 - Store Worker I	13.98
21150 - Stock Clerk	18.39
21210 - Tools And Parts Attendant	18.13
21410 - Warehouse Specialist	18.13
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.70
23019 - Aircraft Logs and Records Technician	25.21
23021 - Aircraft Mechanic I	30.08
23022 - Aircraft Mechanic II	31.70
23023 - Aircraft Mechanic III	33.32
23040 - Aircraft Mechanic Helper	21.94
23050 - Aircraft, Painter	28.46
23060 - Aircraft Servicer	25.21
23070 - Aircraft Survival Flight Equipment Technician	28.46
23080 - Aircraft Worker	26.79
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.79
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.08
23110 - Appliance Mechanic	17.48
23120 - Bicycle Repairer	14.00
23125 - Cable Splicer	42.03
23130 - Carpenter, Maintenance	24.23
23140 - Carpet Layer	22.24
23160 - Electrician, Maintenance	35.43
23181 - Electronics Technician Maintenance I	27.29
23182 - Electronics Technician Maintenance II	28.99
23183 - Electronics Technician Maintenance III	30.64
23260 - Fabric Worker	22.59
23290 - Fire Alarm System Mechanic	23.07
23310 - Fire Extinguisher Repairer	21.97

23311 - Fuel Distribution System Mechanic	28.61
23312 - Fuel Distribution System Operator	22.42
23370 - General Maintenance Worker	19.49
23380 - Ground Support Equipment Mechanic	30.08
23381 - Ground Support Equipment Servicer	25.21
23382 - Ground Support Equipment Worker	26.79
23391 - Gunsmith I	21.97
23392 - Gunsmith II	24.97
23393 - Gunsmith III	28.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.42
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.70
23430 - Heavy Equipment Mechanic	25.70
23440 - Heavy Equipment Operator	28.86
23460 - Instrument Mechanic	29.44
23465 - Laboratory/Shelter Mechanic	26.53
23470 - Laborer	14.10
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	27.50
23550 - Machinist, Maintenance	25.12
23580 - Maintenance Trades Helper	15.30
23591 - Metrology Technician I	29.44
23592 - Metrology Technician II	31.02
23593 - Metrology Technician III	32.61
23640 - Millwright	30.91
23710 - Office Appliance Repairer	20.53
23760 - Painter, Maintenance	18.24
23790 - Pipefitter, Maintenance	36.53
23810 - Plumber, Maintenance	34.29
23820 - Pneudraulic Systems Mechanic	28.04
23850 - Rigger	28.37
23870 - Scale Mechanic	24.97
23890 - Sheet-Metal Worker, Maintenance	24.40
23910 - Small Engine Mechanic	17.14
23931 - Telecommunications Mechanic I	29.55
23932 - Telecommunications Mechanic II	31.14
23950 - Telephone Lineman	26.21
23960 - Welder, Combination, Maintenance	21.65
23965 - Well Driller	29.77
23970 - Woodcraft Worker	28.04
23980 - Woodworker	19.44
24000 - Personal Needs Occupations	
24550 - Case Manager	17.19
24570 - Child Care Attendant	11.81
24580 - Child Care Center Clerk	14.73
24610 - Chore Aide	12.01
24620 - Family Readiness And Support Services Coordinator	17.19
24630 - Homemaker	17.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.39
25040 - Sewage Plant Operator	29.56
25070 - Stationary Engineer	32.39
25190 - Ventilation Equipment Tender	23.63
25210 - Water Treatment Plant Operator	29.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.35
27007 - Baggage Inspector	13.70
27008 - Corrections Officer	30.39
27010 - Court Security Officer	33.90
27030 - Detection Dog Handler	16.79
27040 - Detention Officer	30.39
27070 - Firefighter	31.81
27101 - Guard I	13.70

27102 - Guard II	16.79
27131 - Police Officer I	32.37
27132 - Police Officer II	35.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.71
28042 - Carnival Equipment Repairer	15.80
28043 - Carnival Worker	11.40
28210 - Gate Attendant/Gate Tender	16.16
28310 - Lifeguard	12.65
28350 - Park Attendant (Aide)	18.07
28510 - Recreation Aide/Health Facility Attendant	12.93
28515 - Recreation Specialist	21.76
28630 - Sports Official	14.40
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.52
29020 - Hatch Tender	29.52
29030 - Line Handler	29.52
29041 - Stevedore I	27.78
29042 - Stevedore II	31.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.94
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.77
30021 - Archeological Technician I	17.44
30022 - Archeological Technician II	19.51
30023 - Archeological Technician III	24.17
30030 - Cartographic Technician	24.17
30040 - Civil Engineering Technician	30.66
30051 - Cryogenic Technician I	26.77
30052 - Cryogenic Technician II	29.57
30061 - Drafter/CAD Operator I	17.44
30062 - Drafter/CAD Operator II	19.51
30063 - Drafter/CAD Operator III	21.75
30064 - Drafter/CAD Operator IV	26.77
30081 - Engineering Technician I	16.14
30082 - Engineering Technician II	18.13
30083 - Engineering Technician III	20.29
30084 - Engineering Technician IV	25.76
30085 - Engineering Technician V	31.76
30086 - Engineering Technician VI	37.19
30090 - Environmental Technician	26.35
30095 - Evidence Control Specialist	24.17
30210 - Laboratory Technician	19.32
30221 - Latent Fingerprint Technician I	29.82
30222 - Latent Fingerprint Technician II	32.93
30240 - Mathematical Technician	25.61
30361 - Paralegal/Legal Assistant I	17.68
30362 - Paralegal/Legal Assistant II	22.18
30363 - Paralegal/Legal Assistant III	27.13
30364 - Paralegal/Legal Assistant IV	32.84
30375 - Petroleum Supply Specialist	29.57
30390 - Photo-Optics Technician	24.17
30395 - Radiation Control Technician	29.57
30461 - Technical Writer I	26.02
30462 - Technical Writer II	31.83
30463 - Technical Writer III	38.50
30491 - Unexploded Ordnance (UXO) Technician I	25.75
30492 - Unexploded Ordnance (UXO) Technician II	31.15
30493 - Unexploded Ordnance (UXO) Technician III	37.34
30494 - Unexploded (UXO) Safety Escort	25.75
30495 - Unexploded (UXO) Sweep Personnel	25.75
30501 - Weather Forecaster I	26.77
30502 - Weather Forecaster II	32.57
30620 - Weather Observer, Combined Upper Air Or (see 2)	21.75

Surface Programs		
30621 - Weather Observer, Senior	(see 2)	24.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.15
31020 - Bus Aide		16.89
31030 - Bus Driver		23.82
31043 - Driver Courier		15.47
31260 - Parking and Lot Attendant		11.77
31290 - Shuttle Bus Driver		16.62
31310 - Taxi Driver		12.47
31361 - Truckdriver, Light		16.62
31362 - Truckdriver, Medium		18.77
31363 - Truckdriver, Heavy		22.14
31364 - Truckdriver, Tractor-Trailer		22.14
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.19
99030 - Cashier		12.12
99050 - Desk Clerk		11.71
99095 - Embalmer		27.05
99130 - Flight Follower		25.75
99251 - Laboratory Animal Caretaker I		14.89
99252 - Laboratory Animal Caretaker II		15.98
99260 - Marketing Analyst		32.89
99310 - Mortician		27.05
99410 - Pest Controller		17.96
99510 - Photofinishing Worker		18.24
99710 - Recycling Laborer		25.81
99711 - Recycling Specialist		30.25
99730 - Refuse Collector		23.51
99810 - Sales Clerk		13.43
99820 - School Crossing Guard		13.99
99830 - Survey Party Chief		33.35
99831 - Surveying Aide		19.66
99832 - Surveying Technician		26.92
99840 - Vending Machine Attendant		16.64
99841 - Vending Machine Repairer		19.64
99842 - Vending Machine Repairer Helper		16.94

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 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 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that

represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

***** THIS WAGE DETERMINATION WAS REPLACED 01/01/2019 *****

WD 15-5571 (Rev.-6) was first posted on www.wdol.gov on 08/14/2018

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5571
Revision No.: 6
Date Of Revision: 08/03/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: Oregon

Area: Oregon County of Jackson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.76
01012 - Accounting Clerk II		15.44
01013 - Accounting Clerk III		17.28
01020 - Administrative Assistant		23.31
01035 - Court Reporter		17.70
01041 - Customer Service Representative I		11.59
01042 - Customer Service Representative II		13.04
01043 - Customer Service Representative III		14.22
01051 - Data Entry Operator I		13.32
01052 - Data Entry Operator II		14.58
01060 - Dispatcher, Motor Vehicle		18.24
01070 - Document Preparation Clerk		13.98
01090 - Duplicating Machine Operator		13.98
01111 - General Clerk I		12.87
01112 - General Clerk II		14.04
01113 - General Clerk III		15.76
01120 - Housing Referral Assistant		19.74
01141 - Messenger Courier		13.03
01191 - Order Clerk I		13.88
01192 - Order Clerk II		15.14
01261 - Personnel Assistant (Employment) I		14.61
01262 - Personnel Assistant (Employment) II		16.35
01263 - Personnel Assistant (Employment) III		18.23
01270 - Production Control Clerk		18.99
01290 - Rental Clerk		14.24
01300 - Scheduler, Maintenance		15.82
01311 - Secretary I		15.82
01312 - Secretary II		17.70
01313 - Secretary III		19.74
01320 - Service Order Dispatcher		16.24
01410 - Supply Technician		23.31
01420 - Survey Worker		16.76

01460 - Switchboard Operator/Receptionist	13.95
01531 - Travel Clerk I	13.72
01532 - Travel Clerk II	14.84
01533 - Travel Clerk III	15.96
01611 - Word Processor I	14.09
01612 - Word Processor II	15.82
01613 - Word Processor III	17.70
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.93
05010 - Automotive Electrician	17.35
05040 - Automotive Glass Installer	16.39
05070 - Automotive Worker	16.54
05110 - Mobile Equipment Servicer	14.57
05130 - Motor Equipment Metal Mechanic	18.30
05160 - Motor Equipment Metal Worker	16.54
05190 - Motor Vehicle Mechanic	18.30
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.72
05280 - Motor Vehicle Wrecker	16.54
05310 - Painter, Automotive	18.65
05340 - Radiator Repair Specialist	16.54
05370 - Tire Repairer	14.37
05400 - Transmission Repair Specialist	18.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.77
07041 - Cook I	11.72
07042 - Cook II	13.37
07070 - Dishwasher	10.96
07130 - Food Service Worker	11.27
07210 - Meat Cutter	16.65
07260 - Waiter/Waitress	11.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.50
09040 - Furniture Handler	11.70
09080 - Furniture Refinisher	17.59
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer, Minor	15.59
09130 - Upholsterer	15.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.71
11060 - Elevator Operator	12.88
11090 - Gardener	17.35
11122 - Housekeeping Aide	13.40
11150 - Janitor	13.40
11210 - Laborer, Grounds Maintenance	13.93
11240 - Maid or Houseman	11.73
11260 - Pruner	12.80
11270 - Tractor Operator	16.22
11330 - Trail Maintenance Worker	13.93
11360 - Window Cleaner	14.59
12000 - Health Occupations	
12010 - Ambulance Driver	22.36
12011 - Breath Alcohol Technician	21.07
12012 - Certified Occupational Therapist Assistant	28.90
12015 - Certified Physical Therapist Assistant	28.82
12020 - Dental Assistant	21.67
12025 - Dental Hygienist	42.52
12030 - EKG Technician	34.08
12035 - Electroneurodiagnostic Technologist	34.08
12040 - Emergency Medical Technician	22.36
12071 - Licensed Practical Nurse I	18.83
12072 - Licensed Practical Nurse II	21.07
12073 - Licensed Practical Nurse III	23.49
12100 - Medical Assistant	17.32
12130 - Medical Laboratory Technician	21.64

12160 - Medical Record Clerk	15.42
12190 - Medical Record Technician	17.25
12195 - Medical Transcriptionist	19.14
12210 - Nuclear Medicine Technologist	46.30
12221 - Nursing Assistant I	11.08
12222 - Nursing Assistant II	12.47
12223 - Nursing Assistant III	13.60
12224 - Nursing Assistant IV	15.27
12235 - Optical Dispenser	16.71
12236 - Optical Technician	18.83
12250 - Pharmacy Technician	19.50
12280 - Phlebotomist	17.75
12305 - Radiologic Technologist	31.70
12311 - Registered Nurse I	22.98
12312 - Registered Nurse II	28.11
12313 - Registered Nurse II, Specialist	28.11
12314 - Registered Nurse III	34.01
12315 - Registered Nurse III, Anesthetist	34.01
12316 - Registered Nurse IV	40.76
12317 - Scheduler (Drug and Alcohol Testing)	26.10
12320 - Substance Abuse Treatment Counselor	20.28
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.45
13012 - Exhibits Specialist II	24.11
13013 - Exhibits Specialist III	29.49
13041 - Illustrator I	19.45
13042 - Illustrator II	24.11
13043 - Illustrator III	29.49
13047 - Librarian	26.69
13050 - Library Aide/Clerk	14.56
13054 - Library Information Technology Systems Administrator	24.11
13058 - Library Technician	18.06
13061 - Media Specialist I	17.39
13062 - Media Specialist II	19.45
13063 - Media Specialist III	21.70
13071 - Photographer I	16.33
13072 - Photographer II	18.27
13073 - Photographer III	22.63
13074 - Photographer IV	27.04
13075 - Photographer V	32.74
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	17.46
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.85
14042 - Computer Operator II	17.17
14043 - Computer Operator III	19.10
14044 - Computer Operator IV	21.21
14045 - Computer Operator V	23.56
14071 - Computer Programmer I	(see 1) 19.56
14072 - Computer Programmer II	(see 1) 24.77
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	15.85
14160 - Personal Computer Support Technician	25.15
14170 - System Support Specialist	28.53
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.36
15020 - Aircrew Training Devices Instructor (Rated)	34.30
15030 - Air Crew Training Devices Instructor (Pilot)	41.11
15050 - Computer Based Training Specialist / Instructor	28.36
15060 - Educational Technologist	34.16

15070 - Flight Instructor (Pilot)	41.11
15080 - Graphic Artist	22.84
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	41.11
15086 - Maintenance Test Pilot, Rotary Wing	41.11
15088 - Non-Maintenance Test/Co-Pilot	41.11
15090 - Technical Instructor	20.39
15095 - Technical Instructor/Course Developer	25.17
15110 - Test Proctor	16.61
15120 - Tutor	16.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	12.24
16030 - Counter Attendant	12.24
16040 - Dry Cleaner	14.03
16070 - Finisher, Flatwork, Machine	12.24
16090 - Presser, Hand	12.24
16110 - Presser, Machine, Drycleaning	12.24
16130 - Presser, Machine, Shirts	12.24
16160 - Presser, Machine, Wearing Apparel, Laundry	12.24
16190 - Sewing Machine Operator	14.83
16220 - Tailor	16.01
16250 - Washer, Machine	12.82
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.76
19040 - Tool And Die Maker	29.00
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.42
21030 - Material Coordinator	18.46
21040 - Material Expediter	18.46
21050 - Material Handling Laborer	12.69
21071 - Order Filler	12.42
21080 - Production Line Worker (Food Processing)	17.42
21110 - Shipping Packer	15.79
21130 - Shipping/Receiving Clerk	15.79
21140 - Store Worker I	13.47
21150 - Stock Clerk	17.45
21210 - Tools And Parts Attendant	17.42
21410 - Warehouse Specialist	17.42
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.90
23019 - Aircraft Logs and Records Technician	22.30
23021 - Aircraft Mechanic I	26.54
23022 - Aircraft Mechanic II	27.90
23023 - Aircraft Mechanic III	29.30
23040 - Aircraft Mechanic Helper	19.48
23050 - Aircraft, Painter	25.15
23060 - Aircraft Servicer	22.30
23070 - Aircraft Survival Flight Equipment Technician	25.15
23080 - Aircraft Worker	23.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.77
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.54
23110 - Appliance Mechanic	22.50
23120 - Bicycle Repairer	15.21
23125 - Cable Splicer	25.10
23130 - Carpenter, Maintenance	22.27
23140 - Carpet Layer	22.48
23160 - Electrician, Maintenance	28.66
23181 - Electronics Technician Maintenance I	23.66
23182 - Electronics Technician Maintenance II	25.03
23183 - Electronics Technician Maintenance III	26.41
23260 - Fabric Worker	21.09
23290 - Fire Alarm System Mechanic	25.10
23310 - Fire Extinguisher Repairer	19.71
23311 - Fuel Distribution System Mechanic	24.57

23312 - Fuel Distribution System Operator	19.44
23370 - General Maintenance Worker	16.80
23380 - Ground Support Equipment Mechanic	26.54
23381 - Ground Support Equipment Servicer	22.30
23382 - Ground Support Equipment Worker	23.77
23391 - Gunsmith I	19.71
23392 - Gunsmith II	22.48
23393 - Gunsmith III	25.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.67
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.73
23430 - Heavy Equipment Mechanic	25.14
23440 - Heavy Equipment Operator	23.84
23460 - Instrument Mechanic	25.10
23465 - Laboratory/Shelter Mechanic	23.79
23470 - Laborer	12.11
23510 - Locksmith	23.79
23530 - Machinery Maintenance Mechanic	26.11
23550 - Machinist, Maintenance	22.78
23580 - Maintenance Trades Helper	13.73
23591 - Metrology Technician I	25.10
23592 - Metrology Technician II	26.38
23593 - Metrology Technician III	27.71
23640 - Millwright	25.10
23710 - Office Appliance Repairer	21.89
23760 - Painter, Maintenance	15.67
23790 - Pipefitter, Maintenance	36.95
23810 - Plumber, Maintenance	34.43
23820 - Pneudraulic Systems Mechanic	25.10
23850 - Rigger	25.10
23870 - Scale Mechanic	22.48
23890 - Sheet-Metal Worker, Maintenance	25.10
23910 - Small Engine Mechanic	22.48
23931 - Telecommunications Mechanic I	29.21
23932 - Telecommunications Mechanic II	30.70
23950 - Telephone Lineman	25.10
23960 - Welder, Combination, Maintenance	18.60
23965 - Well Driller	25.10
23970 - Woodcraft Worker	25.10
23980 - Woodworker	19.71
24000 - Personal Needs Occupations	
24550 - Case Manager	18.48
24570 - Child Care Attendant	11.30
24580 - Child Care Center Clerk	14.09
24610 - Chore Aide	11.74
24620 - Family Readiness And Support Services Coordinator	18.48
24630 - Homemaker	18.48
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.74
25040 - Sewage Plant Operator	28.34
25070 - Stationary Engineer	24.74
25190 - Ventilation Equipment Tender	18.29
25210 - Water Treatment Plant Operator	28.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.20
27007 - Baggage Inspector	12.86
27008 - Corrections Officer	28.84
27010 - Court Security Officer	28.84
27030 - Detection Dog Handler	15.86
27040 - Detention Officer	28.84
27070 - Firefighter	27.20
27101 - Guard I	12.86
27102 - Guard II	15.86

27131 - Police Officer I	31.11
27132 - Police Officer II	34.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.96
28042 - Carnival Equipment Repairer	16.00
28043 - Carnival Worker	11.81
28210 - Gate Attendant/Gate Tender	15.59
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	17.44
28510 - Recreation Aide/Health Facility Attendant	12.73
28515 - Recreation Specialist	21.60
28630 - Sports Official	13.89
28690 - Swimming Pool Operator	18.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.48
29020 - Hatch Tender	22.48
29030 - Line Handler	22.48
29041 - Stevedore I	21.09
29042 - Stevedore II	23.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.30
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.97
30021 - Archeological Technician I	17.07
30022 - Archeological Technician II	19.10
30023 - Archeological Technician III	23.65
30030 - Cartographic Technician	23.65
30040 - Civil Engineering Technician	28.56
30051 - Cryogenic Technician I	23.36
30052 - Cryogenic Technician II	25.81
30061 - Drafter/CAD Operator I	17.07
30062 - Drafter/CAD Operator II	19.10
30063 - Drafter/CAD Operator III	21.29
30064 - Drafter/CAD Operator IV	26.20
30081 - Engineering Technician I	15.92
30082 - Engineering Technician II	17.87
30083 - Engineering Technician III	19.99
30084 - Engineering Technician IV	24.76
30085 - Engineering Technician V	30.29
30086 - Engineering Technician VI	36.65
30090 - Environmental Technician	23.65
30095 - Evidence Control Specialist	21.10
30210 - Laboratory Technician	21.01
30221 - Latent Fingerprint Technician I	23.36
30222 - Latent Fingerprint Technician II	25.81
30240 - Mathematical Technician	23.65
30361 - Paralegal/Legal Assistant I	19.17
30362 - Paralegal/Legal Assistant II	23.75
30363 - Paralegal/Legal Assistant III	29.05
30364 - Paralegal/Legal Assistant IV	35.16
30375 - Petroleum Supply Specialist	25.81
30390 - Photo-Optics Technician	23.65
30395 - Radiation Control Technician	25.81
30461 - Technical Writer I	20.28
30462 - Technical Writer II	24.82
30463 - Technical Writer III	30.02
30491 - Unexploded Ordnance (UXO) Technician I	24.24
30492 - Unexploded Ordnance (UXO) Technician II	29.33
30493 - Unexploded Ordnance (UXO) Technician III	35.16
30494 - Unexploded (UXO) Safety Escort	24.24
30495 - Unexploded (UXO) Sweep Personnel	24.24
30501 - Weather Forecaster I	26.20
30502 - Weather Forecaster II	31.87
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 21.29

30621 - Weather Observer, Senior	(see 2)	23.65
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		29.33
31020 - Bus Aide		14.53
31030 - Bus Driver		19.30
31043 - Driver Courier		13.94
31260 - Parking and Lot Attendant		12.51
31290 - Shuttle Bus Driver		14.91
31310 - Taxi Driver		12.67
31361 - Truckdriver, Light		14.91
31362 - Truckdriver, Medium		16.83
31363 - Truckdriver, Heavy		20.25
31364 - Truckdriver, Tractor-Trailer		20.25
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.30
99030 - Cashier		11.01
99050 - Desk Clerk		11.86
99095 - Embalmer		24.24
99130 - Flight Follower		24.24
99251 - Laboratory Animal Caretaker I		12.99
99252 - Laboratory Animal Caretaker II		13.89
99260 - Marketing Analyst		25.72
99310 - Mortician		24.24
99410 - Pest Controller		21.51
99510 - Photofinishing Worker		12.74
99710 - Recycling Laborer		17.32
99711 - Recycling Specialist		20.15
99730 - Refuse Collector		15.91
99810 - Sales Clerk		13.05
99820 - School Crossing Guard		13.52
99830 - Survey Party Chief		23.75
99831 - Surveying Aide		14.92
99832 - Surveying Technician		20.31
99840 - Vending Machine Attendant		18.79
99841 - Vending Machine Repairer		22.93
99842 - Vending Machine Repairer Helper		18.79

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 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 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to

ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

***** THIS WAGE DETERMINATION WAS REPLACED 01/01/2019 *****
 WD 15-5539 (Rev.-8) was first posted on www.wdol.gov on 08/14/2018

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

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

Daniel W. Simms Division of
 Director Wage Determinations

Wage Determination No.: 2015-5539
 Revision No.: 8
 Date Of Revision: 08/07/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: Washington

Area: Washington County of Pierce

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.15
01012 - Accounting Clerk II		18.12
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		27.73
01035 - Court Reporter		19.57
01041 - Customer Service Representative I		13.70
01042 - Customer Service Representative II		15.40
01043 - Customer Service Representative III		16.81
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		17.28
01090 - Duplicating Machine Operator		17.28
01111 - General Clerk I		14.26
01112 - General Clerk II		15.57
01113 - General Clerk III		17.47

01120 - Housing Referral Assistant	21.81
01141 - Messenger Courier	16.81
01191 - Order Clerk I	15.99
01192 - Order Clerk II	17.45
01261 - Personnel Assistant (Employment) I	16.87
01262 - Personnel Assistant (Employment) II	18.88
01263 - Personnel Assistant (Employment) III	21.05
01270 - Production Control Clerk	23.15
01290 - Rental Clerk	16.18
01300 - Scheduler, Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	19.14
01410 - Supply Technician	27.73
01420 - Survey Worker	19.50
01460 - Switchboard Operator/Receptionist	14.53
01531 - Travel Clerk I	14.56
01532 - Travel Clerk II	15.86
01533 - Travel Clerk III	17.06
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	20.66
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.65
07041 - Cook I	15.17
07042 - Cook II	17.17
07070 - Dishwasher	11.62
07130 - Food Service Worker	11.99
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	12.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.20

09040 - Furniture Handler	16.86
09080 - Furniture Refinisher	19.20
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer, Minor	18.01
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.53
11060 - Elevator Operator	15.95
11090 - Gardener	19.52
11122 - Housekeeping Aide	16.39
11150 - Janitor	16.39
11210 - Laborer, Grounds Maintenance	15.98
11240 - Maid or Houseman	12.00
11260 - Pruner	14.63
11270 - Tractor Operator	18.35
11330 - Trail Maintenance Worker	15.98
11360 - Window Cleaner	17.90
12000 - Health Occupations	
12010 - Ambulance Driver	28.30
12011 - Breath Alcohol Technician	23.44
12012 - Certified Occupational Therapist Assistant	29.85
12015 - Certified Physical Therapist Assistant	27.97
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	35.52
12035 - Electroneurodiagnostic Technologist	35.52
12040 - Emergency Medical Technician	28.30
12071 - Licensed Practical Nurse I	20.96
12072 - Licensed Practical Nurse II	23.44
12073 - Licensed Practical Nurse III	26.13
12100 - Medical Assistant	19.07
12130 - Medical Laboratory Technician	22.86
12160 - Medical Record Clerk	17.96
12190 - Medical Record Technician	19.89
12195 - Medical Transcriptionist	19.48
12210 - Nuclear Medicine Technologist	44.77
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	21.35
12236 - Optical Technician	19.43
12250 - Pharmacy Technician	20.32
12280 - Phlebotomist	17.78
12305 - Radiologic Technologist	34.31
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II, Specialist	36.05
12314 - Registered Nurse III	43.61

12315 - Registered Nurse III, Anesthetist	43.61
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol Testing)	29.03
12320 - Substance Abuse Treatment Counselor	20.77
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.24
13012 - Exhibits Specialist II	31.26
13013 - Exhibits Specialist III	38.24
13041 - Illustrator I	25.24
13042 - Illustrator II	31.26
13043 - Illustrator III	38.24
13047 - Librarian	34.62
13050 - Library Aide/Clerk	16.28
13054 - Library Information Technology Systems Administrator	31.26
13058 - Library Technician	22.53
13061 - Media Specialist I	22.56
13062 - Media Specialist II	25.24
13063 - Media Specialist III	28.13
13071 - Photographer I	20.35
13072 - Photographer II	22.76
13073 - Photographer III	28.20
13074 - Photographer IV	34.50
13075 - Photographer V	41.74
13090 - Technical Order Library Clerk	20.44
13110 - Video Teleconference Technician	23.70
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.22
14042 - Computer Operator II	20.39
14043 - Computer Operator III	22.73
14044 - Computer Operator IV	25.25
14045 - Computer Operator V	27.97
14071 - Computer Programmer I	24.47
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	18.22
14160 - Personal Computer Support Technician	25.25
14170 - System Support Specialist	29.71
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.20
15020 - Aircrew Training Devices Instructor (Rated)	41.38
15030 - Air Crew Training Devices Instructor (Pilot)	49.60
15050 - Computer Based Training Specialist / Instructor	34.20
15060 - Educational Technologist	30.07
15070 - Flight Instructor (Pilot)	49.60

15080 - Graphic Artist	27.76
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	40.48
15086 - Maintenance Test Pilot, Rotary Wing	40.48
15088 - Non-Maintenance Test/Co-Pilot	40.48
15090 - Technical Instructor	27.96
15095 - Technical Instructor/Course Developer	34.21
15110 - Test Proctor	22.58
15120 - Tutor	22.58
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	13.13
16030 - Counter Attendant	13.13
16040 - Dry Cleaner	15.02
16070 - Finisher, Flatwork, Machine	13.13
16090 - Presser, Hand	13.13
16110 - Presser, Machine, Drycleaning	13.13
16130 - Presser, Machine, Shirts	13.13
16160 - Presser, Machine, Wearing Apparel, Laundry	13.13
16190 - Sewing Machine Operator	15.65
16220 - Tailor	16.28
16250 - Washer, Machine	13.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	31.41
19040 - Tool And Die Maker	35.58
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.87
21030 - Material Coordinator	23.15
21040 - Material Expediter	23.15
21050 - Material Handling Laborer	16.29
21071 - Order Filler	15.96
21080 - Production Line Worker (Food Processing)	19.87
21110 - Shipping Packer	18.33
21130 - Shipping/Receiving Clerk	18.33
21140 - Store Worker I	17.05
21150 - Stock Clerk	21.53
21210 - Tools And Parts Attendant	19.87
21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.62
23019 - Aircraft Logs and Records Technician	28.54
23021 - Aircraft Mechanic I	32.57
23022 - Aircraft Mechanic II	33.62
23023 - Aircraft Mechanic III	34.61
23040 - Aircraft Mechanic Helper	25.28
23050 - Aircraft, Painter	31.47
23060 - Aircraft Servicer	28.54
23070 - Aircraft Survival Flight Equipment Technician	31.47
23080 - Aircraft Worker	30.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.15

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.57
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	19.71
23125 - Cable Splicer	35.26
23130 - Carpenter, Maintenance	27.65
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	28.34
23181 - Electronics Technician Maintenance I	32.67
23182 - Electronics Technician Maintenance II	34.10
23183 - Electronics Technician Maintenance III	35.29
23260 - Fabric Worker	26.58
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	25.05
23311 - Fuel Distribution System Mechanic	34.87
23312 - Fuel Distribution System Operator	28.80
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	32.57
23381 - Ground Support Equipment Servicer	28.54
23382 - Ground Support Equipment Worker	30.15
23391 - Gunsmith I	25.05
23392 - Gunsmith II	20.11
23393 - Gunsmith III	30.33
23410 - Heating, Ventilation And Air-Conditioning Mechanic	32.55
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	33.60
23430 - Heavy Equipment Mechanic	31.54
23440 - Heavy Equipment Operator	34.61
23460 - Instrument Mechanic	30.33
23465 - Laboratory/Shelter Mechanic	29.31
23470 - Laborer	15.63
23510 - Locksmith	28.76
23530 - Machinery Maintenance Mechanic	29.30
23550 - Machinist, Maintenance	28.61
23580 - Maintenance Trades Helper	19.71
23591 - Metrology Technician I	30.33
23592 - Metrology Technician II	31.31
23593 - Metrology Technician III	32.23
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	36.03
23810 - Plumber, Maintenance	33.24
23820 - Pneudraulic Systems Mechanic	30.33
23850 - Rigger	30.33
23870 - Scale Mechanic	28.08
23890 - Sheet-Metal Worker, Maintenance	34.44
23910 - Small Engine Mechanic	23.95

23931 - Telecommunications Mechanic I	28.09
23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	28.33
23960 - Welder, Combination, Maintenance	26.32
23965 - Well Driller	32.28
23970 - Woodcraft Worker	30.33
23980 - Woodworker	25.05
24000 - Personal Needs Occupations	
24550 - Case Manager	18.60
24570 - Child Care Attendant	12.31
24580 - Child Care Center Clerk	15.35
24610 - Chore Aide	12.75
24620 - Family Readiness And Support Services Coordinator	18.60
24630 - Homemaker	18.60
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.30
25040 - Sewage Plant Operator	31.04
25070 - Stationary Engineer	30.30
25190 - Ventilation Equipment Tender	23.52
25210 - Water Treatment Plant Operator	31.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.59
27007 - Baggage Inspector	15.87
27008 - Corrections Officer	28.28
27010 - Court Security Officer	33.63
27030 - Detection Dog Handler	20.45
27040 - Detention Officer	28.28
27070 - Firefighter	38.97
27101 - Guard I	15.87
27102 - Guard II	22.54
27131 - Police Officer I	36.49
27132 - Police Officer II	40.55
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.55
28042 - Carnival Equipment Repairer	16.54
28043 - Carnival Worker	12.40
28210 - Gate Attendant/Gate Tender	17.02
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	19.04
28510 - Recreation Aide/Health Facility Attendant	13.89
28515 - Recreation Specialist	23.58
28630 - Sports Official	15.16
28690 - Swimming Pool Operator	18.54
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.06
29020 - Hatch Tender	31.06
29030 - Line Handler	31.06
29041 - Stevedore I	29.39

29042 - Stevedore II	32.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.37
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.53
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.42
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	24.91
30023 - Archeological Technician III	30.86
30030 - Cartographic Technician	30.86
30040 - Civil Engineering Technician	33.04
30051 - Cryogenic Technician I	29.19
30052 - Cryogenic Technician II	32.25
30061 - Drafter/CAD Operator I	22.27
30062 - Drafter/CAD Operator II	24.91
30063 - Drafter/CAD Operator III	27.78
30064 - Drafter/CAD Operator IV	34.17
30081 - Engineering Technician I	20.07
30082 - Engineering Technician II	22.53
30083 - Engineering Technician III	25.20
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.19
30086 - Engineering Technician VI	46.21
30090 - Environmental Technician	30.76
30095 - Evidence Control Specialist	26.37
30210 - Laboratory Technician	25.04
30221 - Latent Fingerprint Technician I	28.19
30222 - Latent Fingerprint Technician II	31.14
30240 - Mathematical Technician	30.86
30361 - Paralegal/Legal Assistant I	22.87
30362 - Paralegal/Legal Assistant II	28.34
30363 - Paralegal/Legal Assistant III	32.99
30364 - Paralegal/Legal Assistant IV	36.96
30375 - Petroleum Supply Specialist	32.25
30390 - Photo-Optics Technician	30.86
30395 - Radiation Control Technician	32.25
30461 - Technical Writer I	27.23
30462 - Technical Writer II	33.32
30463 - Technical Writer III	40.31
30491 - Unexploded Ordnance (UXO) Technician I	26.29
30492 - Unexploded Ordnance (UXO) Technician II	31.81
30493 - Unexploded Ordnance (UXO) Technician III	38.13
30494 - Unexploded (UXO) Safety Escort	26.29
30495 - Unexploded (UXO) Sweep Personnel	26.29
30501 - Weather Forecaster I	30.16
30502 - Weather Forecaster II	36.69
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.99
30621 - Weather Observer, Senior	(see 2) 27.77
31000 - Transportation/Mobile Equipment Operation Occupations	

31010 - Airplane Pilot	31.81
31020 - Bus Aide	16.71
31030 - Bus Driver	21.65
31043 - Driver Courier	17.98
31260 - Parking and Lot Attendant	12.80
31290 - Shuttle Bus Driver	19.13
31310 - Taxi Driver	14.02
31361 - Truckdriver, Light	19.13
31362 - Truckdriver, Medium	21.42
31363 - Truckdriver, Heavy	22.88
31364 - Truckdriver, Tractor-Trailer	22.88
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.51
99030 - Cashier	12.33
99050 - Desk Clerk	12.52
99095 - Embalmer	28.38
99130 - Flight Follower	26.29
99251 - Laboratory Animal Caretaker I	14.68
99252 - Laboratory Animal Caretaker II	15.62
99260 - Marketing Analyst	24.68
99310 - Mortician	28.38
99410 - Pest Controller	21.55
99510 - Photofinishing Worker	13.82
99710 - Recycling Laborer	28.38
99711 - Recycling Specialist	32.58
99730 - Refuse Collector	26.26
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	20.78
99830 - Survey Party Chief	32.43
99831 - Surveying Aide	18.61
99832 - Surveying Technician	25.50
99840 - Vending Machine Attendant	16.39
99841 - Vending Machine Repairer	19.80
99842 - Vending Machine Repairer Helper	17.90

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

to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 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 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

WD 05-2567 (Rev.-20) was first posted on www.wdol.gov on 07/14/2015

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2005-2567
Revision No.: 20
Date Of Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Washington

Area: Washington Counties of Lewis, Pierce, Thurston

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

OCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.56
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.54
01020 - Administrative Assistant		23.72
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.68
01112 - General Clerk II		14.80
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		13.25
01191 - Order Clerk I		14.60
01192 - Order Clerk II		15.94
01261 - Personnel Assistant (Employment) I		16.87
01262 - Personnel Assistant (Employment) II		18.88
01263 - Personnel Assistant (Employment) III		21.05
01270 - Production Control Clerk		21.10
01280 - Receptionist		14.47
01290 - Rental Clerk		16.18
01300 - Scheduler, Maintenance		17.49
01311 - Secretary I		17.49
01312 - Secretary II		19.57
01313 - Secretary III		21.81
01320 - Service Order Dispatcher		17.13
01410 - Supply Technician		23.37
01420 - Survey Worker		19.01

01531 - Travel Clerk I	13.37
01532 - Travel Clerk II	14.50
01533 - Travel Clerk III	15.60
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	19.83
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	13.11
07042 - Cook II	15.75
07070 - Dishwasher	9.68
07130 - Food Service Worker	11.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	12.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.20
09040 - Furniture Handler	16.86
09080 - Furniture Refinisher	19.20
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer, Minor	18.01
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	11.98
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.53
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	15.07
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.43
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	21.63
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	24.67
12015 - Certified Physical Therapist Assistant	23.12
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	29.94
12035 - Electroneurodiagnostic Technologist	29.94
12040 - Emergency Medical Technician	21.26
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.78

12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	16.54
12130 - Medical Laboratory Technician	20.78
12160 - Medical Record Clerk	16.33
12190 - Medical Record Technician	18.27
12195 - Medical Transcriptionist	19.48
12210 - Nuclear Medicine Technologist	39.01
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	19.98
12236 - Optical Technician	18.57
12250 - Pharmacy Technician	18.96
12280 - Phlebotomist	16.61
12305 - Radiologic Technologist	32.53
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II, Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III, Anesthetist	43.61
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol Testing)	25.80
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.17
13012 - Exhibits Specialist II	26.22
13013 - Exhibits Specialist III	32.07
13041 - Illustrator I	20.46
13042 - Illustrator II	25.34
13043 - Illustrator III	31.00
13047 - Librarian	31.19
13050 - Library Aide/Clerk	13.60
13054 - Library Information Technology Systems Administrator	26.06
13058 - Library Technician	18.78
13061 - Media Specialist I	18.32
13062 - Media Specialist II	20.53
13063 - Media Specialist III	22.87
13071 - Photographer I	20.35
13072 - Photographer II	22.76
13073 - Photographer III	28.20
13074 - Photographer IV	34.50
13075 - Photographer V	41.74
13110 - Video Teleconference Technician	20.43
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.22
14042 - Computer Operator II	20.39
14043 - Computer Operator III	22.73
14044 - Computer Operator IV	25.25
14045 - Computer Operator V	27.97
14071 - Computer Programmer I	(see 1) 24.47
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	18.22
14160 - Personal Computer Support Technician	25.25
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.20

15020 - Aircrew Training Devices Instructor (Rated)	41.38
15030 - Air Crew Training Devices Instructor (Pilot)	49.60
15050 - Computer Based Training Specialist / Instructor	34.20
15060 - Educational Technologist	30.07
15070 - Flight Instructor (Pilot)	49.60
15080 - Graphic Artist	25.73
15090 - Technical Instructor	26.41
15095 - Technical Instructor/Course Developer	30.26
15110 - Test Proctor	21.33
15120 - Tutor	21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.87
16030 - Counter Attendant	9.87
16040 - Dry Cleaner	12.41
16070 - Finisher, Flatwork, Machine	9.87
16090 - Presser, Hand	9.87
16110 - Presser, Machine, Drycleaning	9.87
16130 - Presser, Machine, Shirts	9.87
16160 - Presser, Machine, Wearing Apparel, Laundry	9.87
16190 - Sewing Machine Operator	13.23
16220 - Tailor	14.04
16250 - Washer, Machine	10.81
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.86
19040 - Tool And Die Maker	29.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.87
21030 - Material Coordinator	21.10
21040 - Material Expediter	21.10
21050 - Material Handling Laborer	15.41
21071 - Order Filler	14.20
21080 - Production Line Worker (Food Processing)	19.87
21110 - Shipping Packer	18.13
21130 - Shipping/Receiving Clerk	18.13
21140 - Store Worker I	15.39
21150 - Stock Clerk	19.42
21210 - Tools And Parts Attendant	19.87
21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.37
23021 - Aircraft Mechanic I	28.50
23022 - Aircraft Mechanic II	29.37
23023 - Aircraft Mechanic III	30.25
23040 - Aircraft Mechanic Helper	22.11
23050 - Aircraft, Painter	27.52
23060 - Aircraft Servicer	24.97
23080 - Aircraft Worker	26.38
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	14.81
23125 - Cable Splicer	31.68
23130 - Carpenter, Maintenance	27.65
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	28.34
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	23.47
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	22.12
23311 - Fuel Distribution System Mechanic	26.36
23312 - Fuel Distribution System Operator	24.00

23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	28.50
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.38
23391 - Gunsmith I	22.12
23392 - Gunsmith II	24.79
23393 - Gunsmith III	26.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.31
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	25.88
23470 - Laborer	14.21
23510 - Locksmith	25.61
23530 - Machinery Maintenance Mechanic	27.15
23550 - Machinist, Maintenance	24.25
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	29.77
23810 - Plumber, Maintenance	27.42
23820 - Pneudraulic Systems Mechanic	26.78
23850 - Rigger	26.78
23870 - Scale Mechanic	24.79
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	23.95
23931 - Telecommunications Mechanic I	27.36
23932 - Telecommunications Mechanic II	28.25
23950 - Telephone Lineman	24.51
23960 - Welder, Combination, Maintenance	26.32
23965 - Well Driller	32.28
23970 - Woodcraft Worker	26.78
23980 - Woodworker	22.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services Coordinator	14.74
24630 - Homemaker	18.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.48
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.98
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	23.46
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	15.36
27040 - Detention Officer	23.51
27070 - Firefighter	31.09

27101 - Guard I	13.73
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.43
28042 - Carnival Equipment Repairer	13.23
28043 - Carnival Equipment Worker	10.02
28210 - Gate Attendant/Gate Tender	14.84
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.98
28515 - Recreation Specialist	18.46
28630 - Sports Official	12.53
28690 - Swimming Pool Operator	15.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.78
29020 - Hatch Tender	29.78
29030 - Line Handler	29.78
29041 - Stevedore I	28.19
29042 - Stevedore II	31.09
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.32
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.99
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	24.91
30023 - Archeological Technician III	30.86
30030 - Cartographic Technician	30.86
30040 - Civil Engineering Technician	28.02
30061 - Drafter/CAD Operator I	22.27
30062 - Drafter/CAD Operator II	24.91
30063 - Drafter/CAD Operator III	27.78
30064 - Drafter/CAD Operator IV	34.17
30081 - Engineering Technician I	20.07
30082 - Engineering Technician II	22.53
30083 - Engineering Technician III	25.20
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.19
30086 - Engineering Technician VI	46.21
30090 - Environmental Technician	28.91
30210 - Laboratory Technician	25.04
30240 - Mathematical Technician	30.86
30361 - Paralegal/Legal Assistant I	22.87
30362 - Paralegal/Legal Assistant II	28.34
30363 - Paralegal/Legal Assistant III	32.99
30364 - Paralegal/Legal Assistant IV	35.62
30390 - Photo-Optics Technician	30.86
30461 - Technical Writer I	26.15
30462 - Technical Writer II	31.99
30463 - Technical Writer III	38.71
30491 - Unexploded Ordnance (UXO) Technician I	24.26
30492 - Unexploded Ordnance (UXO) Technician II	29.35
30493 - Unexploded Ordnance (UXO) Technician III	35.18
30494 - Unexploded (UXO) Safety Escort	24.26
30495 - Unexploded (UXO) Sweep Personnel	24.26
30620 - Weather Observer, Combined Upper Air Or (see 2)	23.99
Surface Programs	
30621 - Weather Observer, Senior (see 2)	27.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	15.18

31030 - Bus Driver	19.68
31043 - Driver Courier	17.32
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	18.43
31310 - Taxi Driver	13.29
31361 - Truckdriver, Light	18.43
31362 - Truckdriver, Medium	21.42
31363 - Truckdriver, Heavy	22.63
31364 - Truckdriver, Tractor-Trailer	22.63
99000 - Miscellaneous Occupations	
99030 - Cashier	12.33
99050 - Desk Clerk	10.88
99095 - Embalmer	26.13
99251 - Laboratory Animal Caretaker I	12.24
99252 - Laboratory Animal Caretaker II	13.02
99310 - Mortician	28.38
99410 - Pest Controller	20.11
99510 - Photofinishing Worker	13.73
99710 - Recycling Laborer	21.32
99711 - Recycling Specialist	24.48
99730 - Refuse Collector	19.73
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	15.61
99830 - Survey Party Chief	28.70
99831 - Surveying Aide	16.46
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	15.97
99841 - Vending Machine Repairer	19.80
99842 - Vending Machine Repairer Helper	17.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.

400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

QUEST 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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).

After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

WD 05-2441 (Rev.-16) was first posted on www.wdol.gov on 07/14/2015

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2005-2441
Revision No.: 16
Date Of Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Clatsop, Columbia, Gilliam, Hood River, Marion, Multnomah, Polk, Sherman, Tillamook, Wasco, Washington, Yamhill
Washington Counties of Clark, Cowlitz, Klickitat, Pacific, Skamania, Wahkiakum

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
900 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.62
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		21.67
01040 - Court Reporter		19.88
01051 - Data Entry Operator I		13.02
01052 - Data Entry Operator II		14.28
01060 - Dispatcher, Motor Vehicle		19.88
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		12.67
01112 - General Clerk II		13.82
01113 - General Clerk III		17.33
01120 - Housing Referral Assistant		20.42
01141 - Messenger Courier		14.12
01191 - Order Clerk I		13.02
01192 - Order Clerk II		15.03
01261 - Personnel Assistant (Employment) I		15.71
01262 - Personnel Assistant (Employment) II		19.59
01263 - Personnel Assistant (Employment) III		20.55
01270 - Production Control Clerk		20.55
01280 - Receptionist		14.41
01290 - Rental Clerk		15.98
01300 - Scheduler, Maintenance		16.38
01311 - Secretary I		16.38
01312 - Secretary II		18.32
01313 - Secretary III		20.42
01320 - Service Order Dispatcher		17.40

01410 - Supply Technician	22.62
01420 - Survey Worker	19.88
01531 - Travel Clerk I	13.44
01532 - Travel Clerk II	16.64
01533 - Travel Clerk III	15.76
01611 - Word Processor I	14.12
01612 - Word Processor II	15.86
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	19.85
05040 - Automotive Glass Installer	18.97
05070 - Automotive Worker	18.97
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal Mechanic	19.95
05160 - Motor Equipment Metal Worker	18.97
05190 - Motor Vehicle Mechanic	19.95
05220 - Motor Vehicle Mechanic Helper	16.04
05250 - Motor Vehicle Upholstery Worker	18.04
05280 - Motor Vehicle Wrecker	18.97
05310 - Painter, Automotive	19.85
05340 - Radiator Repair Specialist	18.97
05370 - Tire Repairer	13.76
05400 - Transmission Repair Specialist	19.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.61
07041 - Cook I	12.86
07042 - Cook II	14.31
07070 - Dishwasher	9.16
07130 - Food Service Worker	10.57
07210 - Meat Cutter	16.19
07260 - Waiter/Waitress	10.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.58
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	16.58
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.61
11060 - Elevator Operator	11.77
11090 - Gardener	15.07
11122 - Housekeeping Aide	12.06
11150 - Janitor	12.06
11210 - Laborer, Grounds Maintenance	11.96
11240 - Maid or Houseman	11.47
11260 - Pruner	10.96
11270 - Tractor Operator	14.58
11330 - Trail Maintenance Worker	11.96
11360 - Window Cleaner	13.16
12000 - Health Occupations	
12010 - Ambulance Driver	19.04
12011 - Breath Alcohol Technician	19.04
12012 - Certified Occupational Therapist Assistant	22.53
12015 - Certified Physical Therapist Assistant	21.98
12020 - Dental Assistant	17.72
12025 - Dental Hygienist	36.69
12030 - EKG Technician	29.65
12035 - Electroneurodiagnostic Technologist	29.65
12040 - Emergency Medical Technician	19.04

12071 - Licensed Practical Nurse I	18.73
12072 - Licensed Practical Nurse II	20.94
12073 - Licensed Practical Nurse III	23.38
12100 - Medical Assistant	15.18
12130 - Medical Laboratory Technician	18.73
12160 - Medical Record Clerk	14.32
12190 - Medical Record Technician	16.02
12195 - Medical Transcriptionist	18.16
12210 - Nuclear Medicine Technologist	38.09
12221 - Nursing Assistant I	9.41
12222 - Nursing Assistant II	10.57
12223 - Nursing Assistant III	11.53
12224 - Nursing Assistant IV	12.95
12235 - Optical Dispenser	17.51
12236 - Optical Technician	15.09
12250 - Pharmacy Technician	15.54
12280 - Phlebotomist	12.95
12305 - Radiologic Technologist	30.05
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II, Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III, Anesthetist	42.99
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol Testing)	24.30
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.00
13012 - Exhibits Specialist II	24.77
13013 - Exhibits Specialist III	28.66
13041 - Illustrator I	18.35
13042 - Illustrator II	22.74
13043 - Illustrator III	27.81
13047 - Librarian	26.14
13050 - Library Aide/Clerk	13.53
13054 - Library Information Technology Systems Administrator	23.60
13058 - Library Technician	15.52
13061 - Media Specialist I	17.04
13062 - Media Specialist II	19.06
13063 - Media Specialist III	21.24
13071 - Photographer I	15.13
13072 - Photographer II	16.92
13073 - Photographer III	20.96
13074 - Photographer IV	25.64
13075 - Photographer V	31.02
13110 - Video Teleconference Technician	17.33
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.61
14042 - Computer Operator II	18.58
14043 - Computer Operator III	20.71
14044 - Computer Operator IV	23.01
14045 - Computer Operator V	25.49
14071 - Computer Programmer I	(see 1) 20.15
14072 - Computer Programmer II	(see 1) 24.95
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	16.61
14160 - Personal Computer Support Technician	23.01

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.55
15020 - Aircrew Training Devices Instructor (Rated)	34.31
15030 - Air Crew Training Devices Instructor (Pilot)	41.12
15050 - Computer Based Training Specialist / Instructor	28.55
15060 - Educational Technologist	31.63
15070 - Flight Instructor (Pilot)	41.12
15080 - Graphic Artist	20.77
15090 - Technical Instructor	20.39
15095 - Technical Instructor/Course Developer	24.95
15110 - Test Proctor	17.79
15120 - Tutor	17.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.87
16030 - Counter Attendant	9.87
16040 - Dry Cleaner	12.40
16070 - Finisher, Flatwork, Machine	9.87
16090 - Presser, Hand	9.87
16110 - Presser, Machine, Drycleaning	9.87
16130 - Presser, Machine, Shirts	9.87
16160 - Presser, Machine, Wearing Apparel, Laundry	9.87
16190 - Sewing Machine Operator	13.20
16220 - Tailor	13.99
16250 - Washer, Machine	10.70
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.45
19040 - Tool And Die Maker	24.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.89
21030 - Material Coordinator	19.68
21040 - Material Expediter	19.68
21050 - Material Handling Laborer	13.22
21071 - Order Filler	13.60
21080 - Production Line Worker (Food Processing)	14.89
21110 - Shipping Packer	14.37
21130 - Shipping/Receiving Clerk	14.37
21140 - Store Worker I	12.70
21150 - Stock Clerk	16.70
21210 - Tools And Parts Attendant	14.89
21410 - Warehouse Specialist	14.89
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.81
23021 - Aircraft Mechanic I	24.48
23022 - Aircraft Mechanic II	25.81
23023 - Aircraft Mechanic III	27.13
23040 - Aircraft Mechanic Helper	19.37
23050 - Aircraft, Painter	22.61
23060 - Aircraft Servicer	22.12
23080 - Aircraft Worker	23.27
23110 - Appliance Mechanic	17.48
23120 - Bicycle Repairer	13.76
23125 - Cable Splicer	31.58
23130 - Carpenter, Maintenance	20.28
23140 - Carpet Layer	20.85
23160 - Electrician, Maintenance	29.99
23181 - Electronics Technician Maintenance I	21.48
23182 - Electronics Technician Maintenance II	24.43
23183 - Electronics Technician Maintenance III	25.80
23260 - Fabric Worker	20.54
23290 - Fire Alarm System Mechanic	23.07
23310 - Fire Extinguisher Repairer	19.63

23311 - Fuel Distribution System Mechanic	24.72
23312 - Fuel Distribution System Operator	19.39
23370 - General Maintenance Worker	19.18
23380 - Ground Support Equipment Mechanic	24.48
23381 - Ground Support Equipment Servicer	22.12
23382 - Ground Support Equipment Worker	23.27
23391 - Gunsmith I	19.63
23392 - Gunsmith II	22.34
23393 - Gunsmith III	25.03
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.29
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.45
23430 - Heavy Equipment Mechanic	21.84
23440 - Heavy Equipment Operator	23.49
23460 - Instrument Mechanic	27.58
23465 - Laboratory/Shelter Mechanic	23.70
23470 - Laborer	12.87
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	22.99
23550 - Machinist, Maintenance	25.12
23580 - Maintenance Trades Helper	14.74
23591 - Metrology Technician I	27.58
23592 - Metrology Technician II	29.06
23593 - Metrology Technician III	30.56
23640 - Millwright	28.28
23710 - Office Appliance Repairer	20.53
23760 - Painter, Maintenance	18.24
23790 - Pipefitter, Maintenance	30.95
23810 - Plumber, Maintenance	27.63
23820 - Pneudraulic Systems Mechanic	25.03
23850 - Rigger	24.74
23870 - Scale Mechanic	22.34
23890 - Sheet-Metal Worker, Maintenance	24.40
23910 - Small Engine Mechanic	16.36
23931 - Telecommunications Mechanic I	25.97
23932 - Telecommunications Mechanic II	27.38
23950 - Telephone Lineman	24.08
23960 - Welder, Combination, Maintenance	21.08
23965 - Well Driller	23.01
23970 - Woodcraft Worker	26.15
23980 - Woodworker	14.60
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.95
24580 - Child Care Center Clerk	14.34
24610 - Chore Aide	10.83
24620 - Family Readiness And Support Services Coordinator	14.01
24630 - Homemaker	16.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.09
25040 - Sewage Plant Operator	22.21
25070 - Stationary Engineer	26.09
25190 - Ventilation Equipment Tender	19.07
25210 - Water Treatment Plant Operator	22.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.30
27007 - Baggage Inspector	12.19
27008 - Corrections Officer	23.68
27010 - Court Security Officer	25.47
27030 - Detection Dog Handler	16.79

27040 - Detention Officer	23.68
27070 - Firefighter	26.29
27101 - Guard I	12.19
27102 - Guard II	16.79
27131 - Police Officer I	27.63
27132 - Police Officer II	30.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.83
28042 - Carnival Equipment Repairer	12.56
28043 - Carnival Equipment Worker	9.64
28210 - Gate Attendant/Gate Tender	16.16
28310 - Lifeguard	12.65
28350 - Park Attendant (Aide)	18.07
28510 - Recreation Aide/Health Facility Attendant	12.93
28515 - Recreation Specialist	19.28
28630 - Sports Official	14.40
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.47
29020 - Hatch Tender	23.47
29030 - Line Handler	23.47
29041 - Stevedore I	22.04
29042 - Stevedore II	24.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.72
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.00
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.63
30021 - Archeological Technician I	16.73
30022 - Archeological Technician II	18.72
30023 - Archeological Technician III	23.18
30030 - Cartographic Technician	23.18
30040 - Civil Engineering Technician	25.26
30061 - Drafter/CAD Operator I	16.73
30062 - Drafter/CAD Operator II	18.72
30063 - Drafter/CAD Operator III	20.86
30064 - Drafter/CAD Operator IV	25.68
30081 - Engineering Technician I	16.14
30082 - Engineering Technician II	18.13
30083 - Engineering Technician III	20.29
30084 - Engineering Technician IV	25.76
30085 - Engineering Technician V	31.76
30086 - Engineering Technician VI	37.19
30090 - Environmental Technician	22.18
30210 - Laboratory Technician	19.18
30240 - Mathematical Technician	22.35
30361 - Paralegal/Legal Assistant I	17.68
30362 - Paralegal/Legal Assistant II	22.18
30363 - Paralegal/Legal Assistant III	27.13
30364 - Paralegal/Legal Assistant IV	32.84
30390 - Photo-Optics Technician	23.18
30461 - Technical Writer I	21.89
30462 - Technical Writer II	27.71
30463 - Technical Writer III	32.40
30491 - Unexploded Ordnance (UXO) Technician I	23.97
30492 - Unexploded Ordnance (UXO) Technician II	29.00
30493 - Unexploded Ordnance (UXO) Technician III	34.76
30494 - Unexploded (UXO) Safety Escort	23.97
30495 - Unexploded (UXO) Sweep Personnel	23.97
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.86
30621 - Weather Observer, Senior	(see 2) 23.18

31020 - Bus Aide	12.14
31030 - Bus Driver	16.12
31043 - Driver Courier	13.13
31260 - Parking and Lot Attendant	10.14
31290 - Shuttle Bus Driver	14.05
31310 - Taxi Driver	12.67
31361 - Truckdriver, Light	14.05
31362 - Truckdriver, Medium	16.83
31363 - Truckdriver, Heavy	16.74
31364 - Truckdriver, Tractor-Trailer	16.74
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99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	11.32
99252 - Laboratory Animal Caretaker II	12.11
99310 - Mortician	22.74
99410 - Pest Controller	19.69
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.61
99711 - Recycling Specialist	17.02
99730 - Refuse Collector	15.73
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	23.75
99831 - Surveying Aide	14.92
99832 - Surveying Technician	20.31
99840 - Vending Machine Attendant	17.57
99841 - Vending Machine Repairer	21.27
99842 - Vending Machine Repairer Helper	17.57

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HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per

week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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).

After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

2. AMENDMENT/MODIFICATION NO. P00024	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	7. ADMINISTERED BY (If other than Item 6) ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 4955 TECHNOLOGY WAY BOCA RATON FL 33431	(x) 9A. AMENDMENT OF SOLICITATION NO. 9B. DATED (SEE ITEM 11) x 10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015 10B. DATED (SEE ITEM 13) 09/24/2015
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11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

12. ACCOUNTING AND APPROPRIATION DATA (If required)

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

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
	D. OTHER (Specify type of modification and authority)
X	FAR 53.217 - 9 - Option to Extend the Term of the Contract

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

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

DUNS Number: 612706465
 COR POC: (b)(6); (b)(7)(C) e-mail address,
 (b)(6); (b)(7)(C) @ice.dhs.gov

Finance POC: (b)(6); (b)(7)(C) email address. (b)(6); (b)(7)(C)@ice.dhs.gov

This modification is to:

- Exercise the Fifth (5th) Option Period of the contract under the FAR clause 52.217-9 Option to Extend the Term of the Contract for the period of September 28, 2020 through September 27, 2021. CLINS in the Fifth (5th) Option Period are:
Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (b)(6); (b)(7)(C)
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	16B. UNITED STATES OF AMERICA (Signature of Contracting Officer)
15C. DATE SIGNED	16C. DATE SIGNED

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>a. CLIN 5001A b. CLIN 5001B c. CLIN 5002A d. CLIN 5002B e. CLIN 5002C f. CLIN 5002D g. CLIN 5002E h. CLIN 5002F i. CLIN 5003</p> <p>2. Replace attachment 2 of the Contract with the attached new Department of Labor Wage Determination No. 2015-5539, Revision No. 12, Date of Revision, 12/23/2019; Department of Labor Wage Determination No. 2015-5564, Revision No 10, Date of Revision, 12/23/2019; Department of Labor Wage Determination No. 2015-5544, Revision No. 10, Date of Revision, 12/23/2019; and Department of Labor Wage Determination No. 2015-5572, Revision No. 10, Date of Revision, 12/23/2019.</p> <p>In accordance with FAR 52.222-43, Fair Labor Standards Act and Service Contract Act - Price Adjustments (Multiple Year and Option Contracts) (f) "The Contractor shall notify the Contracting Officer of any increase claimed under this clause within 30 days after receiving a new wage determination unless this notification period is extended in writing by the Contracting Officer. The Contractor shall promptly notify the Contracting Officer of any decrease under this clause, but nothing in the clause shall preclude the Government from asserting a claim within the period permitted by law. The notice shall contain a statement of the amount claimed and the change in fixed hourly rates (if this is a time-and-materials or labor-hour contract), and any relevant supporting data, including payroll records, that the Contracting Officer may reasonably require. Upon agreement of the parties, the contract price, contract unit price labor rates, or fixed hourly rates shall be modified in writing. The Contractor shall continue performance pending agreement on or determination of any such adjustment and its effective date."</p> <p>. Discount Terms: (b)(4)</p> <p>Continued ...</p>				

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Period of Performance: 09/28/2020 to 09/27/2021				

AWARD/CONTRACT		1. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 350)		RATING		PAGE OF PAGES 1 115	
2. CONTRACT (Proc Inst. Ident.) NO HSCEDM-15-D-00015				3. EFFECTIVE DATE 09/28/2015		4. REQUISITION/PURCHASE REQUEST/PROJECT NO 192115FSETACK0012	
5. ISSUED BY		CODE ICE/DM/DC-LAGUNA		6. ADMINISTERED BY (if other than item 5)		CODE ICE/DM/DC-LAGUNA	
ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677				ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677			

7. NAME AND ADDRESS OF CONTRACTOR (No. Street, City, Country, State and ZIP Code)		8. DELIVERY	
GEO GROUP INC THE 621 NW 53RD ST (b)(6); BOCA RATON FL 334878242		FOB ORIGIN X OTHER (See below)	
		9. DISCOUNT FOR PROMPT PAYMENT (b)(4)	
		10. SUBMIT INVOICES (4 copies unless otherwise specified) TO THE ADDRESS SHOWN IN	
CODE (b)(7)(E)		FACILITY CODE	

11. SHIP TO/MARK FOR		12. PAYMENT WILL BE MADE BY	
Department of Homeland Security Immigration and Customs Enforcement 1623 East J Street Tacoma, WA 98421 Attn: (b)(6); (b)(7)(C)		DHS, ICE Burlington Finance Center P.O. Box 1620 Attn: ICE-ERO-FOD-Seattle Williston VT 05495-1620	

13. AUTHORITY FOR USING OTHER THAN FULL AND OPEN COMPETITION		14. ACCOUNTING AND APPROPRIATION DATA			
10 U.S.C. 2304 (c) 1 41 U.S.C. 253 (c) 1		See Schedule			
15A. ITEM NO	15B. SUPPLIES/SERVICES	15C. QUANTITY	15D. UNIT	15E. UNIT PRICE	15F. AMOUNT
Continued					
15G. TOTAL AMOUNT OF CONTRACT					\$0.00

(X)	SEC	DESCRIPTION	PAGE(S)	(X)	SEC	DESCRIPTION	PAGE(S)
PART I - THE SCHEDULE				PART II - CONTRACT CLAUSES			
X	A	SOLICITATION/CONTRACT FORM	1	X	I	CONTRACT CLAUSES	103
X	B	SUPPLIES OR SERVICES AND PRICES/COSTS	2	PART III - LIST OF DOCUMENTS, EXHIBITS AND OTHER ATTACH			
X	C	DESCRIPTION/SPECS./WORK STATEMENT	43	X	J	LIST OF ATTACHMENTS	115
X	D	PACKAGING AND MARKING	92	PART IV - REPRESENTATIONS AND INSTRUCTIONS			
X	E	INSPECTION AND ACCEPTANCE	93		K	REPRESENTATIONS, CERTIFICATIONS AND OTHER STATEMENTS OF OFFERORS	
X	F	DELIVERIES OR PERFORMANCE	95		L	INSTRS., CONDS., AND NOTICES TO OFFERORS	
X	G	CONTRACT ADMINISTRATION DATA	97		M	EVALUATION FACTORS FOR AWARD	
X	H	SPECIAL CONTRACT REQUIREMENTS	101				

17. <input checked="" type="checkbox"/> CONTRACTOR'S NEGOTIATED AGREEMENT (Contractor is required to sign this document and return 1 copies to issuing office.) Contractor agrees to furnish and deliver all items or perform all the services set forth or otherwise identified above and on any continuation sheets for the consideration stated herein. The rights and obligations of the parties to this contract shall be subject to and governed by the following documents: (a) this award/contract, (b) the solicitation, if any, and (c) such provisions, representations, certifications, and specifications, as are attached or incorporated by reference herein. (Attachments are listed herein)		18. <input type="checkbox"/> AWARD (Contractor is not required to sign this document.) Your offer on Solicitation Number HSCEDM-15-R-00001 including the additions or changes made by you which additions or changes are set forth in full above, is hereby accepted as to the items listed above and on any condition sheets. This award consummates the contract which consists of the following documents: (a) the Government's solicitation and your offer, and (b) this award/contract. No further contractual document is necessary.	
19A. NAME AND TITLE OF SIGNER (Type or print) Amber Martin, EVP, Contract Administration		19B. NAME OF CONTRACTING OFFICER Roberta J. Halls	
19B. NAME OF CONTRACTOR (b)(6); (b)(7)(C)		19C. DATE SIGNED 9/24/15	
BY (Signature of person authorized to sign)		20B. UNITED STATES OF AMERICA (b)(6); (b)(7)(C)	
		20C. DATE SIGNED 9-24-15	

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>DUNS Number: 612706465</p> <p>COR POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov</p> <p>Alternate POC: (b)(6); (b)(7)(C) email address, (b)(6); (b)(7)(C)@ice.dhs.gov</p> <p>Finance POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov</p> <p>Exempt Action: Y</p> <p>FOB: Destination</p> <p>Period of Performance: 09/28/2015 to 09/27/2025</p> <p>BASE PERIOD: September 28, 2015 through September 27, 2016.</p>				
0001	<p>DETENTION SERVICES IAW THE PERFORMANCE WORK STATEMENT (b)(4)</p> <p>Orders from this Contract will be issued through the issuance of a task order.</p> <p>Product/Service Code: S206</p> <p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>BASE PERIOD: September 28, 2015 through September 27, 2016.</p>			(b)(4)	
0001A	<p>Detention Bed Days, Guaranteed Minimum, Beds (b)(4)</p> <p>Product/Service Code: S206</p> <p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>BASE PERIOD: September 28, 2015 through September 27, 2016.</p>			(b)(4)	
0001B	<p>Detention Bed Days, Above Guaranteed Minimum, Beds (b)(4)</p> <p>(b)(4)</p> <p>Product/Service Code: S206</p> <p>Continued ...</p>			(b)(4)	

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0002	<p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>. BASE PERIOD: September 28, 2015 through September 27, 2016.</p> <p>TRANSPORTATION SERVICES IAW THE PERFORMANCE WORK STATEMENT</p> <p>Orders from this Contract will be issued through the issuance of a task order.</p> <p>. Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>. BASE PERIOD: September 28, 2015 through September 27, 2016.</p>				0.00
0002A	<p>Transportation Fixed Flat Rate for Eighteen (18) Vehicles. These vehicles are:</p> <ol style="list-style-type: none"> 1. Four (4) Bus 2. Seven (7) Transporters 3. One (1) Utility Vehicle. 4. One (1) ADA Van 5. Five (5) Van. <p>. Unit of Issue MO is equivalent to Month. Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>. BASE PERIOD: September 28, 2015 through September 27, 2016.</p>			(b)(4)	
0002B	<p>Estimated Fuel Cost for Vehicles. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is a Not-To-Exceed of (b)(4)</p> <p>(b)(4)</p> <p>. Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>. BASE PERIOD: September 28, 2015 through September 27, 2016.</p> <p>Continued ...</p>			(b)(4)	

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0002C	<p>Estimated Travel Cost Inclusive of Lodging and Meals & Incidental Expenses (MI&E) for Detention Officers exceeding the standard working hours. Cost is based on actual charges per occurrence, not to exceed the allowable Federal Travel Regulation rates / costs in effect on the dates of travel. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is NOT-TO EXCEED of (b)(4)</p> <p>Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>BASE PERIOD: September 28, 2015 through September 27, 2016.</p>	(b)(4)			
0002D	<p>OVERTIME. Overtime must be pre-approved by the Government and tracked by the contractor (including name of approver, hours approved, and date of approval). Overtime hours not used in any base or option period will not roll over to the next performance period. The contractor shall not exceed the amount shown without prior approval by the Contracting Officer. Unit of Issue of HR is equivalent to Hour.</p> <p>Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>BASE PERIOD: September 28, 2015 through September 27, 2016.</p>	(b)(4)			
0002E	<p>Remote Post and Other Destinations. Remote Post and Other Destinations must be pre-approved by the Government and tracked by the Contractor (including name of approver, hours approved and date of approval). Hours not used in any base or option period will not roll over to the next performance period. Unit of Issue HR is equivalent to Hours.</p> <p>Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>BASE PERIOD: September 28, 2015 through September 27, 2016. Continued ...</p>	(b)(4)			

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NAME OF OFFEROR OR CONTRACTOR
GEO GROJP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0002F	Transportation Fixed and Flat Rate including vehicles for Yakima Washington and Medford Oregon. For Yakima, Washington: 1 Van and 1 Transporter For Medford, Oregon: 2 Transporters Unit of Issue MO is equivalent to Month. . Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . BASE PERIOD: September 28, 2015 through September 27, 2016.				
0003	Detainee Volunteer Wages for the Detainee Work Program. Reimbursement for this line item will be at the actual cost of \$1.00 per day per detainee. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. Unit of Issue LO is equivalent to Lot. . Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 1: September 28, 2016 through September 27, 2017.	1	LO	114,975.00	114,975.00
1001	DETENTION SERVICES IAW THE PERFORMANCE WORK STATEMENT (Estimated 1,575 Bed Days) Orders from this Contract will be issued through the issuance of a task order. . Amount: (b)(4) (Option Line Item) 09/28/2016 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 1: September 28, 2016 through September 27, 2017.				
1001A	Detention Bed Days, Guaranteed Minimum, Beds Continued ...				

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>1,181 Beds / Day. (1,181 X 365 days = 431,065). Unit of Issue DA is equivalent to Bed-Day.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2016 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 1: September 28, 2016 through September 27, 2017.</p>				
1001B	<p>Detention Bed Days, Above Guaranteed Minimum, Beds of 394. (394 X 365 days = 143,810). Unit of Issue DA is equivalent to Bed-Day.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2016 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 1: September 28, 2016 through September 27, 2017.</p>	(b)(4)			
1002	<p>TRANSPORTATION SERVICES IAW THE PERFORMANCE WORK STATEMENT</p> <p>Orders from this Contract will be issued through the issuance of a task order.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2016 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 1: September 28, 2016 through September 27, 2017.</p>				(b)(4)
1002A	<p>Transportation Fixed Flat Rate for Eighteen (18) Vehicles. These vehicles are:</p> <ol style="list-style-type: none"> 1. Four (4) Bus 2. Seven (7) Transporters 3. One (1) Utility Vehicle. 4. One (1) ADA Van 5. Five (5) Van. <p>Continued ...</p>	(b)(4)			

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Unit of Issue MO is equivalent to Month. Amount: (b)(4) (Option Line Item) 09/28/2016 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 1: September 28, 2016 through September 27, 2017.</p>				
1002B	<p>Estimated Fuel Cost for Vehicles. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is a Not-To-Exceed of (b)(4) Unit of Issue MO is equivalent to Month.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2016 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 1: September 28, 2016 through September 27, 2017.</p>				(b)(4)
1002C	<p>Estimated Travel Cost Inclusive of Lodging and Meals & Incidental Expenses (MI&E) for Detention Officers exceeding the standard working hours. Cost is based on actual charges per occurrence, not to exceed the allowable Federal Travel Regulation rates / costs in effect on the dates of travel. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is NOT-TO EXCEED of (b)(4) Unit of issue LO is equivalent to Lot.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2016 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 1: September 28, 2016 through September 27, 2017.</p>				(b)(4)
1002D	<p>OVERTIME. Overtime must be pre-approved by the Government and tracked by the contractor (including name of approver, hours approved, and date of approval). Overtime hours not used in Continued ...</p>				(b)(4)

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ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>any base or option period will not roll over to the next performance period. The contractor shall not exceed the amount shown without prior approval by the Contracting Officer. Unit of Issue of HR is equivalent to Hour.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2016 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 1: September 28, 2016 through September 27, 2017.</p>				
1002E	<p>Remote Post and Other Destinations. Remote Post and Other Destinations must be pre-approved by the Government and tracked by the Contractor (including name of approver, hours approved and date of approval). Hours not used in any base or option period will not roll over to the next performance period. Unit of Issue HR is equivalent to Hours.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2016 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 1: September 28, 2016 through September 27, 2017.</p>	(b)(4)			
1002F	<p>Transportation Fixed and Flat Rate including vehicles for Yakima Washington and Medford Oregon.</p> <p>For Yakima, Washington: 1 Van and 1 Transporter</p> <p>For Medford, Oregon: 2 Transporters</p> <p>Unit of Issue MO is equivalent to Month.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2016 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 1: September 28, 2016 through Continued ...</p>	(b)(4)			

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1003	<p>September 27, 2017.</p> <p>Detainee Volunteer Wages for the Detainee Work Program. Reimbursement for this line item will be at the actual cost of (b)(4) Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. (b)(4)</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2016 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 2: September 28, 2017 through September 27, 2018.</p>				(b)(4)
2001	<p>DETENTION SERVICES IAW THE PERFORMANCE WORK STATEMENT (Estimated 1,575 Bed Days)</p> <p>Orders from this Contract will be issued through the issuance of a task order.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2017 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 2: September 28, 2017 through September 27, 2018.</p>				(b)(4)
2001A	<p>Detention Bed Days, Guaranteed Minimum, Beds 1,181 Beds / Day. (1,181 X 365 days = 431,065). Unit of Issue DA is equivalent to Bed-Day.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2017 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 2: September 28, 2017 through September 27, 2018.</p>				(b)(4)
2001B	<p>Detention Bed Days, Above Guaranteed Minimum, Continued ...</p>				(b)(4)

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ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Beds of 394. (394 X 365 days = 143,810). Unit of Issue DA is equivalent to Bed-Day. . Amount: (b)(4) (Option Line Item) 09/28/2017 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 2: September 28, 2017 through September 27, 2018.				
2002	TRANSPORTATION SERVICES IAW THE PERFORMANCE WORK STATEMENT . Orders from this Contract will be issued through the issuance of a task order. . Amount: (b)(4) (Option Line Item) 09/28/2017 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 2: September 28, 2017 through September 27, 2018.				(b)(4)
2002A	Transportation Fixed Flat Rate for Eighteen (18) Vehicles. These vehicles are: 1. Four (4) Bus 2. Seven (7) Transporters 3. One (1) Utility Vehicle. 4. One (1) ADA Van 5. Five (5) Van. . Unit of Issue MO is equivalent to Month. Amount: (b)(4) (Option Line Item) 09/28/2017 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 2: September 28, 2017 through September 27, 2018.			(b)(4)	
2002B	Estimated Fuel Cost for Vehicles. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is a Continued ...			(b)(4)	

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Not-To-Exceed of (b)(4) Unit of Issue MO is equivalent to Month. . Amount: (b)(4) (Option Line Item) 09/28/2017 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 2: September 28, 2017 through September 27, 2018.				
2002C	Estimated Travel Cost Inclusive of Lodging and Meals & Incidental Expenses (MI&E) for Detention Officers exceeding the standard working hours. Cost is based on actual charges per occurrence, not to exceed the allowable Federal Travel Regulation rates / costs in effect on the dates of travel. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is NOT-TO EXCEED of (b)(4) Unit of issue LO is equivalent to Lot. . Amount (b)(4) (Option Line Item) 09/28/2017 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 2: September 28, 2017 through September 27, 2018.				(b)(4)
2002D	OVERTIME. Overtime must be pre-approved by the Government and tracked by the contractor (including name of approver, hours approved, and date of approval). Overtime hours not used in any base or option period will not roll over to the next performance period. The contractor shall not exceed the amount shown without prior approval by the Contracting Officer. Unit of Issue of HR is equivalent to Hour. . Amount: (b)(4) (Option Line Item) 09/28/2017 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 2: September 28, 2017 through September 27, 2018. Continued ...				(b)(4)

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
2002E	<p>Remote Post and Other Destinations. Remote Post and Other Destinations must be pre-approved by the Government and tracked by the Contractor (including name of approver, hours approved and date of approval). Hours not used in any base or option period will not roll over to the next performance period. Unit of Issue HR is equivalent to Hours.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2017 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 2: September 28, 2017 through September 27, 2018.</p>	(b)(4)			
2002F	<p>Transportation Fixed and Flat Rate including vehicles for Yakima Washington and Medford Oregon.</p> <p>For Yakima, Washington: 1 Van and 1 Transporter For Medford, Oregon: 2 Transporters</p> <p>Unit of Issue MO is equivalent to Month.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2017 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 2: September 28, 2017 through September 27, 2018.</p>	(b)(4)			
2003	<p>Detainee Volunteer Wages for the Detainee Work Program. Reimbursement for this line item will be at the actual cost of \$1.00 per day per detainee. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. Unit of Issue LO is equivalent to Lot.</p> <p>Amount: \$114,975.00 (Option Line Item) 09/28/2017 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Continued ...</p>	1	LO	114,975.00	0.00

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NAME OF OFFEROR OR CONTRACTOR
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ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
3001	<p>OPTION YEAR 3: September 28, 2018 through September 27, 2019.</p> <p>DETENTION SERVICES IAW THE PERFORMANCE WORK STATEMENT (Estimated 1,575 Bed Days)</p> <p>Orders from this Contract will be issued through the issuance of a task order.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2018 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				(b)(4)
3001A	<p>OPTION YEAR 3: September 28, 2018 through September 27, 2019.</p> <p>Detention Bed Days, Guaranteed Minimum, Beds 1,181 Beds / Day. (1,181 X 365 days = 431,065). Unit of Issue DA is equivalent to Bed-Day.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2018 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				(b)(4)
3001B	<p>OPTION YEAR 3: September 28, 2018 through September 27, 2019.</p> <p>Detention Bed Days, Above Guaranteed Minimum, Beds of 394. (394 x 365 days = 143,810) @ (b)(4)</p> <p>(b)(4)</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2018 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				(b)(4)
3002	<p>OPTION YEAR 3: September 28, 2018 through September 27, 2019.</p> <p>TRANSPORTATION SERVICES IAW THE PERFORMANCE WORK STATEMENT. Continued ...</p>				(b)(4)

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Amount: (b)(4) (Option Line Item) 09/28/2018 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 3: September 28, 2018 through September 27, 2019.</p>				
3002A	<p>Transportation Fixed Flat Rate for Eighteen (18) Vehicles. These vehicles are:</p> <ol style="list-style-type: none"> 1. Four (4) Bus 2. Seven (7) Transporters 3. One (1) Utility Vehicle. 4. One (1) ADA Van 5. Five (5) Van. <p>Unit of Issue MO is equivalent to Month.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2018 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 3: September 28, 2018 through September 27, 2019.</p>				(b)(4)
3002B	<p>Estimated Fuel Cost for Vehicles. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is a Not-To-Exceed of (b)(4) Unit of Issue MO is equivalent to Month.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2018 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 3: September 28, 2018 through September 27, 2019.</p>				(b)(4)
3002C	<p>Estimated Travel Cost Inclusive of Lodging and Meals & Incidental Expenses (MI&E) for Detention Officers exceeding the standard working hours. Cost is based on actual charges per occurrence, not to exceed the allowable Federal Travel Continued ...</p>				(b)(4)

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NAME OF OFFEROR OR CONTRACTOR
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ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Regulation rates / costs in effect on the dates of travel. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is NOT-TO EXCEED of (b)(4) Unit of issue LO is equivalent to Lot.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2018 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 3: September 28, 2018 through September 27, 2019.</p>				
3002D	<p>OVERTIME. Overtime must be pre-approved by the Government and tracked by the contractor (including name of approver, hours approved, and date of approval). Overtime hours not used in any base or option period will not roll over to the next performance period. The contractor shall not exceed the amount shown without prior approval by the Contracting Officer. Unit of Issue of HR is equivalent to Hour.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2018 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 3: September 28, 2018 through September 27, 2019.</p>	(b)(4)			
3002E	<p>Remote Post and Other Destinations. Remote Post and Other Destinations must be pre-approved by the Government and tracked by the Contractor (including name of approver, hours approved and date of approval). Hours not used in any base or option period will not roll over to the next performance period. Unit of Issue HR is equivalent to Hours.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2018 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 3: September 28, 2018 through Continued ...</p>	(b)(4)			

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
3002F	<p>September 27, 2019.</p> <p>Transportation Fixed and Flat Rate including vehicles for Yakima Washington and Medford Oregon.</p> <p>For Yakima, Washington: 1 Van and 1 Transporter</p> <p>For Medford, Oregon: 2 Transporters</p> <p>Unit of Issue MO is equivalent to Month.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2017</p> <p>Product/Service Code: S206</p> <p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 3: September 28, 2018 through September 27, 2019.</p>	(b)(4)			
3003	<p>Detainee Volunteer Wages for the Detainee Work Program. Reimbursement for this line item will be at the actual cost of \$1.00 per day per detainee. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. Unit of Issue LO is equivalent to Lot.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2018</p> <p>Product/Service Code: S206</p> <p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 4: September 28, 2019 through September 27, 2020.</p>	1	LO	114,975.00	0.00
4001	<p>DETENTION SERVICES IAW THE PERFORMANCE WORK STATEMENT (Estimated 1,575 Bed Days)</p> <p>Orders from this Contract will be issued through the issuance of a task order.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2019</p> <p>Product/Service Code: S206</p> <p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Continued ...</p>				(b)(4)

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GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
4001A	<p>OPTION YEAR 4: September 28, 2019 through September 27, 2020.</p> <p>Detention Bed Days, Guaranteed Minimum Beds, (b)(4)</p> <p>(b)(4)</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2019 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				(b)(4)
4001B	<p>OPTION YEAR 4: September 28, 2019 through September 27, 2020.</p> <p>Detention Bed Days, Above Guaranteed Minimum, Beds of 394. (394 x 366 = 144,204). Unit of Issue DA is equivalent to Bed-Day.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2019 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				(b)(4)
4002	<p>OPTION YEAR 4: September 28, 2019 through September 27, 2020.</p> <p>TRANSPORTATION SERVICES IAW THE PERFORMANCE WORK STATEMENT.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2019 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				(b)(4)
4002A	<p>OPTION YEAR 4: September 28, 2019 through September 27, 2020.</p> <p>Transportation Fixed Flat Rate for Eighteen (18) Vehicles. These vehicles are:</p> <ol style="list-style-type: none"> 1. Four (4) Bus 2. Seven (7) Transporters 3. One (1) Utility Vehicle. 4. One (1) ADA Van 5. Five (5) Van. <p>Continued ...</p>				(b)(4)

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GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Unit of Issue MO is equivalent to Month. Amount: (b)(4) (Option Line Item) 09/28/2019 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 4: September 28, 2019 through September 27, 2020.				
4002B	Estimated Fuel Cost for Vehicles. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is a Not-To-Exceed of (b)(4) (b)(4) Amount: (b)(4) (Option Line Item) 09/28/2019 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 4: September 28, 2019 through September 27, 2020.				(b)(4)
4002C	Estimated Travel Cost Inclusive of Lodging and Meals & Incidental Expenses (MI&E) for Detention Officers exceeding the standard working hours. Cost is based on actual charges per occurrence, not to exceed the allowable Federal Travel Regulation rates / costs in effect on the dates of travel. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is NOT-TO EXCEED of (b)(4). Unit of issue LO is equivalent to Lot. Amount: (b)(4) (Option Line Item) 09/28/2019 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 4: September 28, 2019 through September 27, 2020.				(b)(4)
4002D	OVERTIME. Overtime must be pre-approved by the Government and tracked by the contractor (including name of approver, hours approved, and date of approval). Overtime hours not used in Continued ...				(b)(4)

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>any base or option period will not roll over to the next performance period. The contractor shall not exceed the amount shown without prior approval by the Contracting Officer. Unit of Issue of HR is equivalent to Hour.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2019 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 4: September 28, 2019 through September 27, 2020.</p>				
4002E	<p>Remote Post and Other Destinations. Remote Post and Other Destinations must be pre-approved by the Government and tracked by the Contractor (including name of approver, hours approved and date of approval). Hours not used in any base or option period will not roll over to the next performance period. Unit of Issue HR is equivalent to Hours.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2019 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 4: September 28, 2019 through September 27, 2020.</p>	(b)(4)			
4002F	<p>Transportation Fixed and Flat Rate including vehicles for Yakima Washington and Medford Oregon.</p> <p>For Yakima, Washington: 1 Van and 1 Transporter For Medford, Oregon: 2 Transporters</p> <p>Unit of Issue MO is equivalent to Month.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2019 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 4: September 28, 2019 through Continued ...</p>	(b)(4)			

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
4003	<p>September 27, 2020.</p> <p>Detainee Volunteer Wages for the Detainee Work Program. Reimbursement for this line item will be at the actual cost of \$1.00 per day per detainee. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. Unit of Issue LO is equivalent to Lot.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2019 Product/Service Code: (b)(4) Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 5: September 28, 2020 through September 27, 2021.</p>	1	LO	114,975.00	0.00
5001	<p>DETENTION SERVICES IAW THE PERFORMANCE WORK STATEMENT (Estimated 1,575 Bed Days)</p> <p>Orders from this Contract will be issued through the issuance of a task order.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2020 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 5: September 28, 2020 through September 27, 2021.</p>				(b)(4)
5001A	<p>Detention Bed Days, Guaranteed Minimum Beds, 1181 Beds/Day. (1181 x 366 days = 432,246). Unit of Issue DA is equivalent to Bed-Day.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2020 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 5: September 28, 2020 through September 27, 2021.</p>	(b)(4)			
5001B	<p>Detention Bed Days, Above Guaranteed Minimum, Beds of 394. (394 x 366 = 144,204). Unit of Issue Continued ...</p>	(b)(4)			

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ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	DA is equivalent to Bed-Day. Amount: (b)(4) (Option Line Item) 09/28/2020 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 5: September 28, 2020 through September 27, 2021.				
5002	TRANSPORTATION SERVICES IAW THE PERFORMANCE WORK STATEMENT. . Amount: (b)(4) Option Line Item) 09/28/2020 Product/Service Code: (b)(4) Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 5: September 28, 2020 through September 27, 2021.				(b)(4)
5002A	Transportation Fixed Flat Rate for Eighteen (18) Vehicles. These vehicles are: . 1. Four (4) Bus 2. Seven (7) Transporters 3. One (1) Utility Vehicle. 4. One (1) ADA Van 5. Five (5) Van. . Unit of Issue MO is equivalent to Month. . Amount: (b)(4) Option Line Item) 09/28/2020 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 5: September 28, 2020 through September 27, 2021.	(b)(4)			
5002B	Estimated Fuel Cost for Vehicles. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is a Not-To-Exceed of \$(b)(4) Unit of Issue MO is equivalent to Month. . Amount: (b)(4) Option Line Item) 09/28/2020 Continued ...	(b)(4)			

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
5002C	<p>Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>. OPTION YEAR 5: September 28, 2020 through September 27, 2021.</p> <p>Estimated Travel Cost Inclusive of Lodging and Meals & Incidental Expenses (MI&E) for Detention Officers exceeding the standard working hours. Cost is based on actual charges per occurrence, not to exceed the allowable Federal Travel Regulation rates / costs in effect on the dates of travel. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is NOT-TO EXCEED of (b)(4) Unit of issue LO is equivalent to Lot.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2020 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>. OPTION YEAR 5: September 28, 2020 through September 27, 2021.</p>				(b)(4)
5002D	<p>OVERTIME. Overtime must be pre-approved by the Government and tracked by the contractor (including name of approver, hours approved, and date of approval). Overtime hours not used in any base or option period will not roll over to the next performance period. The contractor shall not exceed the amount shown without prior approval by the Contracting Officer. Unit of Issue of HR is equivalent to Hour.</p> <p>. Amount: (b)(4) (Option Line Item) 09/28/2020 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>. OPTION YEAR 5: September 28, 2020 through September 27, 2021.</p>				(b)(4)
5002E	<p>Remote Post and Other Destinations. Remote Post and Other Destinations must be pre-approved by the Government and tracked by the Contractor (including name of approver, hours approved and Continued ...</p>				(b)(4)

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>date of approval). Hours not used in any base or option period will not roll over to the next performance period. Unit of Issue HR is equivalent to Hours.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2020 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 5: September 28, 2020 through September 27, 2021.</p>				
5002F	<p>Transportation Fixed and Flat Rate including vehicles for Yakima Washington and Medford Oregon.</p> <p>For Yakima, Washington: 1 Van and 1 Transporter</p> <p>For Medford, Oregon: 2 Transporters</p> <p>Unit of Issue MO is equivalent to Month.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2020 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 5: September 28, 2020 through September 27, 2021.</p>	(b)(4)			
5003	<p>Detainee Volunteer Wages for the Detainee Work Program. Reimbursement for this line item will be at the actual cost of \$1.00 per day per detainee. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. Unit of Issue LO is equivalent to Lot.</p> <p>Amount: \$114,975.00 (Option Line Item) 09/28/2020 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 6: September 28, 2021 through September 27, 2022.</p>	1	LO	114,975.00	0.00
6001	<p>DETENTION SERVICES IAW THE PERFORMANCE WORK STATEMENT (Estimated 1,575 Bed Days) Continued ...</p>				(b)(4)

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Orders from this Contract will be issued through the issuance of a task order.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2021 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 6: September 28, 2021 through September 27, 2022.</p>				
6001A	<p>Detention Bed Days, Guaranteed Minimum Beds, 1181 Beds/Day. (1181 x 365 days = 431,065). Unit of Issue DA is equivalent to Bed-Day.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2021 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 6: September 28, 2021 through September 27, 2022.</p>	(b)(4)			
6001B	<p>Detention Bed Days, Above Guaranteed Minimum, Beds of 394. (394 x 365 = 143,810). Unit of Issue DA is equivalent to Bed-Day.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2021 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 6: September 28, 2021 through September 27, 2022.</p>	(b)(4)			
6002	<p>TRANSPORTATION SERVICES IAW THE PERFORMANCE WORK STATEMENT.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2021 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 6: September 28, 2021 through September 27, 2022. Continued ...</p>				(b)(4)

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
6002A	<p>Transportation Fixed Flat Rate for Eighteen (18) Vehicles. These vehicles are:</p> <ol style="list-style-type: none"> 1. Four (4) Bus 2. Seven (7) Transporters 3. One (1) Utility Vehicle. 4. One (1) ADA Van 5. Five (5) Van. <p>Unit of Issue MO is equivalent to Month.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2021 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 6: September 28, 2021 through September 27, 2022.</p>	(b)(4)			
6002B	<p>Estimated Fuel Cost for Vehicles. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is a Not-To-Exceed of (b)(4) Unit of Issue MO (b)(4)</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2021 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 6: September 28, 2021 through September 27, 2022.</p>	(b)(4)			
6002C	<p>Estimated Travel Cost Inclusive of Lodging and Meals & Incidental Expenses (MI&E) for Detention Officers exceeding the standard working hours. Cost is based on actual charges per occurrence, not to exceed the allowable Federal Travel Regulation rates / costs in effect on the dates of travel. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is NOT-TO EXCEED of (b)(4). Unit of issue LO is equivalent to Lot.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2021 Product/Service Code: S206 Continued ...</p>	(b)(4)			

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
6002D	<p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 6: September 28, 2021 through September 27, 2022.</p> <p>OVERTIME. Overtime must be pre-approved by the Government and tracked by the contractor (including name of approver, hours approved, and date of approval). Overtime hours not used in any base or option period will not roll over to the next performance period. The contractor shall not exceed the amount shown without prior approval by the Contracting Officer. Unit of Issue of HR is equivalent to Hour.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2021 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 6: September 28, 2021 through September 27, 2022.</p>	(b)(4)			
6002E	<p>Remote Post and Other Destinations. Remote Post and Other Destinations must be pre-approved by the Government and tracked by the Contractor (including name of approver, hours approved and date of approval). Hours not used in any base or option period will not roll over to the next performance period. Unit of Issue HR is equivalent to Hours.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2021 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 6: September 28, 2021 through September 27, 2022.</p>	(b)(4)			
6002F	<p>Transportation Fixed and Flat Rate including vehicles for Yakima Washington and Medford Oregon.</p> <p>For Yakima, Washington: 1 Van and 1 Transporter</p> <p>For Medford, Oregon: 2 Transporters</p> <p>Continued ...</p>	(b)(4)			

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NAME OF OFFEROR OR CONTRACTOR
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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>(b)(4)</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2021 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 6: September 28, 2021 through September 27, 2022.</p>				
6003	<p>Detainee Volunteer Wages for the Detainee Work Program. Reimbursement for this line item will be at the actual cost of \$1.00 per day per detainee. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. Unit of Issue LO is equivalent to Lot. Amount: \$114,975.00 (Option Line Item) 09/28/2021 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 7: September 28, 2022 through September 27, 2023.</p>	1	LO	114,975.00	0.00
7001	<p>DETENTION SERVICES IAW THE PERFORMANCE WORK STATEMENT (Estimated 1,575 Bed Days)</p> <p>Orders from this Contract will be issued through the issuance of a task order.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2022 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 7: September 28, 2022 through September 27, 2023.</p>				(b)(4)
7001A	<p>Detention Bed Days, Guaranteed Minimum Beds, 1181 Beds/Day. (1181 x 365 days = 431,065). Unit of Issue DA is equivalent to Bed-Day.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2022 Product/Service Code: S206 Continued ...</p>	(b)(4)			

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 7: September 28, 2022 through September 27, 2023.				
7001B	Detention Bed Days, Above Guaranteed Minimum, Beds of 394. (394 x 365 = 143,810). Unit of Issue DA is equivalent to Bed-Day. Amount: (b)(4) (Option Line Item) 09/28/2022 Product/Service Code: (b)(4) Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 7: September 28, 2022 through September 27, 2023.	(b)(4)			
7002	TRANSPORTATION SERVICES IAW THE PERFORMANCE WORK STATEMENT. . Amount: (b)(4) (Option Line Item) 09/28/2022 Product/Service Code: (b)(4) Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 7: September 28, 2022 through September 27, 2023.				(b)(4)
7002A	Transportation Fixed Flat Rate for Eighteen (18) Vehicles. These vehicles are: 1. Four (4) Bus 2. Seven (7) Transporters 3. One (1) Utility Vehicle. 4. One (1) ADA Van 5. Five (5) Van. . Unit of Issue MO is equivalent to Month. . Amount: (b)(4) (Option Line Item) 09/28/2022 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 7: September 28, 2022 through September 27, 2023. Continued ...	(b)(4)			

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
7002B	<p>Estimated Fuel Cost for Vehicles. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is a Not-To-Exceed of (b)(4) Unit of Issue MO is equivalent to Month.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2022 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 7: September 28, 2022 through September 27, 2023.</p>	(b)(4)			
7002C	<p>Estimated Travel Cost Inclusive of Lodging and Meals & Incidental Expenses (MI&E) for Detention Officers exceeding the standard working hours. Cost is based on actual charges per occurrence, not to exceed the allowable Federal Travel Regulation rates / costs in effect on the dates of travel. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is NOT-TO EXCEED of (b)(4) Unit of issue LO is equivalent to Lot.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2022 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 7: September 28, 2022 through September 27, 2023.</p>	(b)(4)			
7002D	<p>OVERTIME. Overtime must be pre-approved by the Government and tracked by the contractor (including name of approver, hours approved, and date of approval). Overtime hours not used in any base or option period will not roll over to the next performance period. The contractor shall not exceed the amount shown without prior approval by the Contracting Officer. (b)(4)</p> <p>(b)(4)</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2022 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Continued ...</p>	(b)(4)			

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>OPTION YEAR 7: September 28, 2022 through September 27, 2023.</p>				
7002E	<p>Remote Post and Other Destinations. Remote Post and Other Destinations must be pre-approved by the Government and tracked by the Contractor (including name of approver, hours approved and date of approval). Hours not used in any base or option period will not roll over to the next performance period. Unit of Issue HR is equivalent to Hours.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2022 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>	(b)(4)			
	<p>OPTION YEAR 7: September 28, 2022 through September 27, 2023.</p>				
7002F	<p>Transportation Fixed and Flat Rate including vehicles for Yakima Washington and Medford Oregon.</p> <p>For Yakima, Washington: 1 Van and 1 Transporter</p> <p>For Medford, Oregon: 2 Transporters</p> <p>Unit of Issue MO is equivalent to Month.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2022 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>	(b)(4)			
	<p>OPTION YEAR 7: September 28, 2022 through September 27, 2023.</p>				
7003	<p>Detainee Volunteer Wages for the Detainee Work Program. Reimbursement for this line item will be at the actual cost of \$1.00 per day per detainee. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. Unit of Issue LO is equivalent to Lot.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2022 Product/Service Code: S206 Continued ...</p>	1	LO	114,975.00	0.00

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
8001	<p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 8: September 28, 2023 through September 27, 2024.</p> <p>DETENTION SERVICES IAW THE PERFORMANCE WORK STATEMENT (Estimated 1,575 Bed Days)</p> <p>Orders from this Contract will be issued through the issuance of a task order.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2023 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 8: September 28, 2023 through September 27, 2024.</p>				(b)(4)
8001A	<p>Detention Bed Days, Guaranteed Minimum Beds, (b)(4) Beds/Day. (1181 x 366 days = 432,246). Unit of Issue DA is equivalent to Bed-Day.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2023 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 8: September 28, 2023 through September 27, 2024.</p>	(b)(4)			
8001B	<p>Detention Bed Days, Above Guaranteed Minimum, Beds of 394. (394 x 366 = 144,204). Unit of Issue DA is equivalent to Bed-Day.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2023 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 8: September 28, 2023 through September 27, 2024.</p>	(b)(4)			
8002	<p>TRANSPORTATION SERVICES IAW THE PERFORMANCE WORK STATEMENT.</p> <p>Continued ...</p>				(b)(4)

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
8002A	<p>Amount: (b)(4) (Option Line Item) 09/28/2023 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 8: September 28, 2023 through September 27, 2024.</p> <p>Transportation Fixed Flat Rate for Eighteen (18) Vehicles. These vehicles are:</p> <ol style="list-style-type: none"> 1. Four (4) Bus 2. Seven (7) Transporters 3. One (1) Utility Vehicle. 4. One (1) ADA Van 5. Five (5) Van. <p>Unit of Issue MO is equivalent to Month.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2023 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 8: September 28, 2023 through September 27, 2024.</p>				(b)(4)
8002B	<p>Estimated Fuel Cost for Vehicles. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is a Not-To-Exceed of (b)(4) Unit of Issue MO is equivalent to Month.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2023 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 8: September 28, 2023 through September 27, 2024.</p>				(b)(4)
8002C	<p>Estimated Travel Cost Inclusive of Lodging and Meals & Incidental Expenses (MI&E) for Detention Officers exceeding the standard working hours. Cost is based on actual charges per occurrence, not to exceed the allowable Federal Travel Regulation rates / costs in effect on the dates Continued ...</p>				(b)(4)

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>of travel. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is NOT-TO EXCEED of (b)(4) Unit of issue LO is equivalent to Lot.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2023 Product/Service Code: (b)(4) Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 8: September 28, 2023 through September 27, 2024.</p>				
8002D	<p>OVERTIME. Overtime must be pre-approved by the Government and tracked by the contractor (including name of approver, hours approved, and date of approval). Overtime hours not used in any base or option period will not roll over to the next performance period. The contractor shall not exceed the amount shown without prior approval by the Contracting Officer. (b)(4) Issue of HR is equivalent to Hour.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2023 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 8: September 28, 2023 through September 27, 2024.</p>	(b)(4)			
8002E	<p>Remote Post and Other Destinations. Remote Post and Other Destinations must be pre-approved by the Government and tracked by the Contractor (including name of approver, hours approved and date of approval). Hours not used in any base or option period will not roll over to the next performance period. Unit of Issue HR is equivalent to Hours.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2023 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 8: September 28, 2023 through September 27, 2024. Continued ...</p>	(b)(4)			

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
8002F	<p>Transportation Fixed and Flat Rate including vehicles for Yakima Washington and Medford Oregon.</p> <p>For Yakima, Washington: 1 Van and 1 Transporter</p> <p>For Medford, Oregon: 2 Transporters</p> <p>Unit of Issue MO is equivalent to Month.</p> <p>Amount: (b)(4) (Option Line Item)</p> <p>09/28/2023</p> <p>Product/Service Code: S206</p> <p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 8: September 28, 2023 through September 27, 2024.</p>	(b)(4)			
8003	<p>Detainee Volunteer Wages for the Detainee Work Program. Reimbursement for this line item will be at the actual cost of \$1.00 per day per detainee. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. Unit of Issue LO is equivalent to Lot.</p> <p>Amount: \$114,975.00 (Option Line Item)</p> <p>09/28/2023</p> <p>Product/Service Code: S206</p> <p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 9: September 28, 2024 through September 27, 2025.</p>	1	LO	114,975.00	0.00
9001	<p>DETENTION SERVICES IAW THE PERFORMANCE WORK STATEMENT (Estimated 1,575 Bed Days)</p> <p>Orders from this Contract will be issued through the issuance of a task order.</p> <p>Amount: (b)(4) (Option Line Item)</p> <p>09/28/2024</p> <p>Product/Service Code: S206</p> <p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>OPTION YEAR 9: September 28, 2024 through September 27, 2025.</p> <p>Continued ...</p>				(b)(4)

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
9001A	Detention Bed Days, Guaranteed Minimum Beds, 1181 Beds/Day. (1181 x 365 days = 431,065). Unit of Issue DA is equivalent to Bed-Day. . . Amount: (b)(4) (Option Line Item) 09/28/2024 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 9: September 28, 2024 through September 27, 2025.	(b)(4)			
9001B	Detention Bed Days, Above Guaranteed Minimum, Beds of 394. (394 x 365 = 143,810). Unit of Issue DA is equivalent to Bed-Day. Amount: (b)(4) (Option Line Item) 09/28/2024 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 9: September 28, 2024 through September 27, 2025.	(b)(4)			
9002	TRANSPORTATION SERVICES IAW THE PERFORMANCE WORK STATEMENT. . Amount: (b)(4) (Option Line Item) 09/28/2024 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 9: September 28, 2024 through September 27, 2025.	(b)(4)			
9002A	Transportation Fixed Flat Rate for Eighteen (18) Vehicles. These vehicles are: 1. Four (4) Bus 2. Seven (7) Transporters 3. One (1) Utility Vehicle. 4. One (1) ADA Van 5. Five (5) Van. . Unit of Issue MO is equivalent to Month. . Amount: (b)(4) (Option Line Item) Continued ...	(b)(4)			

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ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	09/28/2024 Product/Service Code: (b)(4) Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 9: September 28, 2024 through September 27, 2025.				
9002B	Estimated Fuel Cost for Vehicles. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is a Not-To-Exceed of (b)(4) Unit of Issue MO is equivalent to Month. . Amount: (b)(4) (Option Line Item) 09/28/2024 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 9: September 28, 2024 through September 27, 2025.				(b)(4)
9002C	Estimated Travel Cost Inclusive of Lodging and Meals & Incidental Expenses (MI&E) for Detention Officers exceeding the standard working hours. Cost is based on actual charges per occurrence, not to exceed the allowable Federal Travel Regulation rates / costs in effect on the dates of travel. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is NOT-TO EXCEED of (b)(4) Unit of issue LO is equivalent to Lot. . Amount: (b)(4) (Option Line Item) 09/28/2024 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 9: September 28, 2024 through September 27, 2025.				(b)(4)
9002D	OVERTIME. Overtime must be pre-approved by the Government and tracked by the contractor (including name of approver, hours approved, and date of approval). Overtime hours not used in any base or option period will not roll over to the next performance period. The contractor shall not exceed the amount shown without prior Continued ...				(b)(4)

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ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	approval by the Contracting Officer. Unit of Issue of HR is equivalent to Hour. . Amount: (b)(4) (Option Line Item) 09/28/2024 Product/Service Code: (b)(4) Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 9: September 28, 2024 through September 27, 2025.				
9002E	Remote Post and Other Destinations. Remote Post and Other Destinations must be pre-approved by the Government and tracked by the Contractor (including name of approver, hours approved and date of approval). Hours not used in any base or option period will not roll over to the next performance period. (b)(4) (b)(4) . Amount: (b)(4) (Option Line Item) 09/28/2024 Product/Service Code: (b)(4) Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 9: September 28, 2024 through September 27, 2025.	(b)(4)			
9002F	Transportation Fixed and Flat Rate including vehicles for Yakima Washington and Medford Oregon. For Yakima, Washington: 1 Van and 1 Transporter For Medford, Oregon: 2 Transporters Unit of Issue MO is equivalent to Month. . Amount: (b)(4) (Option Line Item) 09/28/2024 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . OPTION YEAR 9: September 28, 2024 through September 27, 2025.	(b)(4)			
9003	Detainee Volunteer Wages for the Detainee Work Continued ...	1	LO	114,975.00	0.00

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
9004	<p>Program. Reimbursement for this line item will be at the actual cost of \$1.00 per day per detainee. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. Unit of Issue LO is equivalent to Lot. Amount: \$114,975.00 (Option Line Item) 09/28/2024 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>In Accordance with FAR 52.217-8 Option to Extend Services</p> <p>OPTION YEAR 9: September 28, 2025 through March 27, 2026.</p> <p>DETENTION SERVICES IAW THE PERFORMANCE WORK STATEMENT (Estimated 1,575 Bed Days)</p> <p>Orders from this Contract will be issued through the issuance of a task order.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2025 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>In Accordance with FAR 52.217-8 Option to Extend Services.</p> <p>OPTION YEAR 9: September 28, 2025 through March 27, 2026.</p>				(b)(4)
9004A	<p>Detention Bed Days, Guaranteed Minimum Beds, 1181 Beds/Day. (1181 x 182 days = 214,942). Unit of Issue DA is equivalent to Bed-Day.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2025 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>In Accordance with FAR 52.217-8 Option to Extend Services.</p> <p>OPTION YEAR 9: September 28, 2025 through March Continued ...</p>	(b)(4)			

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NAME OF OFFEROR OR CONTRACTOR
 GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	27, 2026.				
9004B	Detention Bed Days, Above Guaranteed Minimum, Beds of 394. (394 x 182 = 71,344). Unit of Issue DA is equivalent to Bed-Day. Amount: (b)(4) (Option Line Item) 09/28/2025 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . In Accordance with FAR 52.217-8 Option to Extend Services. . OPTION YEAR 9: September 28, 2025 through March 27, 2026.	(b)(4)			
9005	TRANSPORTATION SERVICES IAW THE PERFORMANCE WORK STATEMENT. . Amount: (b)(4) (Option Line Item) 09/28/2025 Product/Service Code: (b)(4) Product/Service Description: HOUSEKEEPING- GUARD . In Accordance with FAR 52.217-8 Option to Extend Services. . OPTION YEAR 9: September 28, 2025 through March 27, 2026.				(b)(4)
9005A	Transportation Fixed Flat Rate for Eighteen (18) Vehicles. These vehicles are: 1. Four (4) Bus 2. Seven (7) Transporters 3. One (1) Utility Vehicle. 4. One (1) ADA Van 5. Five (5) Van. . Unit of Issue MO is equivalent to Month. . Amount: (b)(4) (Option Line Item) 09/28/2025 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD . Continued ...	(b)(4)			

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
9005B	<p>In Accordance with FAR 52.217-8 Option to Extend Services.</p> <p>OPTION YEAR 9: September 28, 2025 through March 27, 2026.</p> <p>Estimated Fuel Cost for Vehicles. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is a Not-To-Exceed of (b)(4) Unit of Issue MO is equivalent to Month.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2025 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>In Accordance with FAR 52.217-8 Option to Extend Services.</p> <p>OPTION YEAR 9: September 28, 2025 through March 27, 2026.</p>				(b)(4)
9005C	<p>Estimated Travel Cost Inclusive of Lodging and Meals & Incidental Expenses (MI&E) for Detention Officers exceeding the standard working hours. Cost is based on actual charges per occurrence, not to exceed the allowable Federal Travel Regulation rates / costs in effect on the dates of travel. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. This is NOT-TO EXCEED of (b)(4) Unit of issue LO is equivalent to Lot.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2025 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>In Accordance with FAR 52.217-8 Option to Extend Services.</p> <p>OPTION YEAR 9: September 28, 2025 through March 27, 2026.</p> <p>Continued ...</p>				(b)(4)

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
9005D	<p>OVERTIME. Overtime must be pre-approved by the Government and tracked by the contractor (including name of approver, hours approved, and date of approval). Overtime hours not used in any base or option period will not roll over to the next performance period. The contractor shall not exceed the amount shown without prior approval by the Contracting Officer. Unit of Issue of HR is equivalent to Hour.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2025 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>In Accordance with FAR 52.217-8 Option to Extend Services.</p> <p>OPTION YEAR 9: September 28, 2025 through March 27, 2026.</p>	(b)(4)			
9005E	<p>Remote Post and Other Destinations. Remote Post and Other Destinations must be pre-approved by the Government and tracked by the Contractor (including name of approver, hours approved and date of approval). Hours not used in any base or option period will not roll over to the next performance period. Unit of Issue HR is equivalent to Hours.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2025 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>In Accordance with FAR 52.217-8 Option to Extend Services.</p> <p>OPTION YEAR 9: September 28, 2025 through March 27, 2026.</p>	(b)(4)			
9005F	<p>Transportation Fixed and Flat Rate including vehicles for Yakima Washington and Medford Oregon.</p> <p>For Yakima, Washington: 1 Van and 1 Transporter Continued ...</p>	(b)(4)			

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
9006	<p>For Medford, Oregon: 2 Transporters</p> <p>Unit of Issue MO is equivalent to Month.</p> <p>Amount: (b)(4) (Option Line Item) 09/28/2025 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>In Accordance with FAR 52.217-8 Option to Extend Services.</p> <p>OPTION YEAR 9: September 28, 2025 through March 27, 2026.</p> <p>Detainee Volunteer Wages for the Detainee Work Program. Reimbursement for this line item will be at the actual cost of \$1.00 per day per detainee. Contractor shall not exceed the amount shown without prior approval by the Contracting Officer. Unit of Issue LO is equivalent to Lot. Amount: \$57,500.00 (Option Line Item) 09/28/2025 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>The total amount of award: (b)(4). The obligation for this award is shown in box 15G.</p>	1	LO	57,500.00	0.00

SECTION C – DESCRIPTION / SPECIFICATION

PERFORMANCE WORK STATEMENT

I. INTRODUCTION

A. Objective

The objective of this contract is to obtain a facility for the detention, transportation and food services for ICE detainees located in the Seattle, WA area in support of the ICE ERO-Seattle Field Office. The contractor shall furnish the facility and services inclusive of a trained and qualified management staff, supervision, manpower, relief officer(s), uniforms, equipment, vehicles, and supplies (which includes

(b)(7)(E) to

provide support seven (7) days a week, twenty-four (24) hours per day.

ICE is anticipating a one (1) year base period with nine (9) one-year and one (1) six month optional periods, and a 60 day transition period.

B. Background

The United States Department of Homeland Security (DHS), U.S. Immigration and Customs Enforcement (ICE) is responsible for the detention, health, welfare, transportation, and deportation of detainees in removal proceedings, and those subject to final order of removal from the United States. ICE houses detainees in Contractor-owned, Contractor-operated detention facilities, and other federal, state, local, and private facilities.

C. Mission

The mission of the ICE Enforcement and Removal Operations (ERO) Program is to identify, arrest, and remove aliens, who present a danger to national security or are a risk to public safety, as well as those who enter the United States illegally or otherwise undermine the integrity of our immigration laws and border control efforts. ERO upholds America's immigration laws at, within and beyond our borders through efficient enforcement and removal operations.

ERO currently maintains and operates various databases used to process cases located by Federal, state and local law enforcement agencies. ERO functions are directly reliant upon these activities. In implementing its mission, ERO is responsible for carrying out all orders for the required departure of detainees handed down in removal proceedings, or prior thereto, and arranging for detention of detainees when such detention becomes necessary.

D. Partnership Philosophy

A major intent of this acquisition is to create a "partnership" between ICE and the Contractor. ICE intends to structure the contract in a manner that ensures the Contractor's goals and objectives are in alignment with those of ICE. Superior performance on the Contractor's part will have both an indirect and direct effect on the accomplishment of ICE's mission. Within the context of the ICE/Contractor partnership, ICE does not use the terms "partner" and "partnership" as legal terms. The ICE/Contractor partnership will reflect the attributes of an open, collaborative, customer-oriented, and professional relationship. In addition to meeting the program objectives, the contractor is encouraged to:

1. Consistently take steps to understand ICE's crucial national security mission, its business issues and opportunities, and its responsibilities under Section 287(g), Immigration and Nationality Act.
2. Work collaboratively with other Federal, state and local law enforcement organizations, contractors, government agencies, and business partners to ensure success; and
3. Under a performance-based contract, performance measures and metrics will be used extensively to monitor contractor performance.

The following constraints comprise the statutory, regulatory, policy and operational considerations that will impact the contractor. The contractor is expected to become familiar with all constraints affecting the work

to be performed. These constraints may change over time; the contractor is expected to be knowledgeable of any changes to the constraints and perform in accordance with the most current version of the constraints. Constraints include, but are not limited to:

- a) Memoranda of Understanding between ICE and individual law enforcement jurisdictions that may apply
- b) Department of Homeland Security Management Directive (MD) 11042.1 - Safeguarding Sensitive but Unclassified (For Official Use Only) Information
- c) Department of Homeland Security Instruction Handbook 121-01-007, The Department of Homeland Security Personnel and Suitability Program
- d) Other applicable Executive Orders and Management Directives
- e) Post Orders
- f) General Directives
- g) American Correctional Association (ACA) Standards for Adult Detention Facilities (most current edition) and the most recent copy of the supplement issued every two years. A copy is obtainable for purchase through the Internet website http://www.aca.org/ACA_Prod_IMIS/ACA_Member/Standards__Accreditation/Standards/Purchase/ACA_Member/Standards_and_Accreditation/Standards_Books__Merchandise.aspx?hkey=9afcadb3-623d-4933-825d-32458db12f83
- h) ICE/ DHS Officer's Handbook (current and future editions, as issued)
 - i) A Guide to Proper Conduct and Relationships with Aliens and the General Public
 - j) The ICE/DHS Performance Base Detention Standards – A copy is obtainable on the ICE Internet website
- k) All rules and regulations governing usage of firearms, public buildings and grounds
- l) All regulations provided to the Contractor through the COR
- m) The Patriot Act of 2001
- n) The Illegal Immigration Reform and Immigrant Responsibility Act (IIAIRA), P. L. 104-208
- o) Federal Acquisition Regulations (FAR) and Department of Homeland Security Acquisition Regulations (HSAR)
- p) Applicable federal, state facility codes, rules, regulations and policies
- q) Applicable federal, state and local labor laws and codes
- r) Applicable federal, state and local firearm laws, regulations and codes
- s) Alignment with external sources (e.g. state and local law enforcement organizations)
- t) Pre-clearance approvals are required for access to ICE field staff, facilities and information
- u) Pre-employment suitability clearance is required for contract employees before any access is granted to ICE field staff, facilities and information
- v) All applicable environmental requirements, including Executive Orders and Management Directives
- w) Existing lease agreements
- x) DHS Non-Disclosure Agreement Requirements
- y) Organizational Conflict of Interest Provisions

Accomplishments of some ACA standards are augmented by DHS/ICE policy and/or procedure. In these instances, the PWS identifies and provides direction for the enhanced requirements. In cases where other standards conflict with DHS/ICE policy or standards, DHS/ICE policy and standards prevail.

E. Performance

The Contractor shall perform all services in accordance with ICE 2011 Performance-Based National Detention Standards (PBNDS)(<http://www.ice.gov/detention-standards/2011/>) optimal and enhanced recreation, Prison Rape Elimination Act (PREA), American Correctional Association (ACA), Standards for Adult Local Detention Facilities (ALDF), and Standards Supplement, Standards for Health Services in Jails, latest edition, National Commission on Correctional Health Care (NCCHC), and state and local laws on firearms at all times. Some ACA standards are augmented by ICE policy and/or procedure. In cases where other standards conflict with DHS/ICE Policy or Standards, DHS/ICE Policy and Standards prevail. ICE and third party inspectors will conduct periodic and unscheduled audits and inspections of the facility to ensure compliance with the aforementioned standards. In addition, the Contractor shall provide full and complete cooperation for any request or investigation conducted by the Government.

Under this contract, the Contractor shall provide detention management services including the facility, detention officers, management personnel, supervision, manpower, training, certifications, licenses, drug testing, relief officer(s), uniforms, equipment, and supplies (b)(7)(E) and vehicles necessary to provide detention management and transportation services seven (7) days a week, twenty-four (24) hours per day. The Contractor shall also be responsible for other ancillary services including but not limited to transportation and food service.

The Contractor shall provide a safe and secure environment for staff and detainees. The Contractor shall continuously monitor programs, seek ways to reduce and control violence in the facility, respond to emergencies, maintain accountability of tools, chemicals, and other potentially dangerous items, and maintain security. The Contractor shall monitor detainee programs and Contractor staff performance. In addition, the Contractor shall communicate policy, procedures, and operational practices in accordance with ICE written instructions and policy statements.

The facility shall accommodate 1,575 adult detainees. Five percent (75 beds) shall be in a special housing unit (segregation). The facility shall be located within 30 driving miles of Seattle/Tacoma (SeaTac) International Airport in the State of Washington. The facility shall also be located within appropriate proximity and access to emergency services (medical, fire protection, etc.)

Detainees are classified as High (Level 3), Medium (Level 2), or Low Risk (Level 1). Contractor shall be responsible for detainee record keeping services and personal property. The Contractor shall create and update detainee records and the Government will store the records. All records will remain the property of the U.S. Government.

The Contractor shall provide stationary guard services at hospitals or miscellaneous locations as directed by the COR, and/or an ICE-designated official. Transportation duties shall include, but are not limited to, escorting and guarding detainees to medical or doctor's appointments, hearings, ICE interviews, and any other location requested by the COR, and/or an ICE-designated official. The Contractor shall agree to augment such practices as may be requested by ICE to enhance specific requirements for security, detainee monitoring, visitation, and contraband control. It is imperative that assigned posts are properly covered at all times or as deemed required and necessary by the Government. Public contact is prohibited unless authorized in advance by the COR or an ICE-designated official. Public contact consists of any visits with outsiders, not sanctioned by ICE, i.e. a visitor to see a detainee in the hospital.

The Contractor shall provide its own fully operational and well-maintained equipment and supplies necessary to fulfill the requirements.

The Contractor shall have 18 months from commencement of this contract to become ACA accredited. The Contractor shall, within nine months from the date of NTP, formally apply for accreditation to the ACA. The Contractor shall furnish written proof of such application to the COR within five days of the application. The Contractor shall maintain continual compliance with applicable ACA standards and supplements during the performance of the contract, unless otherwise specified by the CO. Once full accreditation has been obtained, the Contractor shall maintain this accreditation throughout the life of the contract, inclusive of any option periods exercised.

The Contractor shall comply with all statutes, regulations, and guidelines from the National Archives and Records Administration. Records and information management functions are required and mandated by the following laws and regulations: Chapters 21, 29, 31, and 33 of Title 44, United States Code; 36 CFR 12; 41 CFR 201 subchapters A and B; OMB Circular A-130; and DOJ Order 2710.8A, Removal and Maintenance of Documents. Criminal penalties for unlawfully destroying, damaging, removing, or improperly handling or releasing federal records are addressed in Chapters 37 and 101 of Title 18, United States Code.

F. Explanation of Terms/Acronyms

1. **ADMINISTRATIVE SEGREGATION**: A form of separation from the general population used when the continued presence of the detainee in the general population would pose a threat to life, property, self, staff, or other detainees or to the security or orderly running of the facility. This housing status also includes detainees who require protective custody, those who cannot be placed in the local population because they are en route to another facility (holdovers), those who are awaiting a hearing before a disciplinary panel, and those requiring separation for medical reasons.
2. **ADULT DETENTION FACILITY (ADF)**: A facility which detains persons over the age of 18.
3. **ALIEN**: Any person who is not a citizen or national of the United States.
4. **AMERICAN CORRECTIONAL ASSOCIATION (ACA)**: The American Correctional Association is the oldest and largest international correctional association in the world. ACA serves all disciplines within the corrections profession and is dedicated to excellence in every aspect of the field.
5. **BED-DAY**: The total billable cost to the Government to maintain and house one detainee for one day. Bed-day means a detainee that occupies a bed in a housing unit or a detainee in custody for at least 4 hours in either a holding cell or staging area (not both). If the detainee is moved from the holding cell or staging area into a housing unit the same day, only one bed day charge is allowable. Bed day means day in not day out, and all days in between. The contractor may charge for day of arrival, but not day of departure.
6. **BED-DAY RATE**: The rate charged for each individual detainee per day. Bed-day rate is an all-inclusive burdened rate to include all costs inclusive of direct costs, indirect costs, overhead and profit necessary to provide the detention and food service requirements described in the PWS.
7. **BOOKING**: It is a procedure for the admission of an ICE detainee, which includes searching, fingerprinting, photographing, medical screening, and collecting personal history data. Booking also includes the inventory and storage of the individual's accompanying personal property.
8. **BUREAU OF PRISONS (BOP)**: The U.S. Federal Bureau of Prisons protects society by confining offenders in the controlled environments of prisons and community-based facilities that are safe, humane, cost-efficient, and appropriately secure, and that provide work and other self-improvement opportunities to assist offenders in becoming law-abiding citizens.
9. **CLASSIFICATION**: A process for determining the needs and requirements of aliens for whom detention has been ordered and for assigning them to housing units and programs according to their needs, security risk level, and existing resources of the facility.
10. **CONTRABAND**: Items that pose a threat to the security of people or property. A contraband item fits into either the category of hard or soft contraband as defined below:
 - a. **Hard Contraband**: Any item that is inherently dangerous as a weapon or tool of violence, e.g., a knife, explosives, a "zipgun," brass knuckles. Because hard contraband presents an immediate physical threat in or to the facility, a detainee found in possession of hard contraband could face disciplinary action or criminal prosecution.
 - b. **Soft Contraband**: Any item that presents a nuisance, which does not pose a direct and immediate threat to an individual's safety. None-the-less, soft contraband has the potential to

create dangerous or unsanitary conditions in the facility, such as excess papers that create a fire hazard, food items that are spoiled or retained beyond the point of safe consumption, etc.

11. **CONTRACTING OFFICER (CO)**: An employee of the Government responsible for the complete conduct and integrity of the contracting process, including administration after award. The only individual authorized to issue changes to this contract.
12. **CONTRACTING OFFICER'S REPRESENTATIVE (COR)**: An employee of the Government responsible for monitoring all technical aspects and assisting in administering the contract.
13. **CONTRACTOR**: The entity, which provides the services, described in this Performance Work Statement.
14. **CONTRACTOR EMPLOYEE**: An employee of a private Contractor hired to perform a variety of detailed services under this contract.
15. **CONTROL ROOM**: Integrates all internal and external security communications networks within a secure room. Activities conducted within the control room have a critical impact on the institution's orderly and secure operation.
16. **CREDENTIALS**: Document providing primary source verification including education, training, licensure, experience, board certification, and expertise of an employee.
17. **DEPARTMENT OF HOMELAND SECURITY (DHS)**: A department of the United States Government, which includes U.S. Immigration and Customs Enforcement (ICE).
18. **DEPARTMENT OF JUSTICE (DOJ)**: A department of the United States Government, which includes the Executive Office of Immigration Review (EOIR), the Federal Bureau of Investigation (FBI), the Federal Bureau of Prisons (BOP), and the U.S. Marshals Service (USMS).
19. **DESIGNATED SERVICE OFFICIAL**: An employee of U.S. Immigration and Customs Enforcement designated in writing by ICE Field Office Director to represent ICE on matters pertaining to the operation of the facility.
20. **DETAINEE**: Any person confined under the auspices and the authority of any Federal agency. Many of those being detained may have substantial and varied criminal histories.
21. **DETAINEE RECORDS**: Information concerning the individual's personal, criminal and medical history, behavior, and activities while in custody, including, but not limited to:
 1. Detainee, Personal Property
 2. Receipts, Visitors List, Photographs
 3. Fingerprints, Disciplinary Infractions
 4. Actions Taken, Grievance Reports, Medical
 5. Records, Work Assignments, Program Participation
 6. Miscellaneous Correspondence, etc.
22. **DETENTION SERVICES MANAGER (DSM)**: Responsible for ensuring that the conditions of residential facilities that house ICE detainees are safe, secure and humane. Serves as a liaison for the agency, evaluating and ensuring that residential detention facilities are administered and operated according to ICE requirements, expectations and terms of operating agreements.
23. **DETENTION STANDARDS COMPLIANCE UNIT (DSCU)**: The purpose of the DSCU is to develop and prescribe policies, standards, and procedures for ICE detention operations and to ensure detention facilities are operated in a safe, secure, and humane condition for both detainees and staff.
24. **DIRECT SUPERVISION**: A method of detainee management that ensures continuing direct contact between detainees and staff by posting an officer(s) inside each housing unit. Officers in general housing units are not separated from detainees by a physical barrier. Officers provide frequent, non-scheduled observation of and personal interaction with detainees.

25. DIRECTIVE: A document issued by the U.S. Government and signed by the President, Departmental Secretary, or an Assistant Secretary that establishes policy, delegate authority, and/or assigns responsibilities.
26. DISCIPLINARY SEGREGATION: A unit housing detainees who commit serious rule violations.
27. IMMIGRATION AND CUSTOMS ENFORCEMENT HEALTH SERVICE CORP (IHSC): A unit of the U.S. Public Health Service dedicated to providing medical services for ICE facilities.
28. ENFORCEMENT AND REMOVAL OPERATIONS (ERO): Enforcement and Removal Operations (ERO) oversees programs and conducts operations to identify and apprehend removable aliens, to detain these individuals when necessary, and to remove illegal aliens from the United States. ERO prioritizes the apprehension, arrest, and removal of convicted criminals, those who pose a threat to national security, fugitives, recent border entrants, and aliens who thwart immigration controls.

ERO manages all logistical aspects of the removal process, including domestic transportation, detention, alternatives to detention programs, bond management, and supervised release. In addition, ERO repatriates aliens ordered removed from the United States

29. ENTRY ON DUTY (EOD): The first day the employee begins performance at a designated duty station on this contract.
30. ENVIRONMENTAL ANALYSIS AND EVALUATION (EAE): This document initiates the analysis and evaluation of environmental effects of proposed actions, and contemplates alternative proposals. This document is the basis for deciding whether or not an Environmental Assessment is required.
31. ENVIRONMENTAL ASSESSMENT (EA): Specific document summarizing the results of thorough analyses of environmental impacts caused by proposed actions. This document is the basis for deciding whether or not an Environmental Impact Statement is required.
32. ENVIRONMENTAL IMPACT STATEMENT (EIS): Comprehensive document provides full and fair discussion of significant environmental impacts caused by the proposed action(s). It also states the reasonable alternatives, which would avoid or minimize the adverse impact(s) or enhance the quality of the human environment.
33. EMERGENCY: Any significant disruption of normal facility procedure, policy, or activity caused by riot, strike, escape, fire, medical exigency, natural disaster, or other serious incident.
34. EMERGENCY CARE: Care for an acute illness or unexpected serious health care need that cannot be deferred until the next scheduled sick call.
35. EXECUTIVE OFFICE OF IMMIGRATION REVIEW (EOIR): An agency of DOJ.
36. FACILITY: The physical plant and grounds in which the Contractor's services are operated.
37. FACILITY ADMINISTRATOR: The official, regardless of local title (e.g., jail administrator, Facility Director, superintendent), who has the ultimate responsibility for managing and operating the contract detention facility. The qualifications for the holder of this office shall be consistent with ACA standards.
38. FIELD MEDICAL COORDINATOR (FMC): Coordinates medical, mental health, dental and durable medical equipment services for individuals in the custody of ICE; provide case coordination and monitoring on high risk and problem prone cases and inter-facility admissions to Short Stay Units pursuant to the IHSC National Policies and Procedures. The FMC provide medical consultation services and screening of individuals in ICE custody to the Field Office Director and staff to which he/she is assigned. The FMC conducts routine and ad hoc visits to ICE-designated facilities within the Field Officer Director's Area of Responsibility. The FMC serves as the medical subject matter expert for the Field Office Director and will serve as the liaison between the FOD and the IHSC.

39. FIRST AID: Health care for a condition that requires immediate assistance from an individual trained in first aid care and the use of the facility's first aid kits.
40. GOVERNMENT: Refers to the United States Government.
41. GRIEVANCE: A written complaint filed by a detainee with the facility administrator concerning personal health/welfare or the operations and services of the facility.
42. HEALTH AUTHORITY: The physician, health administrator, or agency on-site that is responsible for health care services pursuant to a written agreement, contract, or job description.
43. HEALTH CARE: The action taken, preventive and therapeutic. To provide for the physical and mental well-being of the detainee population. Health care may include medical services, dental services, mental health services, nursing, personal hygiene, dietary services, and environmental conditions at the facility.
44. HEALTH CARE PERSONNEL: Duly licensed individuals whose primary duties are to provide health services to detainees in keeping with their respective levels of health care training or experience.
45. HEALTH UNIT (HU): The physical area in the facility and organizational unit set-aside for routine health care and sick call. The HU is the designated part of the facility for the delivery of care to detainees on an ambulatory or observation basis.
46. IMMIGRATION AND CUSTOMS ENFORCEMENT (ICE): A law enforcement agency within the U.S. Department of Homeland Security.
47. ICE AIR OPERATIONS: Provides aviation support, both domestically and internationally, to the ERO Field Offices that are strategically located throughout the United States.
48. ICE HEALTH SERVICE CORPS (IHSC): Provides oversight of medical care and public health services to detained aliens in the custody of ICE.
49. IMMEDIATE RELATIVES: Spouses, children (including stepchildren and adopted children) and their spouses, parents (including stepparents), brothers and sisters (including stepbrothers and sisters and half-brothers and sisters) and their spouses.
50. INCIDENT REPORT: A written document reporting an event, such as minor disturbances, officer misconduct, any detainee rule infraction, etc.
51. JUVENILE DETAINEE: Any detainee under the age of eighteen (18) years unless the juvenile has been determined to be emancipated in an appropriate state judicial proceeding, or is an individual who has been incarcerated due to a conviction for a criminal offense as an adult.
52. LIFE SAFETY CODE: A manual published by The National Fire Protection Association specifying minimum standards for fire safety necessary in the public interest.
53. LOG BOOK: The official record of post operations and inspections.
54. MAN-HOUR: Man-hour means productive hours when the required services are performed. Only productive hours can be billed and invoiced.
55. MEDICAL RECORDS: Separate records of medical examinations and diagnosis maintained by the responsible physician or nurse. The following information from these records shall be transferred to the detainee record: date and time of all medical examinations; and, copies of standing or direct medical orders from the physician to the facility staff.
56. MEDICAL SCREENING: A system of structured observation and/or initial health assessment to identify newly-arrived detainees who could pose a health or safety threat to themselves or others.
57. MILEAGE RATE: a fully burdened rate inclusive of the mileage rate in accordance with General Service Administration Federal Travel Regulation, vehicle equipment, maintenance, and fuel costs

58. **NON-CONTACT VISITATION**: Visitation that restricts detainees from having physical contact with visitors using physical barriers such as screens and/or glass. Voice communications between the parties are typically accomplished with telephones or speakers.
59. **NON-DEADLY FORCE**: The force a person uses with the purpose of not causing or which would not create a substantial risk of causing death or serious bodily harm.
60. **NOTICE TO PROCEED (NTP)**: Written notification from the Government to the Contractor stating the date that the Contractor may begin work, subject to the conditions of the contract.
61. **OFFICE OF PROFESSIONAL RESPONSIBILITY, PERSONNEL SECURITY UNIT (OPR-PSU)**: The ICE office, which implements a component-wide personnel security program.
62. **OFFICERS**: Contractor's uniformed staff members responsible for the security, care, transportation, and supervision of detainees during all phases of activity in a detention facility. The officer is also responsible for the safety and security of the facility.
63. **ON CALL/REMOTE CUSTODY OFFICER POST**: These posts shall be operated on demand by the COR and shall include, but is not limited to, escorting and custody of detainees for hearings, ICE interviews, medical watches, and any other location requested by the COR.
64. **PAT DOWN SEARCH**: A quick patting of the detainee's outer clothing to determine the presence of contraband.
65. **PERFORMANCE WORK STATEMENT (PWS)**: That portion of the contract, which describes the services to be performed under the contract.
66. **POLICY**: A definite written course or method of action, which guides and determines present and future decisions and actions.
67. **POST ORDERS**: Written orders that specify the duties of each position, hour-by-hour, and the procedures the post officer will follow in carrying out those duties.
68. **PREVENTIVE MAINTENANCE**: A system designed to enhance the longevity and/or usefulness of buildings and equipment in accordance with a planned schedule.
69. **PROCEDURE**: The detailed and sequential actions that must be executed to ensure that a policy is implemented. It is the method of performing an operation or a manner of proceeding on a course of action. It differs from a policy in that it directs action required to perform a specific task within the guidelines of that policy.
70. **PRODUCTIVE HOURS**: These are hours when the required services are performed and can be billed.
71. **PROJECT MANAGER**: Contractor employee responsible for on-site supervision of all Contractor employees, with the authority to act on behalf of the Contractor. The Project Manager cannot simultaneously serve in the role of manager and Detention Officer or Supervisory Detention Officer.
72. **PROPERTY**: Refers to personal property belonging to a detainee.
73. **PROPOSAL**: The written plan submitted by the Contractor for consideration by ICE in response to the Request for Proposal (RFP).
74. **QUALIFIED HEALTH PROFESSIONAL**: Physicians, dentists, and other professional and technical workers who by state law engage in activities that support, complement or supplement the functions of physicians and/or dentists who are licensed, registered, or certified, as appropriate to their qualifications, to practice.
75. **QUALITY ASSURANCE**: The actions taken by the Government to assure requirements of the Performance Work Statement (PWS) are met.
76. **QUALITY ASSURANCE SURVEILLANCE PLAN (QASP)**: A Government-produced document that is based on the premise that the Contractor, and not the Government, is responsible

for the day-to-day operation of the facility and all the management and quality control actions required to meet the terms of the contract and is based on the American Correctional Association (ACA), Standards for Adult Local Detention Facilities (ALDF) and ICE Performance Based National Detention Standards (PBNDS). The role of the Government in quality assurance is to ensure performance standards are achieved and maintained. The QASP validates that the Contractor is complying with ERO-mandated quality standards in operating, maintaining, and repairing detention facilities.

77. **QUALITY CONTROL (QC)**: The Contractor's inspection system, which covers all the services to be performed under the contract. The actions that a Contractor takes to control the production of services so that they meet the requirements stated in the contract.
78. **QUALITY CONTROL PLAN (QCP)**: A Contractor-produced document that addresses critical operational performance standards for services provided.
79. **RESPONSIBLE PHYSICIAN**: A person licensed to practice medicine with whom the facility enters into a contractual agreement to plan for and provide health care services to the detainee population of the facility.
80. **RESTRAINT EQUIPMENT**: This includes but is not limited to: handcuffs, belly chains, leg irons, straight jackets, flexi cuffs, soft (leather) cuffs, and leg weights.
81. **SAFETY EQUIPMENT**: This includes but is not limited to firefighting equipment, i.e., chemical extinguisher, hoses, nozzles, water supplies, alarm systems, portable breathing devices, gas masks, fans, first aid kits, stretchers, and emergency alarms.
82. **SALLYPORT**: An enclosure situated either in the perimeter wall or fence to the facility or within the interior of the facility, containing gates or doors at both ends, only one of which opens at a time. This method of entry and exit helps to ensure that there shall be no breach in the perimeter or interior security of the facility.
83. **SECURITY DEVICES**: Locks, gates, doors, bars, fences, screens, hardened ceilings, floors, walls and barriers used to confine and control detainees. In addition, electronic monitoring equipment, security alarm systems, security light units, auxiliary power supply, and other equipment used to maintain facility security.
84. **SECURITY PERIMETER**: The outer portions of a facility, which actually provide for secure confinement of detainees.
85. **SECURITY RISK – HIGH, MEDIUM, LOW**
 - High Risk Level – (Level 3) Detainees exhibit behavioral problems, or manifest a pattern of such behavior, or have a history of violent and/or criminal activity.
 - Medium Risk Level – (Level 2) Detainees exhibit minor behavioral problems or have a history of nonviolent criminal behavior.
 - Low Risk Level – (Level 1) Detainees with minor criminal histories and non-violent charges and convictions.
86. **SENSITIVE INFORMATION**: Any information which could affect the national interest, law enforcement activities, the conduct of federal programs, or the privacy to which individuals are entitled under Title 5, U.S. Code, Section 552a. All Detainee records are considered sensitive information.
87. **SIGNIFICANT EVENT NOTIFICATION REPORT (SEN)**: A written document reporting a special event (e.g., the use of force, use of chemical agents, discharge of firearms).
88. **SPECIAL MANAGEMENT UNIT (SMU)**: A housing unit for detainees in administrative or disciplinary segregation.
89. **STANDING MEDICAL ORDERS**: Written orders, by a physician, to medical personnel for the definitive treatment of identified minor, self-limiting conditions and for on-site treatment of emergency conditions.

90. **PERFORMANCE WORK STATEMENT (PWS)**: That portion of the contract, which describes the services to be performed under the contract.
91. **STRIP SEARCH**: An examination of a detainee's naked body for weapons, contraband, and physical abnormalities. This also includes a thorough search of all of the individual's clothing while not being worn.
92. **SUITABILITY CHECK**: Security clearance process for Contractor and all Contractor Employees to determine favorable suitability to work on a Government contract.
93. **TOUR OF DUTY**: No more than 12 hours in any 24-hour period with a minimum of eight hours off between shifts, except as directed by state or local law.
94. **TRAINING**: An organized, planned, and evaluated activity designed to achieve specific learning objectives. Training may occur on site, at an academy of training center, at an institution of higher learning, through contract service, at professional meetings or through closely supervised on-the-job training. Meetings of professional associations are considered training when there is clear evidence of the above elements. All trainers must be certified and certification shall be approved by the COR or ICE-designated employee.
95. **TRANSPORTATION COSTS**: All materials, equipment and labor necessary to respond to requests by designated officials for secure movement of detainees from place to place necessary for processing, hearings, interviews, etc.
96. **TRANSPORTATION SERVICE COST**: An all-inclusive or burdened rate. Cost includes but is not limited to labor, equipment, material, supplies, and other related costs necessary to respond to requests by designated officials for movement of detainees from place to place necessary for processing, court hearings, interviews, doctor's appointments, ICE Air/airports, and transporting in-between detention facilities (counties, state and federal).
97. **TRAVEL COST**: Cost inclusive of lodging and meals and incidental expenses (MI&E) for Transportation Officers exceeding the standard working hours. Cost is based on actual charges per occurrence, not to exceed the allowable Federal Travel Regulation rates/costs in effect on the dates of travel.
98. **WEAPONS**: This includes but is not limited to firearms, ammunition, knives, slappers, billy clubs, electronic defense modules, chemical weapons (mace), and nightsticks.

Ambiguities

All services must comply with the Performance Work Statement (PWS) and all applicable federal, state, and local laws and standards. Should a conflict exist between any of these standards, the most stringent shall apply. If the Contractor is unable to determine which standard is more stringent, the Contracting Officer (CO) shall determine the appropriate standard.

The COR does not have authority to modify the stated terms of the contract, or to approve any action that would result in additional charges to the Government. The CO will make all modifications in writing.

G. Hold Harmless

The Contractor shall protect, defend, indemnify, save, and hold harmless the United States Government and its employees or agents, from and against any and all claims, demands, expenses, causes of action, judgments and liability arising out of, or in connection with, any negligent acts or omissions of the Contractor, its agents, sub-contractors, employees, assignees, or anyone for whom the Contractor may be responsible. The Contractor shall also be liable for any and all costs, expenses and attorney's fees incurred as a result of any such claim, demand, cause of action, judgment or liability, including those costs, expenses, and attorneys' fees incurred by the United States Government and its employees or agents. The Contractor's liability shall not be limited by any provision or limits of insurance set forth in the resulting contract.

In awarding the contract, the Government does not assume any liability to third parties, nor will the Government reimburse the Contractor for its liabilities to third parties, with respect to loss due to death,

bodily injury, or damage to property resulting in any way from the performance of the contract or any subcontract under this contract.

The Contractor shall be responsible for all litigation, including the cost of litigation, brought against it, its employees or agents for alleged acts or omissions. The CO shall be notified in writing of all litigation pertaining to this contract and provided copies of any pleadings filed or said litigation within five working days of the filing. The Contractor shall cooperate with Government legal staff and/or the United States Attorney regarding any requests pertaining to federal or Contractor litigation.

Policy and procedures shall be developed which ensure a positive relationship is maintained with all levels of the federal judiciary. The Contractor's procedures shall ensure a tracking system is established which mandates that all judicial inquiries and program recommendations are responded to in a timely and accurate manner. All judicial inquiries and Contractor responses, specifically related to a detainee, shall be made part of the detainee's file.

The Contractor shall notify the COR when a member of the United States Congress or any media outlet requests information or makes a request to visit the facility, per the ICE PBNDS on News Media Interviews and Tours. The Contractor shall coordinate all public information related issues with the COR or ICE-designated employee. All press statements and releases shall be cleared, in advance, with the ICE Office of Public Affairs.

The Contractor shall ensure employees agree to use appropriate disclaimers clearly stating the employees' opinions do not necessarily reflect the position of the United States Government in any public presentations they make or articles they write that relate to any aspect of contract performance or the facility operations.

H. Exclusivity

The Contractor agrees that the facility is to be for the exclusive use of ICE and its detainee population. No other agency will be allowed to use the facility to house its detainees, prisoners, or inmates without prior approval of the CO. If given approval, a separate bed day rate shall be negotiated with the other agency and ICE shall not be responsible for payment related to beds used by another agency. The other agency will be separately invoiced for the beds it uses. The duration of the use of beds will be determined on a case by case basis.

II. REQUIREMENTS

A. Quality Control

The Contractor shall provide a final Quality Control Plan (QCP) that addresses critical operational performance standards for the services required under this contract. The final QCP is due 30 days after award of the contract. The QCP shall ensure that services will be maintained at a uniform and acceptable level. At a minimum, the Contractor shall periodically review and update the QCP policies and procedures on an annual basis. The Contractor shall audit facility operations monthly for compliance with the QCP, results of which are reportable in a deliverable to ICE. The Contractor shall notify the Government 48 hours in advance of the audit to ensure the COR is available to participate. The Contractor's QCP shall identify deficiencies, appropriate corrective action(s), and timely implementation plan(s) to the COR.

If the Contractor proposes changes in the QCP after contract award, the Contractor shall submit them to the COR for review. If the COR concurs with the changes, the COR shall submit the changes to the CO. The CO may modify the contract to include these changes.

B. Quality Assurance Surveillance Plan (QASP)

The ICE QASP is attached to this PWS and sets forth the procedures and guidelines that ICE will use to inspect the technical performance of the Contractor. It presents the financial values and mechanisms for applying adjustments to the Contractor's invoices as dictated by work performance measured to the desired level of accomplishment.

1. The purpose of the QASP is to:
 - Define the roles and responsibilities of participating Government officials.
 - Define the types of work to be performed.

- Describe the evaluation methods that will be employed by the Government in assessing the Contractor's performance.
- Describe the process of performance documentation.

2. Roles and Responsibilities of Participating Government Officials

The COR(s) is the main Government official responsible for oversight of the contractor performance and assessing, recording, and reporting on the technical performance of the Contractor. The COR(s) will have primary responsibility for completing the "Quality Assurance Surveillance Forms" to document their inspection and evaluation of the Contractor's work performance. The COR is responsible for providing within-scope technical direction to the contractor, approving invoices, and approving contractor incurrence of costs within the CLIN schedule. The COR does not have authority to alter, change, or otherwise modify any requirements of the PWS.

ICE Designated Official(s) are ICE Officers responsible for providing information to the contractor in order for the contractor to perform specific duties. The contractor uses this information to perform tasks in performance of the contract (including but not limited to: preparing a specific number of meals, the movement of detainees to specific locations within the facility, the transportation of detainees to specific locations, and utilization of contractor Disturbance Control Team). The ICE Designated Official(s) do not have authority to provide technical direction to the contractor, request work outside the scope of the PWS, or otherwise direct the contractor to incur any costs not covered by the PWS or CLIN schedule.

The Contracting Officer (CO) has administrative responsibility for overall contract enforcement. The CO is responsible for evaluating the Contractor's performance in areas of contract compliance, contract administration, and cost and property control. The CO shall review the COR's evaluation of the Contractor's performance and invoices. If applicable, deductions will be assessed in accordance with the evaluation of the Contractor's performance, e.g., monetary adjustments for inadequate performance as outlined in the PRS. The CO is the only person authorized to alter, change, or otherwise modify the terms and conditions of the contract.

C. Contractor's Failure to Perform Required Services

The rights of the Government and remedies described in this PWS are in addition to all other rights and remedies set forth in the contract. Specifically, the Government reserves its rights under the Inspection of Services and Termination clauses. Any reductions in the Contractor's invoice shall reflect the contract's reduced value resulting from the Contractor's failure to perform required services. The Contractor shall not be relieved of full performance of the services hereunder and may be terminated for default based upon inadequate performance of services, even if a reduction was previously taken for any inadequate performance.

D. Inspection by Regulatory Agencies

Work described in the contract is subject to inspection by other Government agencies. The Contractor shall participate in responding to all requests for information and inspection or review findings by regulatory agencies.

E. Performance Evaluation Meetings

The Contractor's representatives shall meet with the COR(s) on a weekly basis or as deemed necessary by either party. These meetings will provide a management level review and assessment of Contractor performance, and a discussion and resolution of problems.

F. Contractor's Employee Manual

The Contractor shall provide Employee Manual, which, at a minimum, addresses the following:

1. Organization
2. Recruiting procedures
3. Opportunities for Equal Employment

4. Qualifying for jobs, job descriptions, responsibilities, salaries, and fringe benefits
5. Physical fitness for duty
6. Screening employees for illegal drug use
7. Holidays, leave, and work hours
8. Personnel records, employee evaluations, promotion, and retirement
9. Training
10. Standards of conduct, disciplinary procedures, and grievance procedures
11. Resignation and termination
12. Employee-management relations
13. Security, safety, health, welfare, and injury incidents

The Contractor shall provide a copy of the Employee Manual to the Contractor's employees at the facility. Upon request by the COR, the Contractor shall document to the Government that all employees have reviewed a copy of the manual.

G. Facility Staffing Plan and Key Personnel

The Contractor shall provide a staffing plan that addresses, at a minimum, the identified staffing needs, minimum personnel qualification standards, special personnel requirements, and key personnel to be employed in connection with this contract, as outlined in the PWS.

Key personnel shall not hold simultaneous positions.

The Contractor Staffing Plan shall:

- Address minimum staffing requirements and key personnel to be employed to ensure compliance with the contract.
- Incorporate the provision of staffing rosters and monthly vacancy rate information to the COR.
- Include Stand-By and Reserve Force staffing plans as part of the Contractor's emergency plans.
- Detail supervisory roles and duties in accordance with the requirements of the SOO and all applicable standards and policies.

The Contractor shall staff the post-positions in accordance with the Contractor submitted and Government acknowledged Contractor Staffing Plan.

The number, type and distribution of staff as described in the contract-staffing plan shall be maintained throughout the term of the contract. Written requests to change the number, type and/or distribution of staff described in the Staffing Plan must be submitted to the CO, through the COR, for approval prior to implementation. Staffing levels shall not fall below a monthly average of 95% of the approved staffing plan.

Failure to fill any individual position within 120 days of the vacancy will result in a deduction from the monthly invoice. The Government will calculate the deduction retroactive to day one of the vacancy, excluding the days for Government's conditional approval process, starting on the day of receipt and concluding on the day conditional approval is granted.

The Contractor shall provide the COR with the names of Supervisory Detention Officers designated by the Contractor before commencement of services. Supervisors shall be trustworthy and must have a minimum of one year of experience as a detention officer and two years of successful experience in field supervision (civilian community law enforcement, commercial or industrial guard service, or security service supervisory positions). The two year requirement may be satisfied by completion of a career development program that includes work-related experience, training, or college credits at a level of achievement equivalent to the basic requirement.

Supervisory Detention Officers shall be knowledgeable of ACA standards and requirements, and shall receive ACA accredited training in their basic and annual refresher training. The duties of Supervisory Detention Officers shall include but are not limited to:

- Providing close supervisory control to the Detention Officers.
- Reviewing Log Books, records and reports.
- Performing daily inspections of Detention Officer performances.
- Maintaining and updating of Post Orders.
- Enforcing ICE/DHS policies and procedures.
- Providing oversight to prevent detainee escapes and ensure accuracy of all detainee records.
- Inspecting all detainee housing areas at least once per shift, correcting discrepancies, and/or reporting discrepancies to the Government.

H. Minimum Staffing Requirements

The Contractor shall fully staff the facility to secure, control, and supervise detainees in custody regardless of the detainee population. Staffing must be sufficient to cover the posts based on the approved staffing plan. The Contractor shall provide daily Detention Officer Assignment rosters, by shift, for the duration of the contract. The assignment rosters shall indicate the number of staff, job titles, names, hours, and days of work for each post. The daily roster shall be posted 24 hours in advance. Shift rosters must be filed and available for review upon request of the COR for the entire length of the contract.

I. Supervisory Staffing

The Contractor is responsible for the satisfactory supervision of its employees at all times. Satisfactory supervision includes verifying attendance at all posts and positions, and upholding the work requirements of all personnel assigned under the contract. The Contractor shall provide the COR with the names of Supervisory Detention Officers designated by the Contractor before commencement of services.

J. Key Personnel

The Contracting Officer Representative will provide written approval before any key personnel are assigned to perform duties under this contract. The Contractor shall have key personnel employed and on-site before the Contractor can begin contract performance. Any subsequent changes to key personnel must meet these criteria and be approved in writing by the Contracting Officer. The following are the key personnel and required qualifications for the performance of this contract.

- a. **Warden/Facility Director.** The Warden/Facility Director shall hold an accredited bachelor's degree in an appropriate discipline, or significant military or corrections experience of a minimum 15 years, and have at least five years of related administrative experience, and have knowledge of program objectives, policies, procedures, and requirements for managing a secure detention/correctional facility. The degree requirement may be satisfied by completion of a career development program that includes work-related experience, training, or college credits at a level of achievement equivalent to the bachelor's degree, as practiced in the federal hiring process. The official holding this position, even in an acting capacity, shall meet ACA requirements.
- b. **Assistant Warden/Assistant Facility Director.** The Assistant Warden/Facility Director shall hold an accredited bachelor's degree in an appropriate discipline, or have a minimum of three years of related industry experience, and have knowledge of program objectives, policies, procedures, and requirements for managing a secure detention/correctional facility. The official holding this position, even in an acting capacity, shall meet ACA requirements.
- c. **Supervisory Officers.** Supervisors must be trustworthy and must have a minimum of one year of experience as a detention officer and two years of successful experience in field supervision (e.g., civilian community law enforcement, commercial or industrial guard service, or security service supervisory positions). The two year requirement may be satisfied by completion of a career development program that includes work-related experience, training, or college credits at a level of achievement equivalent to the basic requirement, as practiced in the federal hiring process.

- d. **Training Officers.** Certified instructors shall conduct all instruction and testing of Contract personnel. A state or national level recognized institution certification of instructors is mandatory unless otherwise approved in writing by the COR. Certification of instructors may be established by documentation of past experience in teaching positions or by successful completion of a course of training for qualifying personnel as instructors. The COR must approve the instructor prior to any training.
- e. **Quality Assurance Manager.** The Quality Assurance Manager shall hold an accredited bachelor's degree in an appropriate discipline, or have a minimum of three years of related industry experience, and have knowledge of program objectives, policies, procedures, and requirements for managing a secure detention/correctional facility.
- f. **Corporate Security Officer.** The Corporate Security Officer shall hold an accredited bachelor's degree in an appropriate discipline, or have a minimum of three years of related industry experience, and have knowledge of program objectives, policies, procedures, and requirements for securing a detention/correctional facility. The individual will interface with the OPR-PSU through the COR on all security matters, to include physical, personnel, and protection of all Government information and data accessed by the Contractor and the position will be located at the facility.

To establish and maintain a congenial line of communication with the Contractor, the Contractor's Warden/Facility Director and the COR shall work together as a team to ensure that required work is accomplished in an efficient and proper manner. There should be no hesitation to call special meetings to discuss and resolve serious problems.

K. Organizational Chart

The Contractor shall provide an organizational chart that describes the structure of authority, responsibility, and accountability within the facilities. The Contractor shall update this chart as necessary. The Contractor shall make the chart available for review by the CO or COR upon request.

L. Employee Standards

All employees shall meet the highest standards of professionalism and personal integrity. Standards of professionalism include competency, training, appearance, and behavior. The Contractor shall perform pre-employment suitability checks for all employees and prospective employees. The Contractor shall take disciplinary action against employees who disregard those standards.

M. Training Program

The Contractor shall establish a training program for all employees, which incorporates the training requirements set forth in the ICE PBNDS, ACA Standards, ERO mandated training and the PWS. The training plan shall include proficiency testing, remediation (if necessary), instructor(s) and instructor qualifications, course descriptions, and detailed lesson plans that include subject matter and methods of presentation, course objectives, student evaluation procedures, and the location and duration of training. No less than 30 days after contract award and before contract performance begins the Contractor shall submit the training plan to the COR for review. The Contractor is not to begin training until the COR has approved the training plan.

N. Housing, Health and Medical Care, Transportation, and Stationary Guards

The Contractor shall provide detention services, to include detainee welfare, transportation, and record keeping services for ICE, in support of the detention and removal process, per ICE PBNDS.

1. Detention Site Standards

The Contractor shall ensure that detention sites conform to ICE PBNDS and ACA Standards. A fire and emergency plan shall exist and shall be adhered to at all times. The Contractor shall ensure facilities conformance to the following:

- a. Be clean and vermin/pest free.

- b. Have a suitable waste disposal program.
- c. The Contractor shall provide and distribute suitable linens (sheets, pillow cases, towels, etc.). The Contractor shall launder and change linens per ICE PBNDS.
- d. The Contractor shall provide and distribute appropriate clean blankets.
- e. The Contractor shall ensure fire and emergency exits remain unimpeded to permit prompt evacuation of detainees and staff members in an emergency.
- f. The Contractor shall provide and distribute articles of personal hygiene (e.g., soap, personal deodorant, toothbrush, toothpaste, comb, toilet paper, shaving equipment, and female sanitary items).

For safety, security, and sanitation purposes, an inspection of the detainee housing areas shall be conducted by a supervisor at a minimum of once per shift. The inspection shall be logged into the security logbook and be available for review by the COR or ICE-designated employee.

All locks, windows, walls, floors, ventilators, covers, access panels, and doors shall be checked daily for operational wear and detainee tampering. The Contractor shall take immediate action to repair all defective equipment.

The facility shall be subject to periodic and random inspections by the COR, ICE-designated employee, or other officials to insure compliance with ICE Standards. Deficiencies shall be immediately rectified or a plan for correction submitted by the Contractor to the COR for approval.

2. Health and Medical Care

The Contractor shall comply with written policies and procedures for appropriately addressing the health needs of detainees in ICE custody. Written policies and procedures shall include, but not be limited to, the following:

- a. Policies and procedures for accessing 24-hour emergency medical care for ICE detainees.
- b. Policies and procedures for prompt summoning of emergency medical personnel.
- c. Policies and procedures for evacuation of detainees, if deemed necessary by qualified medical personnel.
- d. Policies, procedures, and post procedures for duty officers to ensure that medical emergencies are recognized and promptly attended to.
- e. The Contractor shall notify the COR and/or ICE-designated employee of all detainee requests for the need of medical treatment. These requests shall be addressed with urgency.

3. Medical Services

IHSC is responsible for providing all health care services for detainees in the custody of ICE. IHSC provides medical coverage at the facility.

The Contractor will ensure that its employees notify IHSC medical and health care staff of detainee health complaints/conditions when brought to their attention.

In addition, IHSC acts as the agent and final health authority for ICE on all off-site detainee medical and health-related matters. The relationship of the IHSC to the detainee equals that of physician to patient. IHSC coordinates and arranges off-site medical care (e.g., emergency care, off-site lab testing, eyeglasses, cosmetic dental prosthetics, and dental care for cosmetic purposes). For medical care provided outside the facility, the IHSC may determine that an alternative medical provider or institution is more cost-effective or more aptly meets the needs of ICE and the detainee. All healthcare expenditures must be approved and authorized by IHSC. ICE may refuse to reimburse the Contractor for non-emergency medical costs incurred that were not pre-approved by the IHSC.

The Contractor agrees to accept and provide for the secure transport, custody, care, and safekeeping of detainees in accordance with the State, and local laws, standards, policies,

procedures, or court orders applicable to the operations of the facility. The Contractor shall provide contract detention officers to cover the medical unit in accordance with the approved staffing plan. In addition, when patients are housed in the infirmary, an additional contract detention officer shall be posted to the unit at all times. The Contractor shall coordinate and escort detainees to the medical clinic for sick call, appointments, and pill line. Note: Optimum functioning of health services depends on a continuous flow of patients to and from the clinic. Additional contract detention officers shall be reassigned from other flexible posts within the facility to meet IHSC's workload.

4. Facility Requirements for Infectious Disease Screening

The Contractor will ensure that there is adequate space to provide medical intake screening including a tuberculosis (TB) screening chest x-ray within the intake processing area. In order to prevent the spread of airborne infectious disease or cross contamination of zones within the facility, the HVAC system in the intake screening area will be constructed to exhaust to the exterior and prevent air exchange between the intake screening area and any other area within the facility.

5. Infectious Disease Screening

In order to prevent the transmission of TB to the resident population of a detention facility, the Contractor will provide adequate space to perform TB screening as part of the routine infectious disease screening process. Detainees will remain isolated from the rest of the facility population (remain in the intake screening area) until the chest x-ray report is obtained and the interpretation verifies that the detainee is free of infectious TB (turnaround time for chest x-ray interpretation should be four hours or less). Detainees who are found to be infected or where there is a possibility that they are infected will be assigned to a respiratory isolation unit until treatment or further testing is done and the detainee is no longer infectious.

6. Tele-radiology Medical Provider

The Contractor shall provide adequate space for the use of services of the ICE Tele-radiology Service Provider (ITSP). The cost of the equipment; maintenance of the equipment; training of staff; arrangements for interpretation of the x-rays by credentialed radiologists; and transmission of data to and from the Detention Facility are provided by the ITSP and charged directly to ICE. The Contractor shall coordinate with the ITSP to ensure adequate space is provided for the equipment, connectivity and electrical services are installed, immediate 24/7 access to equipment for service and maintenance by ITSP technicians is granted, a tele-radiology coordinator is appointed and available for training by the ITSP, and medical staff is available to perform the screening exams and receive reports.

O. Armed Transportation Services:

The Contractor shall provide all such ground transportation services as may be required to transport detainees securely throughout the Seattle Field Office (AOR) to include transportation offices in Yakima WA, Portland OR and Medford OR, in a timely manner, to locations as directed by the COR or designated ICE official, including the transportation of detainees to various appointments. When officers are not providing transportation services, the Contractor shall assign the employees to supplement security duties within the facility/transportation offices as directed by the COR or designated ICE official. However, the primary function of these officers is transportation. Duties as directed by the COR utilizing these officers shall not incur any additional expenses to the Government.

The Contractor shall assign, at a minimum, (b)(7)(E) teams of transportation officers on a daily basis distributed throughout a 24 hour period 7 days a week including weekends and holidays. The COR shall approve the number of teams assigned to any shift or period of time in order to meet the needs of ICE transportation requirements.

The COR may determine on a case-by-case basis, per the ICE PBNDS on Transportation by Land (taking into account the distance traveled, the status of detainees transported, number of stops, etc.) that a (b)(7) (b)(7) team is not necessary for some transportation routes. In all other cases, a minimum of (b)(7) officers shall be assigned, as described above.

The Contractor shall furnish suitable vehicles in good condition, approved by the Government, to safely provide the required transportation services per facility as listed below, see attachment 5, DRO Policy and Procedure Manual (Appendix 32-1 Vehicle Ordering Menu as a guide for vehicles that will be required. The Contractor shall comply with all federal and state laws with regard to inspections, licensing, and registration for all vehicles used for transportation. The Contractor shall provide parking spaces for the required vehicles at or directly adjacent to the facility.

Nothing in this contract shall restrict the Contractor from acquiring additional vehicles as deemed necessary by the Contractor at no cost to the Government. The Contractor shall not allow employees to use their privately owned vehicles to transport detainees. The Contractor shall furnish vehicles equipped with interior security features in accordance with ICE PBNDS including physical separation of detainees from guards. The Contractor shall provide the interior security specification of the vehicles to ICE for review and approval prior to installation. Vehicles furnished by the Contractor shall be equipped with interior security features such as, but not limited to: (b)(7)(E)

(b)(7)(E)

(b)(7)(E)

In the event of transportation services involving distances that exceed a standard workday to complete, the Contractor shall be reimbursed for related costs of lodging and meals commensurate with the U.S. General Services Administration rates for such within the geographical area of occurrence. Any incurred overtime pay for such services will be reimbursed in accordance with Section B of the contract. The Contractor shall comply with ICE transportation standards related to the number of hours the Contractor employee may operate a vehicle. Overnight lodging resulting from transportation services shall be approved in advance by the COR or designated ICE official.

The transportation shall be accomplished in the most economical manner. For example, it may be non-economical and inappropriate for four detainees to be transported in a 48-person vehicle.

The Contractor personnel provided for the above services shall be of the same qualifications, receive the same training, complete the same security clearances, and wear the same uniforms as those Contractor personnel provided in the other areas of this contract. Transportation officers shall have the required state licenses for commercial drivers with the proper endorsement limited to vehicles with Automatic Transmission and meet the federal and Washington State and Oregon State Department of Licensing requirements.

All transportation Officers (b)(7)(E) in the performance of these duties.

The Contractor shall supply and maintain restraining equipment, per the ICE PBNDS on Transportation. ICE personnel reserve the right to approve such restraining equipment, as well as the right to inspect such restraining equipment.

The Contractor shall, upon order of the COR, or upon his or her own decision in an urgent medical situation, transport a detainee to a hospital location. An officer, or officers, shall keep the detainee under constant supervision 24 hours per day until the detainee is ordered released from the hospital, or at the order of the COR. The Contractor shall then transport the detainee to the detention site.

The COR may direct the Contractor to transport detainees to unspecified, miscellaneous locations. As a part of the release process, upon the release of a detainee from the facility (e.g., release on bond, supervised release, or case termination), the Contractor, when requested by the COR or ICE-designated official, shall transport the released detainee to a local transportation area, such as a bus station or taxi stand.

When the COR provides documents to the Contractor concerning the detainee(s) to be transported and/or escorted, the Contractor shall deliver these documents only to the named authorized recipients or his or her designee. The Contractor shall ensure the material is kept confidential and not viewed by any person other than the authorized recipient.

The Contractor shall establish a fully operational communication system compatible with ICE communication equipment that has direct and immediate contact with all transportation vehicles and post

assignments. Upon demand, the COR shall be provided with current status of all vehicles and post assignment employees.

Failure of the Contractor to comply fully with the detainee(s) departure as pre-scheduled shall result in the Contractor having deductions and/or with-holdings made for non-performance.

ICE anticipates normal transportation requirements other than hospital visits and local needs consisting of the following. The mileage is based on a start location of Seattle Tacoma (SeaTac) International Airport in the state of Washington, plus 30 miles per route to allow for geographic diversity:

Seattle area transportation includes, but is not limited to below schedules and routes. The COR may direct the Contractor to transport detainees to unspecified miscellaneous locations with the same conditions as listed in Sub-Section 4 Armed Transportation Services.

Route	Destination	Frequency	Round-trip mileage per trip
1.	(b)(7)(E)		
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			

* Every weekday means non-holiday work days; on occasion, a route may be required on a weekend day, thus excluding a route during a weekday.

** Local Runs: A local run begins and ends in the city designated or at an agreed location by the COR. i.e. The Seattle local run (mileage) begins at the Seattle Field Office or other approved location near Seattle. Jail pick-ups or detainee transportation takes place throughout the metro area and at the conclusion of the day's work the local run is concluded at the start location or at a COR approved location. This same method would be used for Portland and Medford, in that the local run (mileage) for these offices would begin and end in the COR approved locations.

In the ICE offices that have contractor transportation officers (Yakima, WA, Portland, OR and Medford, OR), when these contract employees are not actively providing transportation services, they shall be assigned stationary guard services as designated by the COR or the ICE designated official. These duties are generally associated with but not limited to ICE detainees in holding cells. The Contractor agrees to augment such practices as may be requested by ICE to enhance specific requirements for security, detainee monitoring, visitation, and contraband control. Public contact is prohibited unless authorized in advance by the COR or the designated ICE official. These assignments shall not be considered Remote Post assignments and their performance will not result in any additional expense to the Government .

P. Remote Post - Stationary Detention Services:

The Contractor agrees to provide stationary guard services on demand by the COR and shall include, but is not limited to, escorting and guarding detainees to medical or doctor's appointments, hearings, ICE interviews, and any other remote location requested by the COR, including hotel watches as necessary.

Officers performing these duties (b)(7)(E) transportation officers. Qualified detention officer personnel employed by the Contractor under its policies, procedures, and practices will perform such services. The Contractor agrees to augment such practices as may be requested by ICE to enhance specific requirements for security, detainee monitoring, visitation, and contraband control. Public contact is prohibited unless authorized in advance by the COR or designated ICE official. The Contractor shall be authorized (b)(7)(E) officers for each such remote location, unless additional officers are required, per the direction of the COR or designated ICE official.

Q. Effectuating Departure of Detainees

Contract employees shall effectuate departures. Effectuating departure requires Contract employees to perform detainee-related activity included but not limited to: positive identification, documentation preparation and review, transportation, escorting, inspecting and evaluating aircraft to ascertain unobservable exits do not exist which could allow escape, placing detainee on proper departing aircraft, remaining at the gate until aircraft is airborne and verifying verbally with carrier gate attendant that aircraft is in flight, certify departure in writing to the COR, and returning all DHS documentation to the appropriate DHS supervisor upon completing the escort assignment. In addition, Contract employees shall, when required by proper authority, affirm, swear, and witness to all actions of effectuating departure that were accomplished, performed, carried-out, and done and in transactions involving the detainee(s), when required in a legal setting, deposition, or court of law.

III. PERSONNEL

The Contractor shall employ personnel whose qualifications are commensurate with job responsibilities and authority levels. The Contractor shall assure that employees meet the standards of competency, training, appearance, behavior, and integrity. The Contractor will effect disciplinary or adverse action against employees who disregard those standards.

A. Minimum Standards of Employee Conduct

The Contractor shall develop standards of employee conduct and corresponding disciplinary actions that are consistent with the following standards of conduct. All employees shall certify in writing that they have read and understand the standards. A record of this certificate must be provided to the COR prior to the employees beginning work under this contract. The Contractor shall hold employees accountable for their conduct based on these standards, which are not restricted to, but must include:

1. Employees shall not display favoritism or preferential treatment to one detainee, or group of detainees, over another.
2. Employees shall not discuss or disclose information from detainee files or immigration cases, except when necessary in the performance of duties under this contract.
3. The employee may not interact with any detainee except in a relationship that supports the approved goals of the facility. Specifically, employees shall not receive nor accept any personal (tangible or intangible) gift, favor, or service, from any detainee, any detainee's family, or associate no matter how trivial the gift, favor, or service may seem, for themselves or any members of their family. In addition, the employee shall not give any gift, favor, or service to detainees, detainee's family, or associates.
4. The employee shall not enter into any business relationship with detainees or their families (e.g., selling, buying, or trading personal property).
5. The employee shall not have any outside or social contact with any detainee, his or her family, or associates, except for those activities, which are part of the facility program and a part of the employee's job description.
6. All employees are required to immediately report to the Warden/Facility Director or ICE Supervisor any criminal or non-criminal violation or attempted violation of these standards.
7. The Contractor shall report all violations or attempted violations of the standards of conduct or any criminal activity immediately to the COR. Violations may result in employee removal from

the facility. Failure on the part of the Contractor either to report a known violation or to take appropriate disciplinary action against offending employee or employees shall subject the Contractor to appropriate action including possible termination of the contract for default.

8. The Contractor shall not employ any person whose employment would present an actual or apparent conflict of interest. The Contractor is specifically prohibited from hiring active duty military personnel and civilians employment by the Government to perform work under this contract.

B. Minimum Personnel Qualification Standards

The Contractor shall agree that each person employed by the firm or any subcontractor(s) shall have a social security card issued and approved by the Social Security Administration and shall be a United States citizen or a person lawfully admitted into the United States for permanent residence, have resided in the U.S. for the last five years (unless abroad on official U.S. government duty), possess a high school diploma or equivalent (GED), and obtain a favorable Suitability for Employment determination. Each employee of the Contractor and of any subcontractor(s) must complete and sign a Form I-9, "Employment Eligibility Verification," before commencing work. The Contractor shall retain the original Form I-9 and shall furnish the COR with a copy of the Form I-9 before the employee commences work. The Contractor shall be responsible for acts and omissions of its employees and of any subcontractor(s) and their employees.

In addition, each contract employee shall meet the following requirements in accordance with the contract requirements:

1. All employees shall be a minimum of 21 years of age.
2. Employees shall have general experience that demonstrates the following:
 - a. The ability to greet and deal tactfully with the general public;
 - b. Capability of understanding and applying written and verbal orders, rules, and regulations. All personnel shall be literate and be able to interpret printed rules and regulations, detailed written orders, training instructions and materials, and must be able to compose reports;
 - c. Good judgment, courage, alertness, an even temperament, and render satisfactory performance through knowledge of his/her position responsibilities;
 - d. Ability to maintain poise and self-control during situations that involve mental stress, such as fires, explosions, civil disturbances, and building evacuations.
3. All employees on this contract must maintain current/physical residency in the continental United States.

C. Health Requirements for All Officers

The Contractor shall assign only employees who are in good health to work under this contract. Employees shall be without physical defects or abnormalities that would interfere with performing duties. All Officers who work under this contract shall pass a medical examination conducted by a licensed physician within 30 days prior to initial assignment.

The Contractor shall have a collaborative agreement with a fully licensed certified independent clinic and laboratory for the purpose of accomplishing the Standard Form 88, Medical Record – Report of Medical Examination. Transportation officers will require both SF 88 and DOT 649F (DOT physical).

The Medical Record – Report of Medical Examination, Standard Form 88, shall evidence the physical fitness of each Detention Officer. If requested by the COR, the Contractor shall make medical records of contract employees available for review. The Contractor will keep one duplicate copy of each Standard Form 88. Prior to the officer's initial assignment or reassignment to the ICE site, the Contractor shall certify in writing to the COR that each Detention Officer is in full compliance with the following:

1. Officers must be free from any serious physical illnesses, ailments, or maladies, including epilepsy. This also includes other diseases that may be transmitted to and result in the disablement of other persons.

2. Officers are required to have the following: (a) correctable distant vision must be equal to or better than 20/20 in each eye; (b) binocular distant vision must be correctable to 20/20; (c) monocular vision is generally disqualifying; depth perception must be equal to or better than 70 seconds of arc; (d) peripheral vision must be normal; (e) color vision must be normal. Acceptable measure of color discrimination is the Ishihara color (14 plates). X-chrome lenses are not acceptable to ICE as a means of correcting color deficiencies. Any disease or condition, which interferes with a person's vision, may be considered disqualifying. Cases will be reviewed on a case-by-case basis by the COR.
3. Officers are required to be able to hear in the frequency range from 500-2000 hertz (Hz), the deficit should not exceed 30 decibels in either ear. At 3000 Hz, the deficit should not exceed 40 decibels in either ear. Any disease or condition, which interferes with the ability to hear, may be considered disqualifying. Cases will be reviewed on a case-by-case basis by the COR.
4. Officers shall not have heart, lung, skeletal, or other physical defects that would impair their ability to perform effectively in either normal or emergency situations.
5. Officers shall possess unimpaired use of hands, arms, legs, and feet. Officers shall be able to run when necessary and be capable of handling portable fire extinguishers, building fire hoses, and related equipment.
6. Officers shall be able to wear all necessary equipment, or other protective items.
7. Officers shall be mentally alert and emotionally stable with an absence of detectable neurotic or psychoneurotic conditions that would affect their ability to act during a stressful situation involving mental stress.
8. As required by the Occupational Safety and Health Administration, 29 CFR, Part 1910.1035 (Occupational Exposure to Tuberculosis), all employees in occupations with high-risk exposure are required to have a TB Skin Test completed annually. The Contractor shall accomplish a baseline test on all newly hired employees. Each employee must have a TB Skin Test Certificate prior to entering on his/her first day of duty. The Contractor shall be responsible for re-testing of employees annually.
9. The Contractor shall report immediately any changes to (1) through (8) above, in a Detention Officer's health status to the COR. If the COR determines that Contractor employees do not meet minimum health standards, the Contractor's employee must undergo a "Fitness for Duty" examination at no cost to the Government.

D. Random Drug Testing

The Contractor shall have a random drug-screening program. ICE may require drug screening for cause at any time. The Contractor shall order and accomplish drug screening at the Contractor's expense. A laboratory approved by the National Institute of Drug Abuse (NIDA) must perform the screening. The Contractor shall provide the results of all such drug screening to the COR within 24 hours after receipt.

E. Contraband Program and Inspection

A contraband control program shall be established in accordance with ICE PBNDS on Contraband and the ACA standards on the control of contraband.

The Contractor's employees are subject to random contraband inspection in accordance with facility standards and policies. ICE may require contraband screening and inspection for cause at any time. Upon notification of a violation by the COR, the Contractor shall immediately remove the employee from performing duties under this contract. The Contractor shall revoke employees' credentials, complete required disposition, and immediately notify the COR when the employee is removed from duty.

F. Removal from Duty

If the COR or the Contractor receives and confirms disqualifying information concerning a Contractor employee, the Contractor shall, upon notification by the COR, immediately remove the employee from performing duties under this contract. The Contractor shall revoke the employee's identification

credentials and complete any required dispositions. The Contractor shall immediately notify the COR when the employee is removed from duty. Disqualifying information includes but is not limited to the following:

1. Conviction of a felony, a crime of violence, domestic violence, or a serious misdemeanor.
2. Possessing a record of arrests.
3. Falsification of information entered on suitability forms.
4. Non-payment of court ordered payments (child support, liens, etc.) or excessive delinquent debt as determined by credit check.
5. Misconduct or negligence in prior employment, which would, have a bearing on efficient service in the position in question, or would interfere with or prevent effective accomplishment by the employing agency of its duties and responsibilities.
6. Alcohol abuse of a nature and duration, which suggests that the applicant or appointee would be prevented from performing the duties of the position in question, or would constitute a direct threat to the property or safety of others.
7. Illegal use of narcotics, drugs, or other controlled substances, without evidence of substantial rehabilitation.
8. Introduction of contraband into or onto the facility.

ICE may direct the Contractor to remove any employee who has been disqualified either for security reasons or for being unfit to perform his/her duties as determined by the COR or the Contracting Officer. The Contractor shall take action immediately and notify the COR when the employee is removed from duty. A determination of being unfit for duty may be made from, but is not limited to, incidents of delinquency set forth below:

1. Violation of the Rules and Regulations Governing Detention facilities set forth in ICE Publications entitled "Detention Officer Handbook;"
2. Violation of the Rules and Regulations Governing Public Buildings and Grounds, 41 CFR 101-20.3;
3. Neglect of duty, including sleeping while on duty, loafing, unreasonable delays or failures to carry out assigned tasks, conducting personal affairs during official time, leaving post without relief, and refusing to render assistance or cooperation in upholding the integrity of the security program at the work sites;
4. Falsification or unlawful concealment, removal, mutilation, or destruction of any official documents or records, or concealment of material facts by willful omissions from official documents or records;
5. Theft, vandalism, immoral conduct, or any other criminal actions;
6. Possessing, selling, consuming, or being under the influence of intoxicants, drugs, contraband, or substances which produce similar effects;
7. Unethical or improper use of official authority or credentials;
8. Unauthorized use of communication equipment or government property;
9. Misuse of equipment or weapons;
10. Violations of security procedures or regulations;
11. Recurring tardiness;
12. Undue fraternization with detainees as determined by the COR;
13. Repeated failure to comply with visitor procedures as determined by the COR;
14. Performance, as determined by investigation by the Contracting Officer, involving acquiescence, negligence, misconduct, lack of diligence, good judgment, and/or good common sense resulting in, or contributing to, a detainee escape;

15. Failure to maintain acceptable levels of proficiency or to fulfill training requirements;
16. Changes in an employee's ability to meet the physical and/or mental health requirements of this contract;
17. Contractor employee who is under investigation by any law enforcement agency will be removed from duties pending outcome of the disposition.

At the direction of the COR, the Contractor shall reassign contract employees who have been arrested or who have alleged misconduct to duties that do not permit direct contact with detainees pending the disposition of the charges. Any alleged misconduct shall be reported immediately to the COR. If such reassignments are not available, the Contractor shall remove the employee from work under this contract and other ICE contracts.

G. Tour of Duty Restrictions

The Contractor shall not utilize any uniformed contract employee to perform duties under this contract for more than 12 hours in any 24-hour period, and shall ensure that such employees have a minimum of eight hours off between shifts. Authorization is required from the COR prior to an employee performing services that exceed 12 hours. If an employee is performing other duties for either the Contractor or another employer, those hours shall count against the 12-hour limitation.

H. Dual Positions

In the event that a supervisory detention officer is not available for duty the Contractor shall provide a full-time supervisor as a replacement.

A contract employee shall not hold the position of Detention Officer and Supervisory Detention Officer simultaneously. The COR will document and refer to the Contracting Officer the failure of the Contractor to provide necessary personnel to cover positions.

I. Post Relief

As indicated in the post orders, the Detention Officer shall not leave his or her post until relieved by another Detention Officer. When the Contractor or Contractor's Supervisors authorize rest or relief periods, the Contractor shall assign undesignated officers to perform the duties of the Officers on break.

J. Personnel Files

The Contractor shall maintain a system of personnel files, and make all personnel files available to the CO and the COR upon request. These files shall be maintained and current for the duration of the employee's tenure under the contract. The files shall contain verification of training and experience and credentials for all the staff.

K. Uniform Requirements

These requirements apply to Supervisory Detention Officers and Contract Detention Officers who perform work under the contract.

1. Uniforms:

The Contractor shall provide uniforms to its employees. The design and color of the Contractor's uniforms, patches, badges, and other identifiable markings shall not be similar in color or style to those worn by ICE officers. All officers performing under this contract shall wear uniforms of the same style and color while on duty. Lettered breast badges and cap insignia must indicate the rank of authority and be prominently displayed as part of each uniform. A shoulder patch on the left shoulder should distinctly identify the Contractor. The officer shall not wear any other identification of the Contractor on the uniform. Each officer shall wear an identification nametag over the right breast shirt pocket.

Uniforms and equipment do not have to be new, but shall be in good condition and meet the standards at start of duty. Officers not in proper uniform shall be considered "not ready for duty/not on duty" until properly uniformed. All uniforms shall be clean, neat, and in good order. Uniforms that are frayed, stained, faded, or considered too worn by the COR shall be replaced by the Contractor.

The complete uniform consists of seasonal attire that includes appropriate shirt, pants, belt (mandatory), shoes or boots (mandatory), hat, jacket, duty belt, mini-mag flashlight and holder, handheld radio handcuff holder, and key-holder. The Contractor shall ensure that each officer has a complete uniform while performing assignments under this contract.

Prior to the contract performance date, the Contractor shall document to the COR the uniform and equipment items that have been issued to each employee. The COR shall approve or disapprove any uniform apparel. The Contractor shall provide a submittal of the uniform or any uniform changes to the COR for approval.

2. Identification Credentials:

The Contractor shall ensure that all employees both uniformed and non-uniformed (if applicable) have the required identification credentials in their possession while on the premises. The Contractor identification credential document shall contain the following:

- a. A photograph that is at least one inch square that shows the full face and shoulders of the employee and is no more than 30 days old when the Contractor issues the credential.
- b. A printed document that contains personal data and description consisting of the employee's name, gender, birth date, height, weight, hair color and eye color, as well as the date of issuance, and signature of the employee.
- c. To avoid the appearance of having Government issued badges, the contractor shall not possess wallet type badges or credentials. All credentials shall be approved by the COR or other ICE designated official.

L. Permits and Licenses

1. Business Permits and Licenses

The Contractor shall obtain all required permits and licenses by the date of contract award. The Contractor must (depending on the state's requirements) be licensed as a qualified security service company in accordance with the requirements of the district, municipality, county, and state in which the ICE work site is located. Throughout the term of this contract, the Contractor shall maintain current permits/business licenses and make copies available for Government inspection. The Contractor shall comply with all applicable federal, state, and local laws and all applicable Occupational Safety and Health Administration (OSHA) standards.

2. Licensing of Employees

The Contractor shall ensure each employee has registration, commissions, permits, and licenses as required by the district, municipality, county, and state in which ICE work site is performed prior to EOD. The Contractor shall verify all licenses and certifications. If applicable, all Contractor staff shall possess a current license/registration, in the state in which they are practicing.

3. Jurisdiction

The Contractor's authority under this contract is limited to space or posts that are under the charge and control of ICE. The Contractor shall not extend its services into any other areas.

M. Encroachment

Contract employees shall not have access to Government equipment, documents, materials, and telephones for any purpose other than as authorized by ICE. Contract employees shall not enter any restricted areas of the detention centers unless necessary for the performance of their duties.

N. Work Schedules

The Contractor shall follow the criteria described below when establishing work schedules, contact relief, rest periods, and starting and stopping work.

1. Post Work Schedules

One week in advance, the Contractor shall prepare supervisory and Detention Officer work-schedules, for a two-week period, and shall post them in work areas or locker rooms. A manpower report shall be submitted to the COR on a monthly basis. Schedules shall be prepared

on a form designated by ICE. Changes in duty hours shall also be posted on this form in sufficient time to ensure 24-hour advance notice. At the completion of each shift, the Contractor shall, upon request of the COR, also provide an employment report listing (copies of the sign-in sheets [GSA Form 139, Record of Arrival and Departure from Buildings during Security Hours] for each shift) for each employee who actually worked, work classification, post assignments, and hours worked, as well as total hours worked by supervisory and non-supervisory employees to the COR. A Contractor Supervisor shall conduct regular post checks to ensure personnel are on duty. When a contract employee is not being utilized at a given post, the Contractor at the direction of the COR or ICE Supervisor on Duty may reassign him/her to another post.

2. Starting and Stopping Work

The Contractor is responsible for all employees to be dressed in full uniform and ready to begin work promptly at the beginning of each shift. Each employee shall remain at the duty locations until the shift is completed.

3. Recording Presence

The Contractor shall direct its employees to sign/clock in when reporting for work, and to sign/clock out when leaving at the end of their period of duty. The Contractor's supervisory and regular personnel are required to register at the applicable work site(s) and shall use GSA Form 139 or other like document/electronic database. The Government shall specify the registration points, which will be at the protected premises, and the Contractor shall utilize those points for this purpose.

Each line on GSA Form 139, or other forms designated by ICE must be completed in chronological order, without exception. Lines may not be left blank between signatures. If an entire line is used to enter a calendar date to separate individual workdays, a one-line limit for each date entered will be followed. Erasures, obliterations, superimposed, or double entries of any type on any one line are unacceptable and will not be processed for payment. If errors are made in signatures, times, post numbers, or duty status on this form, the next line immediately following the line containing such errors, will be used to record all corrected information. A single line will be drawn through the entire line on which such mistakes appear. The Contractor must attach a detailed memorandum explaining the reasons for the mistakes to each form containing erroneous entries.

4. Rest Period

When a contract supervisor authorizes rest and relief periods for the Contract Detention Officers, a substitute officer shall be assigned to the post.

5. Work Relief

When the work assignments require that the Contractor's employees do not leave the assigned duty locations until a substitute officer has provided relief, this condition shall be explicitly stated on GSA Form 2580, Guard Post Assignment Record, or other designated form approved by ICE COR. The Contractor shall enforce the procedure without exceptions.

IV. BACKGROUND AND CLEARANCE PROCEDURES

**SECURITY REQUIREMENTS
REQUIRED SECURITY LANGUAGE FOR
SENSITIVE /BUT UNCLASSIFIED (SBU) CONTRACTS**

The United States Immigration and Customs Enforcement (ICE) has determined that performance of the tasks as described in Contract *TBD at award* requires that the Contractor, subcontractor(s), vendor(s), etc. (herein known as Contractor) have access to sensitive DHS information, and that the Contractor will adhere to the following.

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 2
2. AMENDMENT/MODIFICATION NO. P00001	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6): Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA	7. ADMINISTERED BY (If other than Item 6) ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6): Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 621 NW 53RD ST (b)(6); BOCA RATON FL 334878242		(x) 9A. AMENDMENT OF SOLICITATION NO.	9B. DATED (SEE ITEM 11)
CODE (b)(7)(E) FACILITY CODE		x 10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015	10B. DATED (SEE ITEM 13) 09/24/2015

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

12. ACCOUNTING AND APPROPRIATION DATA (If required)

See Schedule

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

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

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

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

DUNS Number: 612706465

COR POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C) @ice.dhs.gov

Alternate POC: (b)(6); (b)(7)(C) email address, (b)(6); (b)(7)(C) @ice.dhs.gov

Finance POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C) @ice.dhs.gov

The purpose of this modification is to incorporate Department of Labor for Lewis County, WA, Pierce County, WA, and Thurston County, WA - Wage Determination No.: 2005-2567, Revision No.: 20, and Date of Revision: 07/08/2015 effective on 09/24/2015.

Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print)	15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	15A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (b)(6); (b)(7)(C)	15C. DATE SIGNED 12-3-5
	(Signature of person authorized to sign)			

CONTINUATION SHEET

REFERENCE NO OF DOCUMENT BEING CONTINUED
 HSCEDM-15-D-00015/P00001

PAGE OF
 2 2

NAME OF OFFEROR OR CONTRACTOR
 GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Exempt Action: Y Period of Performance: 09/28/2015 to 09/27/2025 All other terms and conditions remain the same.				

WD 05-2567 (Rev.-20) was first posted on www.wdol.gov on 07/14/2015

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2005-2567
Revision No.: 20
Date Of Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Washington

Area: Washington Counties of Lewis, Pierce, Thurston

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.56
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.54
01020 - Administrative Assistant		23.72
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.68
01112 - General Clerk II		14.80
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		13.25
01191 - Order Clerk I		14.60
01192 - Order Clerk II		15.94
01261 - Personnel Assistant (Employment) I		16.87
01262 - Personnel Assistant (Employment) II		18.88
01263 - Personnel Assistant (Employment) III		21.05
01270 - Production Control Clerk		21.10
01280 - Receptionist		14.47
01290 - Rental Clerk		16.18
01300 - Scheduler, Maintenance		17.49
01311 - Secretary I		17.49
01312 - Secretary II		19.57
01313 - Secretary III		21.81
01320 - Service Order Dispatcher		17.13
01410 - Supply Technician		23.37
01420 - Survey Worker		19.01

01531 - Travel Clerk I	13.37
01532 - Travel Clerk II	14.50
01533 - Travel Clerk III	15.60
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	19.83
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	13.11
07042 - Cook II	15.75
07070 - Dishwasher	9.68
07130 - Food Service Worker	11.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	12.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.20
09040 - Furniture Handler	16.86
09080 - Furniture Refinisher	19.20
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer, Minor	18.01
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	11.98
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.53
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	15.07
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.43
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	21.63
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	24.67
12015 - Certified Physical Therapist Assistant	23.12
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	29.94
12035 - Electroneurodiagnostic Technologist	29.94
12040 - Emergency Medical Technician	21.26
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.78

12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	16.54
12130 - Medical Laboratory Technician	20.78
12160 - Medical Record Clerk	16.33
12190 - Medical Record Technician	18.27
12195 - Medical Transcriptionist	19.48
12210 - Nuclear Medicine Technologist	39.01
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	19.98
12236 - Optical Technician	18.57
12250 - Pharmacy Technician	18.96
12280 - Phlebotomist	16.61
12305 - Radiologic Technologist	32.53
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II, Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III, Anesthetist	43.61
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol Testing)	25.80
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.17
13012 - Exhibits Specialist II	26.22
13013 - Exhibits Specialist III	32.07
13041 - Illustrator I	20.46
13042 - Illustrator II	25.34
13043 - Illustrator III	31.00
13047 - Librarian	31.19
13050 - Library Aide/Clerk	13.60
13054 - Library Information Technology Systems Administrator	26.06
13058 - Library Technician	18.78
13061 - Media Specialist I	18.32
13062 - Media Specialist II	20.53
13063 - Media Specialist III	22.87
13071 - Photographer I	20.35
13072 - Photographer II	22.76
13073 - Photographer III	28.20
13074 - Photographer IV	34.50
13075 - Photographer V	41.74
13110 - Video Teleconference Technician	20.43
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.22
14042 - Computer Operator II	20.39
14043 - Computer Operator III	22.73
14044 - Computer Operator IV	25.25
14045 - Computer Operator V	27.97
14071 - Computer Programmer I	(see 1) 24.47
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	18.22
14160 - Personal Computer Support Technician	25.25
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.20

15020 - Aircrew Training Devices Instructor (Rated)	41.38
15030 - Air Crew Training Devices Instructor (Pilot)	49.60
15050 - Computer Based Training Specialist / Instructor	34.20
15060 - Educational Technologist	30.07
15070 - Flight Instructor (Pilot)	49.60
15080 - Graphic Artist	25.73
15090 - Technical Instructor	26.41
15095 - Technical Instructor/Course Developer	30.26
15110 - Test Proctor	21.33
15120 - Tutor	21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.87
16030 - Counter Attendant	9.87
16040 - Dry Cleaner	12.41
16070 - Finisher, Flatwork, Machine	9.87
16090 - Presser, Hand	9.87
16110 - Presser, Machine, Drycleaning	9.87
16130 - Presser, Machine, Shirts	9.87
16160 - Presser, Machine, Wearing Apparel, Laundry	9.87
16190 - Sewing Machine Operator	13.23
16220 - Tailor	14.04
16250 - Washer, Machine	10.81
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.86
19040 - Tool And Die Maker	29.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.87
21030 - Material Coordinator	21.10
21040 - Material Expediter	21.10
21050 - Material Handling Laborer	15.41
21071 - Order Filler	14.20
21080 - Production Line Worker (Food Processing)	19.87
21110 - Shipping Packer	18.13
21130 - Shipping/Receiving Clerk	18.13
21140 - Store Worker I	15.39
21150 - Stock Clerk	19.42
21210 - Tools And Parts Attendant	19.87
21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.37
23021 - Aircraft Mechanic I	28.50
23022 - Aircraft Mechanic II	29.37
23023 - Aircraft Mechanic III	30.25
23040 - Aircraft Mechanic Helper	22.11
23050 - Aircraft, Painter	27.52
23060 - Aircraft Servicer	24.97
23080 - Aircraft Worker	26.38
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	14.81
23125 - Cable Splicer	31.68
23130 - Carpenter, Maintenance	27.65
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	28.34
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	23.47
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	22.12
23311 - Fuel Distribution System Mechanic	26.36
23312 - Fuel Distribution System Operator	24.00

23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	28.50
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.38
23391 - Gunsmith I	22.12
23392 - Gunsmith II	24.79
23393 - Gunsmith III	26.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.31
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	25.88
23470 - Laborer	14.21
23510 - Locksmith	25.61
23530 - Machinery Maintenance Mechanic	27.15
23550 - Machinist, Maintenance	24.25
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	29.77
23810 - Plumber, Maintenance	27.42
23820 - Pneudraulic Systems Mechanic	26.78
23850 - Rigger	26.78
23870 - Scale Mechanic	24.79
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	23.95
23931 - Telecommunications Mechanic I	27.36
23932 - Telecommunications Mechanic II	28.25
23950 - Telephone Lineman	24.51
23960 - Welder, Combination, Maintenance	26.32
23965 - Well Driller	32.28
23970 - Woodcraft Worker	26.78
23980 - Woodworker	22.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services Coordinator	14.74
24630 - Homemaker	18.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.48
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.98
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	23.46
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	15.36
27040 - Detention Officer	23.51
27070 - Firefighter	31.09

27101 - Guard I	13.73
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.43
28042 - Carnival Equipment Repairer	13.23
28043 - Carnival Equipment Worker	10.02
28210 - Gate Attendant/Gate Tender	14.84
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.98
28515 - Recreation Specialist	18.46
28630 - Sports Official	12.53
28690 - Swimming Pool Operator	15.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.78
29020 - Hatch Tender	29.78
29030 - Line Handler	29.78
29041 - Stevedore I	28.19
29042 - Stevedore II	31.09
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.32
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.99
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	24.91
30023 - Archeological Technician III	30.86
30030 - Cartographic Technician	30.86
30040 - Civil Engineering Technician	28.02
30061 - Drafter/CAD Operator I	22.27
30062 - Drafter/CAD Operator II	24.91
30063 - Drafter/CAD Operator III	27.78
30064 - Drafter/CAD Operator IV	34.17
30081 - Engineering Technician I	20.07
30082 - Engineering Technician II	22.53
30083 - Engineering Technician III	25.20
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.19
30086 - Engineering Technician VI	46.21
30090 - Environmental Technician	28.91
30210 - Laboratory Technician	25.04
30240 - Mathematical Technician	30.86
30361 - Paralegal/Legal Assistant I	22.87
30362 - Paralegal/Legal Assistant II	28.34
30363 - Paralegal/Legal Assistant III	32.99
30364 - Paralegal/Legal Assistant IV	35.62
30390 - Photo-Optics Technician	30.86
30461 - Technical Writer I	26.15
30462 - Technical Writer II	31.99
30463 - Technical Writer III	38.71
30491 - Unexploded Ordnance (UXO) Technician I	24.26
30492 - Unexploded Ordnance (UXO) Technician II	29.35
30493 - Unexploded Ordnance (UXO) Technician III	35.18
30494 - Unexploded (UXO) Safety Escort	24.26
30495 - Unexploded (UXO) Sweep Personnel	24.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.99
30621 - Weather Observer, Senior	(see 2) 27.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	15.18

31030 - Bus Driver	19.68
31043 - Driver Courier	17.32
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	18.43
31310 - Taxi Driver	13.29
31361 - Truckdriver, Light	18.43
31362 - Truckdriver, Medium	21.42
31363 - Truckdriver, Heavy	22.63
31364 - Truckdriver, Tractor-Trailer	22.63
99000 - Miscellaneous Occupations	
99030 - Cashier	12.33
99050 - Desk Clerk	10.88
99095 - Embalmer	26.13
99251 - Laboratory Animal Caretaker I	12.24
99252 - Laboratory Animal Caretaker II	13.02
99310 - Mortician	28.38
99410 - Pest Controller	20.11
99510 - Photofinishing Worker	13.73
99710 - Recycling Laborer	21.32
99711 - Recycling Specialist	24.48
99730 - Refuse Collector	19.73
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	15.61
99830 - Survey Party Chief	28.70
99831 - Surveying Aide	16.46
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	15.97
99841 - Vending Machine Repairer	19.80
99842 - Vending Machine Repairer Helper	17.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.

400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE		PAGE OF PAGES 1 2	
2 AMENDMENT/MODIFICATION NO P00002		3 EFFECTIVE DATE 12/03/2015		4 REQUISITION/PURCHASE REQ NO	
5 PROJECT NO. (If applicable)		6 ISSUED BY CODE ICE/DM/DC-LAGUNA		7 ADMINISTERED BY (If other than Item 6) CODE ICE/DM/DC-LAGUNA	
ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677			ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677		
8 NAME AND ADDRESS OF CONTRACTOR (No. street, county, State and ZIP Code) GEO GROUP INC THE 621 NW 53RD ST (b)(6); BOCA RATON FL 334878242			9A AMENDMENT OF SOLICITATION NO		
			9B DATED (SEE ITEM 11)		
			10A MODIFICATION OF CONTRACT/ORDER NO HSCEDM-15-D-00015		
			10B DATED (SEE ITEM 13) 09/24/2015		
CODE (b)(7)(E)		FACILITY CODE			

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

12 ACCOUNTING AND APPROPRIATION DATA (If required)

See Schedule

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

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

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

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

DUNS Number: 612706465

COR POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

Alternate POC: (b)(6); (b)(7)(C) email address, (b)(6); (b)(7)(C)@ice.dhs.gov

Finance POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

The purpose of this modification as follows:

- A) To correct the effective date of Modification Number: P00001 to September 28, 2015.

Continued ...

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

15A NAME AND TITLE OF SIGNER (Type or print)		16A NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (b)(6); (b)(7)(C)	
15B CONTRACTOR/OFFEROR		16C DATE SIGNED 12-3-15	
15C DATE SIGNED		16B DATE SIGNED	

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>B) Incorporating Department of Labor - Wage Determination No.: 2005-2439, Revision No.: 17, and Date of Revision: 07/08/2015 effective on 09/28/2015.</p> <p>C) Incorporating Department of Labor - Wage Determination No.: 2005-2441, Revision No.: 16, and Date of Revision: 07/08/2015 effective on 09/28/2015.</p> <p>D) Incorporating Department of Labor - Wage Determination No.: 2005-2569, Revision No.: 18, and Date of Revision: 07/08/2015 effective on 09/28/2015. Exempt Action: Y Period of Performance: 09/28/2015 to 09/27/2025 All other terms and conditions remain the same.</p>				

WD 05-2439 (Rev.-17) was first posted on www.wdol.gov on 07/14/2015

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2005-2439
Revision No.: 17
Date Of Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oregon

Area: Oregon Counties of Benton, Coos, Crook, Curry, Deschutes, Douglas, Jackson, Jefferson, Josephine, Klamath, Lake, Lane, Lincoln, Linn

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.45
01012 - Accounting Clerk II		13.97
01013 - Accounting Clerk III		15.63
01020 - Administrative Assistant		19.08
01040 - Court Reporter		15.69
01051 - Data Entry Operator I		12.11
01052 - Data Entry Operator II		13.29
01060 - Dispatcher, Motor Vehicle		18.24
01070 - Document Preparation Clerk		12.36
01090 - Duplicating Machine Operator		12.36
01111 - General Clerk I		11.84
01112 - General Clerk II		12.92
01113 - General Clerk III		14.50
01120 - Housing Referral Assistant		17.50
01141 - Messenger Courier		12.76
01191 - Order Clerk I		13.88
01192 - Order Clerk II		15.14
01261 - Personnel Assistant (Employment) I		14.55
01262 - Personnel Assistant (Employment) II		15.93
01263 - Personnel Assistant (Employment) III		17.76
01270 - Production Control Clerk		18.40
01280 - Receptionist		12.12
01290 - Rental Clerk		12.87
01300 - Scheduler, Maintenance		14.03
01311 - Secretary I		14.03
01312 - Secretary II		15.69
01313 - Secretary III		17.50
01320 - Service Order Dispatcher		16.24
01410 - Supply Technician		19.08

01420 - Survey Worker	14.05
01531 - Travel Clerk I	13.58
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	15.86
01611 - Word Processor I	12.90
01612 - Word Processor II	14.48
01613 - Word Processor III	16.19
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.79
05010 - Automotive Electrician	17.35
05040 - Automotive Glass Installer	16.16
05070 - Automotive Worker	16.54
05110 - Mobile Equipment Servicer	14.57
05130 - Motor Equipment Metal Mechanic	18.14
05160 - Motor Equipment Metal Worker	16.54
05190 - Motor Vehicle Mechanic	18.14
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.72
05280 - Motor Vehicle Wrecker	16.54
05310 - Painter, Automotive	18.65
05340 - Radiator Repair Specialist	16.54
05370 - Tire Repairer	12.48
05400 - Transmission Repair Specialist	18.14
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.89
07041 - Cook I	11.30
07042 - Cook II	12.78
07070 - Dishwasher	9.03
07130 - Food Service Worker	9.63
07210 - Meat Cutter	15.32
07260 - Waiter/Waitress	9.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.14
09040 - Furniture Handler	11.65
09080 - Furniture Refinisher	15.14
09090 - Furniture Refinisher Helper	12.25
09110 - Furniture Repairer, Minor	13.73
09130 - Upholsterer	15.14
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.58
11060 - Elevator Operator	11.27
11090 - Gardener	15.72
11122 - Housekeeping Aide	11.27
11150 - Janitor	11.27
11210 - Laborer, Grounds Maintenance	13.06
11240 - Maid or Houseman	9.64
11260 - Pruner	12.52
11270 - Tractor Operator	14.99
11330 - Trail Maintenance Worker	13.06
11360 - Window Cleaner	12.27
12000 - Health Occupations	
12010 - Ambulance Driver	18.48
12011 - Breath Alcohol Technician	17.13
12012 - Certified Occupational Therapist Assistant	23.51
12015 - Certified Physical Therapist Assistant	23.51
12020 - Dental Assistant	17.52
12025 - Dental Hygienist	36.40
12030 - EKG Technician	28.16
12035 - Electroneurodiagnostic Technologist	28.16
12040 - Emergency Medical Technician	18.48
12071 - Licensed Practical Nurse I	15.32

12072 - Licensed Practical Nurse II	17.13
12073 - Licensed Practical Nurse III	19.11
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	16.86
12160 - Medical Record Clerk	14.08
12190 - Medical Record Technician	15.75
12195 - Medical Transcriptionist	16.84
12210 - Nuclear Medicine Technologist	37.66
12221 - Nursing Assistant I	9.88
12222 - Nursing Assistant II	11.11
12223 - Nursing Assistant III	12.12
12224 - Nursing Assistant IV	13.60
12235 - Optical Dispenser	15.26
12236 - Optical Technician	15.32
12250 - Pharmacy Technician	16.80
12280 - Phlebotomist	13.60
12305 - Radiologic Technologist	28.82
12311 - Registered Nurse I	22.98
12312 - Registered Nurse II	28.11
12313 - Registered Nurse II, Specialist	28.11
12314 - Registered Nurse III	34.01
12315 - Registered Nurse III, Anesthetist	34.01
12316 - Registered Nurse IV	40.76
12317 - Scheduler (Drug and Alcohol Testing)	21.23
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.45
13012 - Exhibits Specialist II	24.11
13013 - Exhibits Specialist III	29.49
13041 - Illustrator I	19.45
13042 - Illustrator II	24.11
13043 - Illustrator III	29.49
13047 - Librarian	26.69
13050 - Library Aide/Clerk	14.56
13054 - Library Information Technology Systems Administrator	24.11
13058 - Library Technician	16.92
13061 - Media Specialist I	17.39
13062 - Media Specialist II	19.45
13063 - Media Specialist III	21.70
13071 - Photographer I	16.33
13072 - Photographer II	18.27
13073 - Photographer III	22.63
13074 - Photographer IV	27.04
13075 - Photographer V	32.74
13110 - Video Teleconference Technician	15.87
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.85
14042 - Computer Operator II	17.17
14043 - Computer Operator III	19.10
14044 - Computer Operator IV	21.21
14045 - Computer Operator V	23.56
14071 - Computer Programmer I	19.56
14072 - Computer Programmer II	24.77
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	15.85
14160 - Personal Computer Support Technician	25.15
15000 - Instructional Occupations	

15010 - Aircrew Training Devices Instructor (Non-Rated)	27.87
15020 - Aircrew Training Devices Instructor (Rated)	31.49
15030 - Air Crew Training Devices Instructor (Pilot)	37.75
15050 - Computer Based Training Specialist / Instructor	27.87
15060 - Educational Technologist	32.39
15070 - Flight Instructor (Pilot)	37.75
15080 - Graphic Artist	22.64
15090 - Technical Instructor	18.54
15095 - Technical Instructor/Course Developer	24.26
15110 - Test Proctor	15.60
15120 - Tutor	15.60
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.78
16030 - Counter Attendant	9.78
16040 - Dry Cleaner	12.53
16070 - Finisher, Flatwork, Machine	9.78
16090 - Presser, Hand	9.78
16110 - Presser, Machine, Drycleaning	9.78
16130 - Presser, Machine, Shirts	9.78
16160 - Presser, Machine, Wearing Apparel, Laundry	9.78
16190 - Sewing Machine Operator	13.46
16220 - Tailor	14.40
16250 - Washer, Machine	10.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.85
19040 - Tool And Die Maker	22.91
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.04
21030 - Material Coordinator	18.40
21040 - Material Expediter	18.40
21050 - Material Handling Laborer	12.69
21071 - Order Filler	12.26
21080 - Production Line Worker (Food Processing)	15.04
21110 - Shipping Packer	13.44
21130 - Shipping/Receiving Clerk	13.44
21140 - Store Worker I	12.60
21150 - Stock Clerk	16.34
21210 - Tools And Parts Attendant	15.04
21410 - Warehouse Specialist	15.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.90
23021 - Aircraft Mechanic I	21.81
23022 - Aircraft Mechanic II	22.90
23023 - Aircraft Mechanic III	24.05
23040 - Aircraft Mechanic Helper	15.62
23050 - Aircraft, Painter	19.91
23060 - Aircraft Servicer	18.91
23080 - Aircraft Worker	19.54
23110 - Appliance Mechanic	16.90
23120 - Bicycle Repairer	11.43
23125 - Cable Splicer	23.14
23130 - Carpenter, Maintenance	22.27
23140 - Carpet Layer	17.77
23160 - Electrician, Maintenance	26.96
23181 - Electronics Technician Maintenance I	23.66
23182 - Electronics Technician Maintenance II	25.03
23183 - Electronics Technician Maintenance III	26.41
23260 - Fabric Worker	18.14
23290 - Fire Alarm System Mechanic	23.52
23310 - Fire Extinguisher Repairer	17.02
23311 - Fuel Distribution System Mechanic	21.04

23312 - Fuel Distribution System Operator	16.66
23370 - General Maintenance Worker	16.48
23380 - Ground Support Equipment Mechanic	21.81
23381 - Ground Support Equipment Servicer	19.91
23382 - Ground Support Equipment Worker	19.54
23391 - Gunsmith I	17.02
23392 - Gunsmith II	19.26
23393 - Gunsmith III	21.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.77
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.79
23430 - Heavy Equipment Mechanic	22.86
23440 - Heavy Equipment Operator	20.96
23460 - Instrument Mechanic	21.50
23465 - Laboratory/Shelter Mechanic	20.37
23470 - Laborer	11.52
23510 - Locksmith	20.37
23530 - Machinery Maintenance Mechanic	22.71
23550 - Machinist, Maintenance	18.10
23580 - Maintenance Trades Helper	12.48
23591 - Metrology Technician I	21.50
23592 - Metrology Technician II	22.60
23593 - Metrology Technician III	23.73
23640 - Millwright	21.50
23710 - Office Appliance Repairer	19.90
23760 - Painter, Maintenance	15.28
23790 - Pipefitter, Maintenance	27.76
23810 - Plumber, Maintenance	25.86
23820 - Pneudraulic Systems Mechanic	21.50
23850 - Rigger	21.50
23870 - Scale Mechanic	19.26
23890 - Sheet-Metal Worker, Maintenance	24.88
23910 - Small Engine Mechanic	18.85
23931 - Telecommunications Mechanic I	26.27
23932 - Telecommunications Mechanic II	27.62
23950 - Telephone Lineman	21.50
23960 - Welder, Combination, Maintenance	15.19
23965 - Well Driller	19.84
23970 - Woodcraft Worker	21.50
23980 - Woodworker	17.02
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.24
24580 - Child Care Center Clerk	14.01
24610 - Chore Aide	10.18
24620 - Family Readiness And Support Services Coordinator	13.92
24630 - Homemaker	17.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.14
25040 - Sewage Plant Operator	23.42
25070 - Stationary Engineer	23.14
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	23.42
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.59
27007 - Baggage Inspector	11.19
27008 - Corrections Officer	21.67
27010 - Court Security Officer	21.67
27030 - Detection Dog Handler	15.86
27040 - Detention Officer	21.67

27070 - Firefighter	22.48
27101 - Guard I	11.19
27102 - Guard II	15.86
27131 - Police Officer I	24.72
27132 - Police Officer II	27.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.65
28042 - Carnival Equipment Repairer	14.51
28043 - Carnival Equipment Worker	11.13
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	18.87
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	18.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.11
29020 - Hatch Tender	21.11
29030 - Line Handler	21.11
29041 - Stevedore I	19.99
29042 - Stevedore II	22.84
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.62
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.29
30022 - Archeological Technician II	18.22
30023 - Archeological Technician III	22.57
30030 - Cartographic Technician	22.57
30040 - Civil Engineering Technician	23.84
30061 - Drafter/CAD Operator I	16.29
30062 - Drafter/CAD Operator II	18.22
30063 - Drafter/CAD Operator III	20.32
30064 - Drafter/CAD Operator IV	25.00
30081 - Engineering Technician I	15.92
30082 - Engineering Technician II	17.87
30083 - Engineering Technician III	19.99
30084 - Engineering Technician IV	24.76
30085 - Engineering Technician V	30.29
30086 - Engineering Technician VI	36.65
30090 - Environmental Technician	22.57
30210 - Laboratory Technician	20.32
30240 - Mathematical Technician	22.57
30361 - Paralegal/Legal Assistant I	19.17
30362 - Paralegal/Legal Assistant II	23.75
30363 - Paralegal/Legal Assistant III	29.05
30364 - Paralegal/Legal Assistant IV	35.16
30390 - Photo-Optics Technician	22.57
30461 - Technical Writer I	18.44
30462 - Technical Writer II	22.56
30463 - Technical Writer III	27.29
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.32
30621 - Weather Observer, Senior	(see 2) 22.57
31000 - Transportation/Mobile Equipment Operation Occupations	

31020 - Bus Aide	12.14
31030 - Bus Driver	16.12
31043 - Driver Courier	13.13
31260 - Parking and Lot Attendant	10.14
31290 - Shuttle Bus Driver	14.05
31310 - Taxi Driver	12.67
31361 - Truckdriver, Light	14.05
31362 - Truckdriver, Medium	16.83
31363 - Truckdriver, Heavy	16.74
31364 - Truckdriver, Tractor-Trailer	16.74
99000 - Miscellaneous Occupations	
99030 - Cashier	10.25
99050 - Desk Clerk	11.24
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	11.32
99252 - Laboratory Animal Caretaker II	12.11
99310 - Mortician	22.74
99410 - Pest Controller	19.69
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.61
99711 - Recycling Specialist	17.02
99730 - Refuse Collector	15.73
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	23.75
99831 - Surveying Aide	14.92
99832 - Surveying Technician	20.31
99840 - Vending Machine Attendant	17.57
99841 - Vending Machine Repairer	21.27
99842 - Vending Machine Repairer Helper	17.57

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per

week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

WD 05-2441 (Rev.-16) was first posted on www.wdol.gov on 07/14/2015

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2005-2441
Revision No.: 16
Date Of Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Clatsop, Columbia, Gilliam, Hood River, Marion, Multnomah, Polk, Sherman, Tillamook, Wasco, Washington, Yamhill
Washington Counties of Clark, Cowlitz, Klickitat, Pacific, Skamania, Wahkiakum

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.62
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		21.67
01040 - Court Reporter		19.88
01051 - Data Entry Operator I		13.02
01052 - Data Entry Operator II		14.28
01060 - Dispatcher, Motor Vehicle		19.88
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		12.67
01112 - General Clerk II		13.82
01113 - General Clerk III		17.33
01120 - Housing Referral Assistant		20.42
01141 - Messenger Courier		14.12
01191 - Order Clerk I		13.02
01192 - Order Clerk II		15.03
01261 - Personnel Assistant (Employment) I		15.71
01262 - Personnel Assistant (Employment) II		19.59
01263 - Personnel Assistant (Employment) III		20.55
01270 - Production Control Clerk		20.55
01280 - Receptionist		14.41
01290 - Rental Clerk		15.98
01300 - Scheduler, Maintenance		16.38
01311 - Secretary I		16.38
01312 - Secretary II		18.32
01313 - Secretary III		20.42
01320 - Service Order Dispatcher		17.40

01410 - Supply Technician	22.62
01420 - Survey Worker	19.88
01531 - Travel Clerk I	13.44
01532 - Travel Clerk II	16.64
01533 - Travel Clerk III	15.76
01611 - Word Processor I	14.12
01612 - Word Processor II	15.86
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	19.85
05040 - Automotive Glass Installer	18.97
05070 - Automotive Worker	18.97
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal Mechanic	19.95
05160 - Motor Equipment Metal Worker	18.97
05190 - Motor Vehicle Mechanic	19.95
05220 - Motor Vehicle Mechanic Helper	16.04
05250 - Motor Vehicle Upholstery Worker	18.04
05280 - Motor Vehicle Wrecker	18.97
05310 - Painter, Automotive	19.85
05340 - Radiator Repair Specialist	18.97
05370 - Tire Repairer	13.76
05400 - Transmission Repair Specialist	19.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.61
07041 - Cook I	12.86
07042 - Cook II	14.31
07070 - Dishwasher	9.16
07130 - Food Service Worker	10.57
07210 - Meat Cutter	16.19
07260 - Waiter/Waitress	10.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.58
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	16.58
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.61
11060 - Elevator Operator	11.77
11090 - Gardener	15.07
11122 - Housekeeping Aide	12.06
11150 - Janitor	12.06
11210 - Laborer, Grounds Maintenance	11.96
11240 - Maid or Houseman	11.47
11260 - Pruner	10.96
11270 - Tractor Operator	14.58
11330 - Trail Maintenance Worker	11.96
11360 - Window Cleaner	13.16
12000 - Health Occupations	
12010 - Ambulance Driver	19.04
12011 - Breath Alcohol Technician	19.04
12012 - Certified Occupational Therapist Assistant	22.53
12015 - Certified Physical Therapist Assistant	21.98
12020 - Dental Assistant	17.72
12025 - Dental Hygienist	36.69
12030 - EKG Technician	29.65
12035 - Electroneurodiagnostic Technologist	29.65
12040 - Emergency Medical Technician	19.04

12071 - Licensed Practical Nurse I	18.73
12072 - Licensed Practical Nurse II	20.94
12073 - Licensed Practical Nurse III	23.38
12100 - Medical Assistant	15.18
12130 - Medical Laboratory Technician	18.73
12160 - Medical Record Clerk	14.32
12190 - Medical Record Technician	16.02
12195 - Medical Transcriptionist	18.16
12210 - Nuclear Medicine Technologist	38.09
12221 - Nursing Assistant I	9.41
12222 - Nursing Assistant II	10.57
12223 - Nursing Assistant III	11.53
12224 - Nursing Assistant IV	12.95
12235 - Optical Dispenser	17.51
12236 - Optical Technician	15.09
12250 - Pharmacy Technician	15.54
12280 - Phlebotomist	12.95
12305 - Radiologic Technologist	30.05
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II, Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III, Anesthetist	42.99
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol Testing)	24.30
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.00
13012 - Exhibits Specialist II	24.77
13013 - Exhibits Specialist III	28.66
13041 - Illustrator I	18.35
13042 - Illustrator II	22.74
13043 - Illustrator III	27.81
13047 - Librarian	26.14
13050 - Library Aide/Clerk	13.53
13054 - Library Information Technology Systems Administrator	23.60
13058 - Library Technician	15.52
13061 - Media Specialist I	17.04
13062 - Media Specialist II	19.06
13063 - Media Specialist III	21.24
13071 - Photographer I	15.13
13072 - Photographer II	16.92
13073 - Photographer III	20.96
13074 - Photographer IV	25.64
13075 - Photographer V	31.02
13110 - Video Teleconference Technician	17.33
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.61
14042 - Computer Operator II	18.58
14043 - Computer Operator III	20.71
14044 - Computer Operator IV	23.01
14045 - Computer Operator V	25.49
14071 - Computer Programmer I	(see 1) 20.15
14072 - Computer Programmer II	(see 1) 24.95
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	16.61
14160 - Personal Computer Support Technician	23.01

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.55
15020 - Aircrew Training Devices Instructor (Rated)	34.31
15030 - Air Crew Training Devices Instructor (Pilot)	41.12
15050 - Computer Based Training Specialist / Instructor	28.55
15060 - Educational Technologist	31.63
15070 - Flight Instructor (Pilot)	41.12
15080 - Graphic Artist	20.77
15090 - Technical Instructor	20.39
15095 - Technical Instructor/Course Developer	24.95
15110 - Test Proctor	17.79
15120 - Tutor	17.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.87
16030 - Counter Attendant	9.87
16040 - Dry Cleaner	12.40
16070 - Finisher, Flatwork, Machine	9.87
16090 - Presser, Hand	9.87
16110 - Presser, Machine, Drycleaning	9.87
16130 - Presser, Machine, Shirts	9.87
16160 - Presser, Machine, Wearing Apparel, Laundry	9.87
16190 - Sewing Machine Operator	13.20
16220 - Tailor	13.99
16250 - Washer, Machine	10.70
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.45
19040 - Tool And Die Maker	24.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.89
21030 - Material Coordinator	19.68
21040 - Material Expediter	19.68
21050 - Material Handling Laborer	13.22
21071 - Order Filler	13.60
21080 - Production Line Worker (Food Processing)	14.89
21110 - Shipping Packer	14.37
21130 - Shipping/Receiving Clerk	14.37
21140 - Store Worker I	12.70
21150 - Stock Clerk	16.70
21210 - Tools And Parts Attendant	14.89
21410 - Warehouse Specialist	14.89
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.81
23021 - Aircraft Mechanic I	24.48
23022 - Aircraft Mechanic II	25.81
23023 - Aircraft Mechanic III	27.13
23040 - Aircraft Mechanic Helper	19.37
23050 - Aircraft, Painter	22.61
23060 - Aircraft Servicer	22.12
23080 - Aircraft Worker	23.27
23110 - Appliance Mechanic	17.48
23120 - Bicycle Repairer	13.76
23125 - Cable Splicer	31.58
23130 - Carpenter, Maintenance	20.28
23140 - Carpet Layer	20.85
23160 - Electrician, Maintenance	29.99
23181 - Electronics Technician Maintenance I	21.48
23182 - Electronics Technician Maintenance II	24.43
23183 - Electronics Technician Maintenance III	25.80
23260 - Fabric Worker	20.54
23290 - Fire Alarm System Mechanic	23.07
23310 - Fire Extinguisher Repairer	19.63

23311 - Fuel Distribution System Mechanic	24.72
23312 - Fuel Distribution System Operator	19.39
23370 - General Maintenance Worker	19.18
23380 - Ground Support Equipment Mechanic	24.48
23381 - Ground Support Equipment Servicer	22.12
23382 - Ground Support Equipment Worker	23.27
23391 - Gunsmith I	19.63
23392 - Gunsmith II	22.34
23393 - Gunsmith III	25.03
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.29
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.45
23430 - Heavy Equipment Mechanic	21.84
23440 - Heavy Equipment Operator	23.49
23460 - Instrument Mechanic	27.58
23465 - Laboratory/Shelter Mechanic	23.70
23470 - Laborer	12.87
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	22.99
23550 - Machinist, Maintenance	25.12
23580 - Maintenance Trades Helper	14.74
23591 - Metrology Technician I	27.58
23592 - Metrology Technician II	29.06
23593 - Metrology Technician III	30.56
23640 - Millwright	28.28
23710 - Office Appliance Repairer	20.53
23760 - Painter, Maintenance	18.24
23790 - Pipefitter, Maintenance	30.95
23810 - Plumber, Maintenance	27.63
23820 - Pneudraulic Systems Mechanic	25.03
23850 - Rigger	24.74
23870 - Scale Mechanic	22.34
23890 - Sheet-Metal Worker, Maintenance	24.40
23910 - Small Engine Mechanic	16.36
23931 - Telecommunications Mechanic I	25.97
23932 - Telecommunications Mechanic II	27.38
23950 - Telephone Lineman	24.08
23960 - Welder, Combination, Maintenance	21.08
23965 - Well Driller	23.01
23970 - Woodcraft Worker	26.15
23980 - Woodworker	14.60
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.95
24580 - Child Care Center Clerk	14.34
24610 - Chore Aide	10.83
24620 - Family Readiness And Support Services Coordinator	14.01
24630 - Homemaker	16.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.09
25040 - Sewage Plant Operator	22.21
25070 - Stationary Engineer	26.09
25190 - Ventilation Equipment Tender	19.07
25210 - Water Treatment Plant Operator	22.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.30
27007 - Baggage Inspector	12.19
27008 - Corrections Officer	23.68
27010 - Court Security Officer	25.47
27030 - Detection Dog Handler	16.79

27040 - Detention Officer	23.68
27070 - Firefighter	26.29
27101 - Guard I	12.19
27102 - Guard II	16.79
27131 - Police Officer I	27.63
27132 - Police Officer II	30.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.83
28042 - Carnival Equipment Repairer	12.56
28043 - Carnival Equipment Worker	9.64
28210 - Gate Attendant/Gate Tender	16.16
28310 - Lifeguard	12.65
28350 - Park Attendant (Aide)	18.07
28510 - Recreation Aide/Health Facility Attendant	12.93
28515 - Recreation Specialist	19.28
28630 - Sports Official	14.40
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.47
29020 - Hatch Tender	23.47
29030 - Line Handler	23.47
29041 - Stevedore I	22.04
29042 - Stevedore II	24.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.72
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.00
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.63
30021 - Archeological Technician I	16.73
30022 - Archeological Technician II	18.72
30023 - Archeological Technician III	23.18
30030 - Cartographic Technician	23.18
30040 - Civil Engineering Technician	25.26
30061 - Drafter/CAD Operator I	16.73
30062 - Drafter/CAD Operator II	18.72
30063 - Drafter/CAD Operator III	20.86
30064 - Drafter/CAD Operator IV	25.68
30081 - Engineering Technician I	16.14
30082 - Engineering Technician II	18.13
30083 - Engineering Technician III	20.29
30084 - Engineering Technician IV	25.76
30085 - Engineering Technician V	31.76
30086 - Engineering Technician VI	37.19
30090 - Environmental Technician	22.18
30210 - Laboratory Technician	19.18
30240 - Mathematical Technician	22.35
30361 - Paralegal/Legal Assistant I	17.68
30362 - Paralegal/Legal Assistant II	22.18
30363 - Paralegal/Legal Assistant III	27.13
30364 - Paralegal/Legal Assistant IV	32.84
30390 - Photo-Optics Technician	23.18
30461 - Technical Writer I	21.89
30462 - Technical Writer II	27.71
30463 - Technical Writer III	32.40
30491 - Unexploded Ordnance (UXO) Technician I	23.97
30492 - Unexploded Ordnance (UXO) Technician II	29.00
30493 - Unexploded Ordnance (UXO) Technician III	34.76
30494 - Unexploded (UXO) Safety Escort	23.97
30495 - Unexploded (UXO) Sweep Personnel	23.97
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.86
30621 - Weather Observer, Senior	(see 2) 23.18

31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.68
31030 - Bus Driver	17.89
31043 - Driver Courier	14.29
31260 - Parking and Lot Attendant	10.48
31290 - Shuttle Bus Driver	15.36
31310 - Taxi Driver	11.15
31361 - Truckdriver, Light	15.29
31362 - Truckdriver, Medium	18.77
31363 - Truckdriver, Heavy	20.76
31364 - Truckdriver, Tractor-Trailer	20.76
99000 - Miscellaneous Occupations	
99030 - Cashier	12.12
99050 - Desk Clerk	11.50
99095 - Embalmer	27.05
99251 - Laboratory Animal Caretaker I	11.19
99252 - Laboratory Animal Caretaker II	12.01
99310 - Mortician	27.05
99410 - Pest Controller	15.69
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	19.39
99711 - Recycling Specialist	22.73
99730 - Refuse Collector	17.66
99810 - Sales Clerk	13.43
99820 - School Crossing Guard	13.99
99830 - Survey Party Chief	26.05
99831 - Surveying Aide	15.36
99832 - Surveying Technician	21.04
99840 - Vending Machine Attendant	16.64
99841 - Vending Machine Repairer	19.64
99842 - Vending Machine Repairer Helper	16.94

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

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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" (the Directory) should be used to compare job definitions to insure 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.

WD 05-2569 (Rev.-18) was first posted on www.wdol.gov on 07/14/2015

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2005-2569
Revision No.: 18
Date Of Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union, Wallowa, Wheeler
Washington Counties of Benton, Franklin, Walla Walla, Yakima

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.61
01012 - Accounting Clerk II		15.27
01013 - Accounting Clerk III		17.08
01020 - Administrative Assistant		22.41
01040 - Court Reporter		18.59
01051 - Data Entry Operator I		13.38
01052 - Data Entry Operator II		14.60
01060 - Dispatcher, Motor Vehicle		18.77
01070 - Document Preparation Clerk		12.94
01090 - Duplicating Machine Operator		12.94
01111 - General Clerk I		13.10
01112 - General Clerk II		14.30
01113 - General Clerk III		16.05
01120 - Housing Referral Assistant		20.52
01141 - Messenger Courier		11.95
01191 - Order Clerk I		12.44
01192 - Order Clerk II		13.57
01261 - Personnel Assistant (Employment) I		17.21
01262 - Personnel Assistant (Employment) II		19.25
01263 - Personnel Assistant (Employment) III		21.47
01270 - Production Control Clerk		26.54
01280 - Receptionist		12.83
01290 - Rental Clerk		15.00
01300 - Scheduler, Maintenance		16.45
01311 - Secretary I		16.45
01312 - Secretary II		18.40
01313 - Secretary III		20.52
01320 - Service Order Dispatcher		18.84

01410 - Supply Technician	22.80
01420 - Survey Worker	17.33
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.71
05010 - Automotive Electrician	18.82
05040 - Automotive Glass Installer	17.82
05070 - Automotive Worker	17.82
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.80
05160 - Motor Equipment Metal Worker	17.82
05190 - Motor Vehicle Mechanic	19.80
05220 - Motor Vehicle Mechanic Helper	14.82
05250 - Motor Vehicle Upholstery Worker	16.81
05280 - Motor Vehicle Wrecker	17.82
05310 - Painter, Automotive	18.82
05340 - Radiator Repair Specialist	17.82
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	19.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	13.97
07042 - Cook II	15.66
07070 - Dishwasher	9.89
07130 - Food Service Worker	10.88
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.54
09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	20.54
09090 - Furniture Refinisher Helper	16.17
09110 - Furniture Repairer, Minor	18.34
09130 - Upholsterer	20.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.95
11060 - Elevator Operator	11.95
11090 - Gardener	16.89
11122 - Housekeeping Aide	13.41
11150 - Janitor	16.03
11210 - Laborer, Grounds Maintenance	12.77
11240 - Maid or Houseman	9.88
11260 - Pruner	11.97
11270 - Tractor Operator	15.28
11330 - Trail Maintenance Worker	12.77
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	16.83
12011 - Breath Alcohol Technician	17.22
12012 - Certified Occupational Therapist Assistant	23.78
12015 - Certified Physical Therapist Assistant	24.27
12020 - Dental Assistant	16.96
12025 - Dental Hygienist	43.92
12030 - EKG Technician	26.27
12035 - Electroneurodiagnostic Technologist	26.27
12040 - Emergency Medical Technician	16.83

12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.33
12100 - Medical Assistant	14.85
12130 - Medical Laboratory Technician	16.01
12160 - Medical Record Clerk	13.99
12190 - Medical Record Technician	15.65
12195 - Medical Transcriptionist	17.58
12210 - Nuclear Medicine Technologist	36.58
12221 - Nursing Assistant I	10.06
12222 - Nursing Assistant II	11.31
12223 - Nursing Assistant III	12.34
12224 - Nursing Assistant IV	13.85
12235 - Optical Dispenser	17.33
12236 - Optical Technician	16.27
12250 - Pharmacy Technician	15.67
12280 - Phlebotomist	13.85
12305 - Radiologic Technologist	26.57
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II, Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III, Anesthetist	43.68
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol Testing)	21.34
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.38
13012 - Exhibits Specialist II	25.26
13013 - Exhibits Specialist III	30.90
13041 - Illustrator I	20.38
13042 - Illustrator II	25.26
13043 - Illustrator III	30.90
13047 - Librarian	27.96
13050 - Library Aide/Clerk	14.18
13054 - Library Information Technology Systems Administrator	25.26
13058 - Library Technician	18.10
13061 - Media Specialist I	18.22
13062 - Media Specialist II	20.40
13063 - Media Specialist III	22.73
13071 - Photographer I	16.41
13072 - Photographer II	18.36
13073 - Photographer III	22.74
13074 - Photographer IV	27.81
13075 - Photographer V	33.65
13110 - Video Teleconference Technician	17.69
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.45
14042 - Computer Operator II	21.76
14043 - Computer Operator III	24.28
14044 - Computer Operator IV	26.98
14045 - Computer Operator V	29.87
14071 - Computer Programmer I	(see 1) 22.85
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.45
14160 - Personal Computer Support Technician	26.98

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.62
15020 - Aircrew Training Devices Instructor (Rated)	37.04
15030 - Air Crew Training Devices Instructor (Pilot)	44.39
15050 - Computer Based Training Specialist / Instructor	30.62
15060 - Educational Technologist	37.11
15070 - Flight Instructor (Pilot)	44.39
15080 - Graphic Artist	21.49
15090 - Technical Instructor	28.36
15095 - Technical Instructor/Course Developer	32.54
15110 - Test Proctor	21.49
15120 - Tutor	21.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.90
16030 - Counter Attendant	10.90
16040 - Dry Cleaner	13.76
16070 - Finisher, Flatwork, Machine	10.90
16090 - Presser, Hand	10.90
16110 - Presser, Machine, Drycleaning	10.90
16130 - Presser, Machine, Shirts	10.90
16160 - Presser, Machine, Wearing Apparel, Laundry	10.90
16190 - Sewing Machine Operator	14.71
16220 - Tailor	15.67
16250 - Washer, Machine	11.84
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.95
19040 - Tool And Die Maker	29.01
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.88
21030 - Material Coordinator	26.54
21040 - Material Expediter	26.54
21050 - Material Handling Laborer	13.19
21071 - Order Filler	13.22
21080 - Production Line Worker (Food Processing)	14.88
21110 - Shipping Packer	13.22
21130 - Shipping/Receiving Clerk	13.22
21140 - Store Worker I	11.35
21150 - Stock Clerk	16.17
21210 - Tools And Parts Attendant	14.88
21410 - Warehouse Specialist	14.88
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.78
23021 - Aircraft Mechanic I	24.50
23022 - Aircraft Mechanic II	25.78
23023 - Aircraft Mechanic III	27.31
23040 - Aircraft Mechanic Helper	17.80
23050 - Aircraft, Painter	22.96
23060 - Aircraft Servicer	20.21
23080 - Aircraft Worker	21.45
23110 - Appliance Mechanic	22.36
23120 - Bicycle Repairer	14.44
23125 - Cable Splicer	34.15
23130 - Carpenter, Maintenance	22.89
23140 - Carpet Layer	20.37
23160 - Electrician, Maintenance	30.09
23181 - Electronics Technician Maintenance I	26.22
23182 - Electronics Technician Maintenance II	28.08
23183 - Electronics Technician Maintenance III	29.95
23260 - Fabric Worker	20.20
23290 - Fire Alarm System Mechanic	24.83
23310 - Fire Extinguisher Repairer	18.63

23311 - Fuel Distribution System Mechanic	25.43
23312 - Fuel Distribution System Operator	19.09
23370 - General Maintenance Worker	19.13
23380 - Ground Support Equipment Mechanic	24.50
23381 - Ground Support Equipment Servicer	20.21
23382 - Ground Support Equipment Worker	21.45
23391 - Gunsmith I	18.63
23392 - Gunsmith II	21.74
23393 - Gunsmith III	24.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.57
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.70
23430 - Heavy Equipment Mechanic	25.42
23440 - Heavy Equipment Operator	23.61
23460 - Instrument Mechanic	26.61
23465 - Laboratory/Shelter Mechanic	23.29
23470 - Laborer	12.28
23510 - Locksmith	20.45
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist, Maintenance	22.78
23580 - Maintenance Trades Helper	16.87
23591 - Metrology Technician I	26.61
23592 - Metrology Technician II	28.00
23593 - Metrology Technician III	29.66
23640 - Millwright	30.04
23710 - Office Appliance Repairer	22.32
23760 - Painter, Maintenance	19.88
23790 - Pipefitter, Maintenance	29.30
23810 - Plumber, Maintenance	27.84
23820 - Pneudraulic Systems Mechanic	24.83
23850 - Rigger	24.83
23870 - Scale Mechanic	21.74
23890 - Sheet-Metal Worker, Maintenance	25.26
23910 - Small Engine Mechanic	19.59
23931 - Telecommunications Mechanic I	25.46
23932 - Telecommunications Mechanic II	26.79
23950 - Telephone Lineman	23.94
23960 - Welder, Combination, Maintenance	21.15
23965 - Well Driller	24.83
23970 - Woodcraft Worker	24.83
23980 - Woodworker	18.63
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.04
24580 - Child Care Center Clerk	13.63
24610 - Chore Aide	11.35
24620 - Family Readiness And Support Services Coordinator	13.44
24630 - Homemaker	14.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.31
25040 - Sewage Plant Operator	23.29
25070 - Stationary Engineer	27.31
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant Operator	23.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.01
27007 - Baggage Inspector	17.55
27008 - Corrections Officer	23.96
27010 - Court Security Officer	25.24
27030 - Detection Dog Handler	22.01

27040 - Detention Officer	23.96
27070 - Firefighter	25.75
27101 - Guard I	17.55
27102 - Guard II	22.01
27131 - Police Officer I	28.67
27132 - Police Officer II	31.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.64
28042 - Carnival Equipment Repairer	16.71
28043 - Carnival Equipment Worker	11.72
28210 - Gate Attendant/Gate Tender	14.01
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	19.27
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	22.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.81
29020 - Hatch Tender	27.81
29030 - Line Handler	27.81
29041 - Stevedore I	25.82
29042 - Stevedore II	29.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.14
30022 - Archeological Technician II	18.43
30023 - Archeological Technician III	24.07
30030 - Cartographic Technician	25.48
30040 - Civil Engineering Technician	24.78
30061 - Drafter/CAD Operator I	16.14
30062 - Drafter/CAD Operator II	18.43
30063 - Drafter/CAD Operator III	20.55
30064 - Drafter/CAD Operator IV	24.77
30081 - Engineering Technician I	16.35
30082 - Engineering Technician II	18.35
30083 - Engineering Technician III	20.53
30084 - Engineering Technician IV	25.43
30085 - Engineering Technician V	31.11
30086 - Engineering Technician VI	38.46
30090 - Environmental Technician	22.34
30210 - Laboratory Technician	23.90
30240 - Mathematical Technician	22.36
30361 - Paralegal/Legal Assistant I	17.77
30362 - Paralegal/Legal Assistant II	22.02
30363 - Paralegal/Legal Assistant III	26.94
30364 - Paralegal/Legal Assistant IV	32.59
30390 - Photo-Optics Technician	22.36
30461 - Technical Writer I	22.20
30462 - Technical Writer II	27.15
30463 - Technical Writer III	32.85
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.55
30621 - Weather Observer, Senior	(see 2) 20.75

31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.43
31030 - Bus Driver	16.99
31043 - Driver Courier	12.52
31260 - Parking and Lot Attendant	10.69
31290 - Shuttle Bus Driver	13.65
31310 - Taxi Driver	11.88
31361 - Truckdriver, Light	13.65
31362 - Truckdriver, Medium	14.80
31363 - Truckdriver, Heavy	21.02
31364 - Truckdriver, Tractor-Trailer	21.02
99000 - Miscellaneous Occupations	
99030 - Cashier	10.64
99050 - Desk Clerk	9.81
99095 - Embalmer	24.57
99251 - Laboratory Animal Caretaker I	12.19
99252 - Laboratory Animal Caretaker II	13.28
99310 - Mortician	24.57
99410 - Pest Controller	21.01
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	16.23
99711 - Recycling Specialist	19.82
99730 - Refuse Collector	14.49
99810 - Sales Clerk	12.30
99820 - School Crossing Guard	14.43
99830 - Survey Party Chief	23.63
99831 - Surveying Aide	14.85
99832 - Surveying Technician	20.32
99840 - Vending Machine Attendant	16.41
99841 - Vending Machine Repairer	20.45
99842 - Vending Machine Repairer Helper	16.41

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.

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

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 decision to the contractor.
- 6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

2 AMENDMENT/MODIFICATION NO 3 EFFECTIVE DATE 4 REQUISITION/PURCHASE REQ NO 5 PROJECT NO (if applicable)
 P00003 See Block 16C PRO-16-L004

6 ISSUED BY CODE ICE/DM/DC-LAGUNA 7 ADMINISTERED BY (if other than item 6) CODE ICE/DM/DC-LAGUNA

ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677
 ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677

8 NAME AND ADDRESS OF CONTRACTOR (No. street, county, State and ZIP Code)

GEO GROUP INC THE 621 NW 53RD ST (b)(6); BOCA RATON FL 334878242

9A AMENDMENT OF SOLICITATION NO 9B DATED (SEE ITEM 11)

X 10A MODIFICATION OF CONTRACT ORDER NO NSCEDM-15-D-00015 10B DATED (SEE ITEM 12) 09/24/2015

CODE (b)(7)(E) FACILITY CODE

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of Offers is extended is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing items 9 and 10, and returning copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12 ACCOUNTING AND APPROPRIATION DATA (if required) NA

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

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

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

14 DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible)
 DUNS Number: 612706465

COR POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov
 Alternate POC: (b)(6); (b)(7)(C) email address, (b)(6); (b)(7)(C)@ice.dhs.gov
 Finance POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

The purpose of this modification is to incorporate in the contract FAR clause 52.204-15 - Service Contract Reporting Requirements for Indefinite-Delivery Contract (Jan 2014).

Continued (b)(6); (b)(7)(C) (b)(6); (b)(7)(C)
 15A NAME AND TITLE (b)(6); (b)(7)(C) Vice VP Contract Administration
 15B (b)(6); (b)(7)(C) Geo Group, Inc.
 15C DATE SIGNED 1-6-16
 15D (b)(6); (b)(7)(C)
 16C DATE SIGNED 1-7-16
 BOARD FORM 30 (REV 10-83)
 Provided by GSA FAR (48 CFR) 53.243

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Exempt Action: Y Period of Performance: 09/28/2015 to 09/27/2025 All other terms and conditions remain the same.				

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 2
2 AMENDMENT/MODIFICATION NO. P00004	3 EFFECTIVE DATE See Block 16C	4 REQUISITION/PURCHASE REQ NO PRO-16-L005	5 PROJECT NO. (If applicable)
6 ISSUED BY ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6) Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA	7. ADMINISTERED BY (If other than Item 6) ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6) Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA
8 NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 621 NW 53RD ST (b)(6) BOCA RATON FL 334878242		(X) 9A. AMENDMENT OF SOLICITATION NO.	9B. DATED (SEE ITEM 11)
CODE (b)(7)(E)		X 10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEM-15-D-00015	10B. DATED (SEE ITEM 13) 09/24/2015
FACILITY CODE		11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS	

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

12 ACCOUNTING AND APPROPRIATION DATA (If required)

NA

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

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

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

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

DUNS Number: 612706465

COR POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

Alternate POC: (b)(6); (b)(7)(C) email address, (b)(6); (b)(7)(C)@ice.dhs.gov

Finance POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

This modification is to:

- Incorporate in the contract Section H - Special Contract Requirements, the following:

Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (b)(6); (b)(7)(C)	
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED	16B. DATE SIGNED 3-22-16	

NSN 7540-01-152-8070
Previous edition unusable

FORM 30 (REV. 10-83)
Prescribed by GSA
FAR (48 CFR) 53.243

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>a. Safeguarding of Sensitive Information (Mar 2015). See attachment 1.</p> <p>b. Information Technology Security and Privacy Training (Mar 2015). See attachment 2.</p> <p>c. ICE Privacy and Records Office (ICE PRO) Clauses. See attachment 3.</p> <p>2. Incorporate in the contract Section I - Contract Clauses, the following clause</p> <p>d. HSAR 3052.204-71 - Contractor Employee Access (Sept 2002). See attachment 4.</p> <p>3. Remove in the Contract Section I - Contract Clauses, HSAR Clause 3052.204-70 - Security Requirements for Unclassified Information Technology Resources, (Jun 2006), located in page 109.</p> <p>4. Revise Safeguarding of Sensitive Information, attachment 1 to this modification, paragraph (c) (5), DHS Handbook for Safeguarding Sensitive Personally Identifiable Information, Appendix A to allow the use of WinZip version 12.0 or higher.</p> <p>. Exempt Action: Y Period of Performance: 09/28/2015 to 09/27/2025 . All other terms and conditions remain the same.</p>				

Attachment 1

Section H – Special Contract Requirements.

Safeguarding of Sensitive Information (MAR 2015)

Page 1 through 9

SAFEGUARDING OF SENSITIVE INFORMATION (MAR 2015)

(a) *Applicability.* This clause applies to the Contractor, its subcontractors, and Contractor employees (hereafter referred to collectively as “Contractor”). The Contractor shall insert the substance of this clause in all subcontracts.

(b) *Definitions.* As used in this clause—

“Personally Identifiable Information (PII)” means information that can be used to distinguish or trace an individual's identity, such as name, social security number, or biometric records, either alone, or when combined with other personal or identifying information that is linked or linkable to a specific individual, such as date and place of birth, or mother's maiden name. The definition of PII is not anchored to any single category of information or technology. Rather, it requires a case-by-case assessment of the specific risk that an individual can be identified. In performing this assessment, it is important for an agency to recognize that non-personally identifiable information can become personally identifiable information whenever additional information is made publicly available—in any medium and from any source—that, combined with other available information, could be used to identify an individual.

PII is a subset of sensitive information. Examples of PII include, but are not limited to: name, date of birth, mailing address, telephone number, Social Security number (SSN), email address, zip code, account numbers, certificate/license numbers, vehicle identifiers including license plates, uniform resource locators (URLs), static Internet protocol addresses, biometric identifiers such as fingerprint, voiceprint, iris scan, photographic facial images, or any other unique identifying number or characteristic, and any information where it is reasonably foreseeable that the information will be linked with other information to identify the individual.

“Sensitive Information” is defined in HSAR clause 3052.204-71, Contractor Employee Access, as any information, which if lost, misused, disclosed, or, without authorization is accessed, or modified, could adversely affect the national or homeland security interest, the conduct of Federal programs, or the privacy to which individuals are entitled under section 552a of Title 5, United States Code (the Privacy Act), but which has not been specifically authorized under criteria established by an Executive Order or an Act of Congress to be kept secret in the interest of national defense, homeland security or foreign policy. This definition includes the following categories of information:

(1) Protected Critical Infrastructure Information (PCII) as set out in the Critical Infrastructure Information Act of 2002 (Title II, Subtitle B, of the Homeland Security Act, Public Law 107296, 196 Stat. 2135), as amended, the implementing regulations thereto (Title 6, Code of Federal Regulations, Part 29) as amended, the applicable PCII Procedures Manual, as amended, and any supplementary guidance officially communicated by an authorized official of the Department of Homeland Security (including the PCII Program Manager or his/her designee);

(2) Sensitive Security Information (SSI), as defined in Title 49, Code of Federal Regulations, Part 1520, as amended, “Policies and Procedures of Safeguarding and Control of SSI,” as amended, and any supplementary guidance officially communicated by an authorized official of

the Department of Homeland Security (including the Assistant Secretary for the Transportation Security Administration or his/her designee);

(3) Information designated as "For Official Use Only," which is unclassified information of a sensitive nature and the unauthorized disclosure of which could adversely impact a person's privacy or welfare, the conduct of Federal programs, or other programs or operations essential to the national or homeland security interest; and

(4) Any information that is designated "sensitive" or subject to other controls, safeguards or protections in accordance with subsequently adopted homeland security information handling procedures.

"Sensitive Information Incident" is an incident that includes the known, potential, or suspected exposure, loss of control, compromise, unauthorized disclosure, unauthorized acquisition, or unauthorized access or attempted access of any Government system, Contractor system, or sensitive information.

"Sensitive Personally Identifiable Information (SPII)" is a subset of PII, which if lost, compromised or disclosed without authorization, could result in substantial harm, embarrassment, inconvenience, or unfairness to an individual. Some forms of PII are sensitive as stand-alone elements. Examples of such PII include: Social Security numbers (SSN), driver's license or state identification number, Alien Registration Numbers (A-number), financial account number, and biometric identifiers such as fingerprint, voiceprint, or iris scan. Additional examples include any groupings of information that contain an individual's name or other unique identifier plus one or more of the following elements:

- (1) Truncated SSN (such as last 4 digits)
- (2) Date of birth (month, day, and year)
- (3) Citizenship or immigration status
- (4) Ethnic or religious affiliation
- (5) Sexual orientation
- (6) Criminal History
- (7) Medical Information
- (8) System authentication information such as mother's maiden name, account passwords or personal identification numbers (PIN)

Other PII may be "sensitive" depending on its context, such as a list of employees and their performance ratings or an unlisted home address or phone number. In contrast, a business card or public telephone directory of agency employees contains PII but is not sensitive.

(c) *Authorities.* The Contractor shall follow all current versions of Government policies and guidance accessible at <http://www.dhs.gov/dhs-security-and-training-requirements-contractors>, or available upon request from the Contracting Officer, including but not limited to:

- (1) DHS Management Directive 11042.1 Safeguarding Sensitive But Unclassified (for Official Use Only) Information
- (2) DHS Sensitive Systems Policy Directive 4300A
- (3) DHS 4300A Sensitive Systems Handbook and Attachments
- (4) DHS Security Authorization Process Guide
- (5) DHS Handbook for Safeguarding Sensitive Personally Identifiable Information
- (6) DHS Instruction Handbook 121-01-007 Department of Homeland Security Personnel Suitability and Security Program
- (7) DHS Information Security Performance Plan (current fiscal year)
- (8) DHS Privacy Incident Handling Guidance
- (9) Federal Information Processing Standard (FIPS) 140-2 Security Requirements for Cryptographic Modules accessible at (b)(7)(E)
- (10) National Institute of Standards and Technology (NIST) Special Publication 800-53 Security and Privacy Controls for Federal Information Systems and Organizations accessible at (b)(7)(E)
- (11) NIST Special Publication 800-88 Guidelines for Media Sanitization accessible at (b)(7)(E)

(d) *Handling of Sensitive Information.* Contractor compliance with this clause, as well as the policies and procedures described below, is required.

(1) Department of Homeland Security (DHS) policies and procedures on Contractor personnel security requirements are set forth in various Management Directives (MDs), Directives, and Instructions. *MD 11042.1, Safeguarding Sensitive But Unclassified (For Official Use Only) Information* describes how Contractors must handle sensitive but unclassified information. DHS uses the term "FOR OFFICIAL USE ONLY" to identify sensitive but unclassified information that is not otherwise categorized by statute or regulation. Examples of sensitive information that are categorized by statute or regulation are PCII, SSI, etc. The *DHS Sensitive Systems Policy Directive 4300A* and the *DHS 4300A Sensitive Systems Handbook* provide the policies and procedures on security for Information Technology (IT) resources. The *DHS Handbook for Safeguarding Sensitive Personally Identifiable Information* provides guidelines to help safeguard SPII in both paper and electronic form. *DHS Instruction Handbook 121-01-007 Department of Homeland Security Personnel Suitability and Security Program* establishes procedures, program responsibilities, minimum standards, and reporting protocols for the DHS Personnel Suitability and Security Program.

(2) The Contractor shall not use or redistribute any sensitive information processed, stored, and/or transmitted by the Contractor except as specified in the contract.

(3) All Contractor employees with access to sensitive information shall execute *DHS Form 11000-6, Department of Homeland Security Non-Disclosure Agreement (NDA)*, as a condition of access to such information. The Contractor shall maintain signed copies of the NDA for all employees as a record of compliance. The Contractor shall provide copies of the signed NDA to

the Contracting Officer's Representative (COR) no later than two (2) days after execution of the form

(4) The Contractor's invoicing, billing, and other recordkeeping systems maintained to support financial or other administrative functions shall not maintain SPII. It is acceptable to maintain in these systems the names, titles and contact information for the COR or other Government personnel associated with the administration of the contract, as needed.

(e) *Authority to Operate*. The Contractor shall not input, store, process, output, and/or transmit sensitive information within a Contractor IT system without an Authority to Operate (ATO) signed by the Headquarters or Component CIO, or designee, in consultation with the Headquarters or Component Privacy Officer. Unless otherwise specified in the ATO letter, the ATO is valid for three (3) years. The Contractor shall adhere to current Government policies, procedures, and guidance for the Security Authorization (SA) process as defined below.

(1) Complete the Security Authorization process. The SA process shall proceed according to the *DHS Sensitive Systems Policy Directive 4300A* (Version 11.0, April 30, 2014), or any successor publication, *DHS 4300A Sensitive Systems Handbook* (Version 9.1, July 24, 2012), or any successor publication, and the *Security Authorization Process Guide* including templates.

(i) Security Authorization Process Documentation. SA documentation shall be developed using the Government provided Requirements Traceability Matrix and Government security documentation templates. SA documentation consists of the following: Security Plan, Contingency Plan, Contingency Plan Test Results, Configuration Management Plan, Security Assessment Plan, Security Assessment Report, and Authorization to Operate Letter. Additional documents that may be required include a Plan(s) of Action and Milestones and Interconnection Security Agreement(s). During the development of SA documentation, the Contractor shall submit a signed SA package, validated by an independent third party, to the COR for acceptance by the Headquarters or Component CIO, or designee, at least thirty (30) days prior to the date of operation of the IT system. The Government is the final authority on the compliance of the SA package and may limit the number of resubmissions of a modified SA package. Once the ATO has been accepted by the Headquarters or Component CIO, or designee, the Contracting Officer shall incorporate the ATO into the contract as a compliance document. The Government's acceptance of the ATO does not alleviate the Contractor's responsibility to ensure the IT system controls are implemented and operating effectively.

(ii) Independent Assessment. Contractors shall have an independent third party validate the security and privacy controls in place for the system(s). The independent third party shall review and analyze the SA package, and report on technical, operational, and management level deficiencies as outlined in *NIST Special Publication 800-53 Security and Privacy Controls for Federal Information Systems and Organizations*. The Contractor shall address all deficiencies before submitting the SA package to the Government for acceptance.

(iii) Support the completion of the Privacy Threshold Analysis (PTA) as needed. As part of the SA process, the Contractor may be required to support the Government in the completion of the PTA. The requirement to complete a PTA is triggered by the creation,

use, modification, upgrade, or disposition of a Contractor IT system that will store, maintain and use PII, and must be renewed at least every three (3) years. Upon review of the PTA, the DHS Privacy Office determines whether a Privacy Impact Assessment (PIA) and/or Privacy Act System of Records Notice (SORN), or modifications thereto, are required. The Contractor shall provide all support necessary to assist the Department in completing the PIA in a timely manner and shall ensure that project management plans and schedules include time for the completion of the PTA, PIA, and SORN (to the extent required) as milestones. Support in this context includes responding timely to requests for information from the Government about the use, access, storage, and maintenance of PII on the Contractor's system, and providing timely review of relevant compliance documents for factual accuracy. Information on the DHS privacy compliance process, including PTAs, PIAs, and SORNs, is accessible at <http://www.dhs.gov/privacy-compliance>.

(2) *Renewal of ATO.* Unless otherwise specified in the ATO letter, the ATO shall be renewed every three (3) years. The Contractor is required to update its SA package as part of the ATO renewal process. The Contractor shall update its SA package by one of the following methods:

(1) Updating the SA documentation in the DHS automated information assurance tool for acceptance by the Headquarters or Component CIO, or designee, at least 90 days before the ATO expiration date for review and verification of security controls; or (2) Submitting an updated SA package directly to the COR for approval by the Headquarters or Component CIO, or designee, at least 90 days before the ATO expiration date for review and verification of security controls. The 90 day review process is independent of the system production date and therefore it is important that the Contractor build the review into project schedules. The reviews may include onsite visits that involve physical or logical inspection of the Contractor environment to ensure controls are in place.

(3) *Security Review.* The Government may elect to conduct random periodic reviews to ensure that the security requirements contained in this contract are being implemented and enforced. The Contractor shall afford DHS, the Office of the Inspector General, and other Government organizations access to the Contractor's facilities, installations, operations, documentation, databases and personnel used in the performance of this contract. The Contractor shall, through the Contracting Officer and COR, contact the Headquarters or Component CIO, or designee, to coordinate and participate in review and inspection activity by Government organizations external to the DHS. Access shall be provided, to the extent necessary as determined by the Government, for the Government to carry out a program of inspection, investigation, and audit to safeguard against threats and hazards to the integrity, availability and confidentiality of Government data or the function of computer systems used in performance of this contract and to preserve evidence of computer crime.

(4) *Continuous Monitoring.* All Contractor-operated systems that input, store, process, output, and/or transmit sensitive information shall meet or exceed the continuous monitoring requirements identified in the *Fiscal Year 2014 DHS Information Security Performance Plan*, or successor publication. The plan is updated on an annual basis. The Contractor shall also store monthly continuous monitoring data at its location for a period not less than one year from the date the data is created. The data shall be encrypted in accordance with *FIPS 140-2 Security*

Requirements for Cryptographic Modules and shall not be stored on systems that are shared with other commercial or Government entities. The Government may elect to perform continuous monitoring and IT security scanning of Contractor systems from Government tools and infrastructure.

(5) *Revocation of ATO.* In the event of a sensitive information incident, the Government may suspend or revoke an existing ATO (either in part or in whole). If an ATO is suspended or revoked in accordance with this provision, the Contracting Officer may direct the Contractor to take additional security measures to secure sensitive information. These measures may include restricting access to sensitive information on the Contractor IT system under this contract. Restricting access may include disconnecting the system processing, storing, or transmitting the sensitive information from the Internet or other networks or applying additional security controls.

(6) *Federal Reporting Requirements.* Contractors operating information systems on behalf of the Government or operating systems containing sensitive information shall comply with Federal reporting requirements. Annual and quarterly data collection will be coordinated by the Government. Contractors shall provide the COR with requested information within three (3) business days of receipt of the request. Reporting requirements are determined by the Government and are defined in the *Fiscal Year 2014 DHS Information Security Performance Plan*, or successor publication. The Contractor shall provide the Government with all information to fully satisfy Federal reporting requirements for Contractor systems.

(f) *Sensitive Information Incident Reporting Requirements.*

(1) All known or suspected sensitive information incidents shall be reported to the Headquarters or Component Security Operations Center (SOC) within one hour of discovery in accordance with *4300A Sensitive Systems Handbook Incident Response and Reporting* requirements. When notifying the Headquarters or Component SOC, the Contractor shall also notify the Contracting Officer, COR, Headquarters or Component Privacy Officer, and US-CERT using the contact information identified in the contract. If the incident is reported by phone or the Contracting Officer's email address is not immediately available, the Contractor shall contact the Contracting Officer immediately after reporting the incident to the Headquarters or Component SOC. The Contractor shall not include any sensitive information in the subject or body of any e-mail. To transmit sensitive information, the Contractor shall use *FIPS 140-2 Security Requirements for Cryptographic Modules* compliant encryption methods to protect sensitive information in attachments to email. Passwords shall not be communicated in the same email as the attachment. A sensitive information incident shall not, by itself, be interpreted as evidence that the Contractor has failed to provide adequate information security safeguards for sensitive information, or has otherwise failed to meet the requirements of the contract.

(2) If a sensitive information incident involves PII or SPII, in addition to the reporting requirements in *4300A Sensitive Systems Handbook Incident Response and Reporting*, Contractors shall also provide as many of the following data elements that are available at the

time the incident is reported, with any remaining data elements provided within 24 hours of submission of the initial incident report:

- (i) Data Universal Numbering System (DUNS);
- (ii) Contract numbers affected unless all contracts by the company are affected;
- (iii) Facility CAGE code if the location of the event is different than the prime contractor location;
- (iv) Point of contact (POC) if different than the POC recorded in the System for Award Management (address, position, telephone, email);
- (v) Contracting Officer POC (address, telephone, email);
- (vi) Contract clearance level;
- (vii) Name of subcontractor and CAGE code if this was an incident on a subcontractor network;
- (viii) Government programs, platforms or systems involved;
- (ix) Location(s) of incident;
- (x) Date and time the incident was discovered;
- (xi) Server names where sensitive information resided at the time of the incident, both at the Contractor and subcontractor level;
- (xii) Description of the Government PII and/or SPII contained within the system;
- (xiii) Number of people potentially affected and the estimate or actual number of records exposed and/or contained within the system; and
- (xiv) Any additional information relevant to the incident.

(g) Sensitive Information Incident Response Requirements.

(1) All determinations related to sensitive information incidents, including response activities, notifications to affected individuals and/or Federal agencies, and related services (e.g., credit monitoring) will be made in writing by the Contracting Officer in consultation with the Headquarters or Component CIO and Headquarters or Component Privacy Officer.

(2) The Contractor shall provide full access and cooperation for all activities determined by the Government to be required to ensure an effective incident response, including providing all requested images, log files, and event information to facilitate rapid resolution of sensitive information incidents.

(3) Incident response activities determined to be required by the Government may include, but are not limited to, the following:

- (i) Inspections,
- (ii) Investigations,
- (iii) Forensic reviews, and
- (iv) Data analyses and processing.

(4) The Government, at its sole discretion, may obtain the assistance from other Federal agencies and/or third-party firms to aid in incident response activities.

(h) Additional PII and/or SPII Notification Requirements.

(1) The Contractor shall have in place procedures and the capability to notify any individual whose PII resided in the Contractor IT system at the time of the sensitive information incident not later than 5 business days after being directed to notify individuals, unless otherwise approved by the Contracting Officer. The method and content of any notification by the Contractor shall be coordinated with, and subject to prior written approval by the Contracting Officer, in consultation with the Headquarters or Component Privacy Officer, utilizing the *DHS Privacy Incident Handling Guidance*. The Contractor shall not proceed with notification unless the Contracting Officer, in consultation with the Headquarters or Component Privacy Officer, has determined in writing that notification is appropriate.

(2) Subject to Government analysis of the incident and the terms of its instructions to the Contractor regarding any resulting notification, the notification method may consist of letters to affected individuals sent by first class mail, electronic means, or general public notice, as approved by the Government. Notification may require the Contractor's use of address verification and/or address location services. At a minimum, the notification shall include:

- (i) A brief description of the incident;
- (ii) A description of the types of PII and SPII involved;
- (iii) A statement as to whether the PII or SPII was encrypted or protected by other means;
- (v) Steps individuals may take to protect themselves;
- (vi) What the Contractor and/or the Government are doing to investigate the incident, to mitigate the incident, and to protect against any future incidents; and
- (vi) Information identifying who individuals may contact for additional information.

(i) *Credit Monitoring Requirements.* In the event that a sensitive information incident involves PII or SPII, the Contractor may be required to, as directed by the Contracting Officer:

(1) Provide notification to affected individuals as described above; and/or

(2) Provide credit monitoring services to individuals whose data was under the control of the Contractor or resided in the Contractor IT system at the time of the sensitive information incident for a period beginning the date of the incident and extending not less than 18 months from the date the individual is notified. Credit monitoring services shall be provided from a company with which the Contractor has no affiliation. At a minimum, credit monitoring services shall include:

- (i) Triple credit bureau monitoring;
- (ii) Daily customer service;
- (iii) Alerts provided to the individual for changes and fraud; and
- (ii) Assistance to the individual with enrollment in the services and the use of fraud alerts; and/or

(3) Establish a dedicated call center. Call center services shall include:

- (i) A dedicated telephone number to contact customer service within a fixed period;
- (ii) Information necessary for registrants/enrollees to access credit reports and credit scores;
- (iii) Weekly reports on call center volume, issue escalation (i.e., those calls that cannot be handled by call center staff and must be resolved by call center management or DHS, as appropriate), and other key metrics;
- (iv) Escalation of calls that cannot be handled by call center staff to call center management or DHS, as appropriate;
- (v) Customized FAQs, approved in writing by the Contracting Officer in coordination with the Headquarters or Component Chief Privacy Officer; and
- (vi) Information for registrants to contact customer service representatives and fraud resolution representatives for credit monitoring assistance.

(j) *Certification of Sanitization of Government and Government-Activity-Related Files and Information.* As part of contract closeout, the Contractor shall submit the certification to the COR and the Contracting Officer following the template provided in *NIST Special Publication 800-88 Guidelines for Media Sanitization*.

(End of clause)

Attachment 2

Section H – Special Contract Requirements.

Information Technology Security and Privacy Training
(MAR 2015)
Page 1 and 2

INFORMATION TECHNOLOGY SECURITY AND PRIVACY TRAINING (MAR 2015)

(a) *Applicability.* This clause applies to the Contractor, its subcontractors, and Contractor employees (hereafter referred to collectively as “Contractor”). The Contractor shall insert the substance of this clause in all subcontracts.

(b) *Security Training Requirements.*

(1) All users of Federal information systems are required by Title 5, Code of Federal Regulations, Part 930.301, Subpart C, as amended, to be exposed to security awareness materials annually or whenever system security changes occur, or when the user’s responsibilities change. The Department of Homeland Security (DHS) requires that Contractor employees take an annual Information Technology Security Awareness Training course before accessing sensitive information under the contract. Unless otherwise specified, the training shall be completed within thirty (30) days of contract award and be completed on an annual basis thereafter not later than October 31st of each year. Any new Contractor employees assigned to the contract shall complete the training before accessing sensitive information under the contract. The training is accessible at (b)(7)(E)

(b)(7)(E) The Contractor shall maintain copies of training certificates for all Contractor and subcontractor employees as a record of compliance. Unless otherwise specified, initial training certificates for each Contractor and subcontractor employee shall be provided to the Contracting Officer’s Representative (COR) not later than thirty (30) days after contract award. Subsequent training certificates to satisfy the annual training requirement shall be submitted to the COR via e-mail notification not later than October 31st of each year. The e-mail notification shall state the required training has been completed for all Contractor and subcontractor employees.

(2) The DHS Rules of Behavior apply to every DHS employee, Contractor and subcontractor that will have access to DHS systems and sensitive information. The DHS Rules of Behavior shall be signed before accessing DHS systems and sensitive information. The DHS Rules of Behavior is a document that informs users of their responsibilities when accessing DHS systems and holds users accountable for actions taken while accessing DHS systems and using DHS Information Technology resources capable of inputting, storing, processing, outputting, and/or transmitting sensitive information. The DHS Rules of Behavior is accessible at (b)(7)(E) Unless otherwise specified, the DHS Rules of Behavior shall be signed within thirty (30) days of contract award. Any new Contractor employees assigned to the contract shall also sign the DHS Rules of Behavior before accessing DHS systems and sensitive information. The Contractor shall maintain signed copies of the DHS Rules of Behavior for all Contractor and subcontractor employees as a record of compliance. Unless otherwise specified, the Contractor shall e-mail copies of the signed DHS Rules of Behavior to the COR not later than thirty (30) days after contract award for each employee. The DHS Rules of Behavior will be reviewed annually and the COR will provide notification when a review is required.

(c) *Privacy Training Requirements.* All Contractor and subcontractor employees that will have access to Personally Identifiable Information (PII) and/or Sensitive PII (SPII) are required to take *Privacy at DHS: Protecting Personal Information* before accessing PII and/or SPII. The training is accessible at

(b)(7)(E)

Training shall be completed within thirty (30) days of contract award and be completed on an annual basis thereafter not later than October 31st of each year. Any new Contractor employees assigned to the contract shall also complete the training before accessing PII and/or SPII. The Contractor shall maintain copies of training certificates for all Contractor and subcontractor employees as a record of compliance. Initial training

certificates for each Contractor and subcontractor employee shall be provided to the COR not later than thirty (30) days after contract award. Subsequent training certificates to satisfy the annual training requirement shall be submitted to the COR via e-mail notification not later than October 31st of each year. The email notification shall state the required training has been completed for all Contractor and subcontractor employees.

(End of clause)

Attachment 3

Section H – Special Contract Requirements.

ICE PRIVACY AND RECORD OFFICE

Page 1 through 4

Privacy (PRIV)

PRIV 1.4: Separation Checklist for Contractor Employees:

Contractors shall enact a protocol to use a separation checklist before its employees, Subcontractor employees, or independent Contractors terminate working on the contract. The separation checklist must cover areas such as: (1) return of any Government-furnished equipment; (2) return or proper disposal of Sensitive PII (paper or electronic) in the custody of the Contractor/Subcontractor employee or independent Contractor, including the sanitization of data on any computer systems or media as appropriate; and (3) termination of any technological access to the Contractor's facilities or systems that would permit the terminated employee's access to Sensitive PII.

In the event of adverse job actions resulting in the dismissal of an employee, Subcontractor employee, or independent Contractor, the Contractor shall notify the Contract Officer's Representative (COR) within 24 hours. For normal separations, the Contractor shall submit the checklist on the last day of employment or work on the contract.

As requested, contractors shall assist the ICE Point of Contact (ICE/POC), Contracting Officer, or COR with completing ICE Form 50-005/Contractor Employee Separation Clearance Checklist by returning all Government-furnished property including but not limited to computer equipment, media, credentials and passports, smart cards, mobile devices, PIV cards, calling cards, and keys and terminating access to all user accounts and systems.

(End of clause)

PRIV 1.7: Privacy Act Information:

In accordance with FAR 52.224-1, PRIVACY ACT NOTIFICATION (APR 1984), and FAR 52.224-2, PRIVACY ACT (APR 1984), this contract requires Contractor personnel to have access to information protected by the Privacy Act of 1974. The Agency advises that the System of Record Notices (SORN) relevant to this contract under the Privacy Act include, but are not limited to, the following:

DHS/ICE-011 - Immigration and Enforcement Operational Records System (ENFORCE)
DHS/USCIS/ICE/CBP-001 - Alien File, Index, and National File Tracking System of Records

These and any additional relevant SORNs to this contract may be updated at any time.

The most current DHS versions are publicly available at www.dhs.gov/privacy. SORNs of other agencies may be accessed through the agencies' websites or by searching FDsys, the Federal Digital System of the Government Publishing Office, available at <http://www.gpo.gov/fdsys/>.

(End of clause)

PRIV 2.1: Restrictions on Testing Using Real Data Containing PII:

The use of real data containing Sensitive PII from any source for testing purposes is generally prohibited. The Contractor shall use synthetic or de-identified real data for testing whenever feasible. ICE policy requires that any proposal to use real data or de-identified data for IT system testing be approved by the ICE Privacy Officer and Chief Information Security Officer (CISO) in advance. In the event performance of the contract requires or necessitates the use of real data for system-testing purposes, the Contractor in coordination with the Contracting Officer or Contracting Officer's Representative and Government program manager shall obtain approval from the ICE Privacy Office and CISO and complete any required documentation.

(End of clause)

PRIV 2.2: Restrictions on Training Using Real Data Containing PII:

The use of real data containing Sensitive PII from any source for training purposes is generally prohibited. The Contractor shall use synthetic or de-identified real data for training whenever feasible. ICE policy requires that any proposal to use real data or de-identified data for IT system training be approved by the ICE Privacy Officer and Chief Information Security Officer in advance. In the event performance of the contract requires or necessitates the use of real data for training purposes, the Contractor in coordination with the Contracting Officer or Contracting Officer's Representative and Agency program manager shall obtain approval from OCIO and the ICE Privacy Office and complete any required documentation.

(End of clause)

Record (REC)

REC: 1.1: Required DHS Basic Records Management Training:

The Contractor shall provide DHS basic records management training for all employees and Subcontractors that have access to Sensitive PII as well as the creation, use, dissemination and/or destruction of Sensitive PII at the outset of the Subcontractor's/employee's work on the contract and every year thereafter. This training can be obtained via links on the ICE intranet site. The Agency may also make the training available through other means (e.g., CD or online). The Contractor shall maintain copies of certificates as a record of compliance. The Contractor must submit an annual e-mail notification to the Contracting Officer's Representative that the required training has been completed for all the Contractor's employees.

(End of clause)

REC 1.2:

Deliverables are the Property of the U.S. Government: The Contractor shall treat all deliverables under the contract as the property of the U.S. Government for which the Agency shall have unlimited rights to use, dispose of, or disclose such data contained therein. The Contractor shall not retain, use, sell, or disseminate copies of any deliverable without the expressed permission of the Contracting Officer or Contracting Officer's Representative. The Contractor shall certify in writing the destruction or return of all Government data at the conclusion of the contract or at a time otherwise specified in the contract. The Agency owns the rights to all data/records produced as part of this contract.

(End of clause)

REC 1.3:

Contractor Shall Not Create or Maintain Unauthorized Records: The Contractor shall not create or maintain any records that are not specifically tied to or authorized by the contract using Government IT equipment and/or Government records. The Contractor shall not create or maintain any records containing any Government Agency data that are not specifically tied to or authorized by the contract.

(End of clause)

REC 1.4: Agency Owns Rights to Electronic Information:

The Government Agency owns the rights to all electronic information (electronic data, electronic information systems or electronic databases) and all supporting documentation created as part of this contract. The Contractor must deliver sufficient technical documentation with all data deliverables to permit the Agency to use the data.

(End of clause)

REC 1.5: Comply With All Records Management Policies:

The Contractor agrees to comply with Federal and Agency records management policies, including those policies associated with the safeguarding of records covered by the Privacy Act of 1974. These policies include the preservation of all records created or received regardless of format, mode of transmission, or state of completion.

(End of clause)

REC 1.6: No Disposition of Documents without Prior Written Consent:

No disposition of documents will be allowed without the prior written consent of the Contracting Officer. The Agency and its contractors are responsible for preventing the alienation or unauthorized destruction of records, including all forms of mutilation. Willful and unlawful

destruction, damage or alienation of Federal records is subject to the fines and penalties imposed by 18 U.S.C. 2701. Records may not be removed from the legal custody of the Agency or destroyed without regard to the provisions of the Agency records schedules.

(End of clause)

REC 1.7: Contractor Must Obtain Approval Prior to Engaging Subcontractors:

The Contractor is required to obtain the Contracting Officer's approval prior to engaging in any contractual relationship (Subcontractor) in support of this contract requiring the disclosure of information, documentary material and/or records generated under or relating to this contract. The Contractor (and any Subcontractor) is required to abide by Government and Agency guidance for protecting sensitive and proprietary information.

(End of clause)

Attachment 4

Section I – Contract Clauses.

HSAR 3052.204-71 – Contractor Employee Access
(SEP 2012)
Alternate I

3052.204-71 Contractor employee access.

**CONTRACTOR EMPLOYEE ACCESS
(SEP 2012)**

**ALTERNATE I
(SEP 2012)**

When the contract will require Contractor employees to have access to Information Technology (IT) resources, add the following paragraphs:

(g) Before receiving access to IT resources under this contract the individual must receive a security briefing, which the Contracting Officer's Technical Representative (COTR) will arrange, and complete any nondisclosure agreement furnished by DHS.

(h) The Contractor shall have access only to those areas of DHS information technology resources explicitly stated in this contract or approved by the COTR in writing as necessary for performance of the work under this contract. Any attempts by Contractor personnel to gain access to any information technology resources not expressly authorized by the statement of work, other terms and conditions in this contract, or as approved in writing by the COTR, is strictly prohibited. In the event of violation of this provision, DHS will take appropriate actions with regard to the contract and the individual(s) involved.

(i) Contractor access to DHS networks from a remote location is a temporary privilege for mutual convenience while the Contractor performs business for the DHS Component. It is not a right, a guarantee of access, a condition of the contract, or Government Furnished Equipment (GFE).

(j) Contractor access will be terminated for unauthorized use. The Contractor agrees to hold and save DHS harmless from any unauthorized use and agrees not to request additional time or money under the contract for any delays resulting from unauthorized use or access.

(k) Non-U.S. citizens shall not be authorized to access or assist in the development, operation, management or maintenance of Department IT systems under the contract, unless a waiver has been granted by the Head of the Component or designee, with the concurrence of both the Department's Chief Security Officer (CSO) and the Chief Information Officer (CIO) or their designees. Within DHS Headquarters, the waiver may be granted only with the approval of both the CSO and the CIO or their designees. In order for a waiver to be granted:

- (1) There must be a compelling reason for using this individual as opposed to a U. S. citizen; and
- (2) The waiver must be in the best interest of the Government.

(l) Contractors shall identify in their proposals the names and citizenship of all non-U.S. citizens proposed to work under the contract. Any additions or deletions of non-U.S. citizens after contract award shall also be reported to the contracting officer.

(End of clause)

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 3
2 AMENDMENT/MODIFICATION NO. P00005	3 EFFECTIVE DATE See Block 16C	4 REQUISITION/PURCHASE REQ NO. PRO-16-L006	5. PROJECT NO (if applicable)
6 ISSUED BY ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6) Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA	7 ADMINISTERED BY (if other than item 6) ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6) Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA
8 NAME AND ADDRESS OF CONTRACTOR (No. , street, county, State and ZIP Code) GEO GROUP INC THE 621 NW 53RD ST (b)(6) BOCA RATON FL 334878242		(x) 9A. AMENDMENT OF SOLICITATION NO.	
		9B DATED (SEE ITEM 11)	
		x 10A. MODIFICATION OF CONTRACT/ORDER NO HSCEDM-15-D-00015	
		10B DATED (SEE ITEM 13) 09/24/2015	
CODE (b)(7)(E)	FACILITY CODE		

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

12. ACCOUNTING AND APPROPRIATION DATA (if required)
NA

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

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

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

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible)
DUNS Number: 612706465

COR POC: (b)(7)(E) e-mail address, (b)(7)(E)@ice.dhs.gov
 Alternate POC: (b)(7)(E) email address, (b)(7)(E)@ice.dhs.gov
 Finance POC: (b)(7)(E) e-mail address, (b)(7)(E)@ice.dhs.gov

This modification is to amend the unit prices of the contract as a result of the Contractor's Request of Equitable Adjustment (REA). See attachment 1 for the copy of the REA.

Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (b)(6); (b)(7)(C)
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED 15C. DATE SIGNED 4-7-16

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>This modification does not obligate funds. There are no funds associated with this contract. All funds are obligated through the issuance of a task order.</p> <p>The CLINs with unit price that are amended are as follows:</p> <ol style="list-style-type: none"> 1. CLIN 0001A from (b)(4) 2. CLIN 0001B from (b)(4) 3. CLIN 0002A from (b)(4) 4. CLIN 0002E from (b)(4) 6. CLIN 0002F from (b)(4) 7. CLIN 1001A from (b)(4) 8. CLIN 1001B from (b)(4) 9. CLIN 1002A from (b)(4) 10. CLIN 1002E from (b)(4) 11. CLIN 1002F from (b)(4) 12. CLIN 2001A from (b)(4) 13. CLIN 2001B from (b)(4) 14. CLIN 2002A from (b)(4) 15. CLIN 2002E from (b)(4) 16. CLIN 2002F from (b)(4) 17. CLIN 3001A from (b)(4) 18. CLIN 3001B from (b)(4) 19. CLIN 3002A from (b)(4) 20. CLIN 3002E from (b)(4) 21. CLIN 3002F from (b)(4) 22. CLIN 4001A from (b)(4) 23. CLIN 4001B from (b)(4) 24. CLIN 4002A from (b)(4) 25. CLIN 4002E from (b)(4) 26. CLIN 4002F from (b)(4) 27. CLIN 5001A from (b)(4) 28. CLIN 5001B from (b)(4) 29. CLIN 5002A from (b)(4) 30. CLIN 5002E from (b)(4) 31. CLIN 5002F from (b)(4) 32. CLIN 6001A from (b)(4) 33. CLIN 6001B from (b)(4) 34. CLIN 6002A from (b)(4) 35. CLIN 6002E from (b)(4) 36. CLIN 6002F from (b)(4) 37. CLIN 7001A from (b)(4) 38. CLIN 7001B from (b)(4) 39. CLIN 7002A from (b)(4) 40. CLIN 7002E from (b)(4) 41. CLIN 7002F from (b)(4) 42. CLIN 8001A from (b)(4) <p>Continued ...</p>				

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
 HSCEDM-15-D-00015/P00005

PAGE OF
 3 3

NAME OF OFFEROR OR CONTRACTOR
 GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	43. CLIN 8001B from (b)(4) 44. CLIN 8002A from 45. CLIN 8002E from 46. CLIN 8002F from 47. CLIN 9001A from 48. CLIN 9001B from 49. CLIN 9002A from 50. CLIN 9002E from 51. CLIN 9002F from 52. CLIN 9004A from 53. CLIN 9004B from 54. CLIN 9005A from 55. CLIN 9005E from 56. CLIN 9005F from . Exempt Action: Y Discount Terms: (b)(4) FOB: Destination Period of Performance: 09/28/2015 to 09/27/2025 . All other terms and conditions remain the same. .				

Attachment 1



The GEO Group, Inc.

Corporate Headquarters
One Park Place, Suite 700
821 Northwest 53 Street
Boca Raton, Florida 33487

TEL: 561 893 0101
866 301 4436

www.thegeogroupinc.com

January 21, 2016

(b)(6); (b)(7)(C)

Contracting Officer
Bureau of Immigration and Customs Enforcement
Procurement Office
24000 Avila Road, (b)(6);
Laguna Niguel, CA 92677

RE: *Northwest Detention Center - REA for Financial Impact of WD
2005-2567 Rev 20; Portland Satellite Office - WD 2005-2441 Rev 16;
Medford Satellite Office - WD 2005-2439 Rev 17; Yakima Satellite
Office - WD 2005-2569 Rev 18*

Dear (b)(6);

Attached is a revised spreadsheet detailing the estimated increase in costs associated with the implementation of the four Wage Determinations referenced above.

The total reimbursable increase in costs as a result of incorporated revisions affects the following CLINS:

1. CLIN 0001A (Detention Services for (b)(4) inmates) (b)(4)
(b)(4)
2. CLIN 0001B (Detention Services for (b)(4) inmates) (b)(4)
(b)(4)
3. CLIN 0002A (Transportation Services) for Tacoma and Portland combined is estimated
(b)(4)
(b)(4)
4. CLIN 0002E (Remote Custody) (b)(4)
(b)(4)
5. CLIN 0002F (Yakima and Medford) (b)(4)
(b)(4)

Please do not hesitate to contact me if you have any questions.

Sincerely,

(b)(6); (b)(7)(C)

Executive Vice President, Contracts Administration

The GEO Group, Inc. Northwest Detention Center at Tacoma, Washington

Estimated Financial Impact of Wage Determination
September 26, 2015 through September 27, 2016

CLIN 001A Detail (Detention Services)

Wage Determination 2005-2567 Rev. 20

SCA Code	SCA Title	Facility Title	FTE	Current Rate	WD R2B Rate	Paid Variance	Paid Extension	(b)(4)	H & W Extension	FICA* Ext. (7.65%)	Workers' Comp Ext.	Grand Total
01012	Accounting Clerk II	Account & Payroll Clerk	(b)(4)			\$ -	\$ -	(b)(4)			\$ -	(b)(4)
14180	Personal Computer Sup Tech	NIS Specialist		\$ -	\$ -	\$ -	\$ -					
01111	General Clerk I	Maintenance Clerk		\$ -	\$ -	\$ -	\$ -					
01111	General Clerk I	Programs Clerk		\$ -	\$ -	\$ -	\$ -					
01111	General Clerk I	Food Service Clerk		\$ -	\$ -	\$ -	\$ -					
01111	General Clerk I	Classification Clerk		\$ -	\$ -	\$ -	\$ -					
01111	General Clerk I	Mainroom Clerk		\$ -	\$ -	\$ -	\$ -					
01113	General Clerk III	Records Technician		\$ -	\$ -	\$ -	\$ -					
01261	Personnel Assistant I	HR Assistant		\$ -	\$ -	\$ -	\$ -					
01263	Personnel Assistant III	HR Specialist		\$ -	\$ -	\$ -	\$ -					
01020	Administrative Assistant	Administrative Assistant		\$ -	\$ -	\$ -	\$ -					
01313	Secretary III	Executive Secretary		\$ -	\$ -	\$ -	\$ -					
11150	Janitor	Janitor		\$ -	\$ -	\$ -	\$ -					
21410	Warehouse Specialist	Warehouse Specialist		\$ -	\$ -	\$ -	\$ -					
27010	Court Security Officer	Court Security Officer		\$ -	\$ -	\$ -	\$ -					
27040	Detention Officer	Intelligence Officer		\$ -	\$ -	\$ -	\$ -					
27040	Detention Officer	General Maintenance Worker		\$ -	\$ -	\$ -	\$ -					
27040	Detention Officer	Food Service Officer		\$ -	\$ -	\$ -	\$ -					
27040	Detention Officer	Classification Officer		\$ -	\$ -	\$ -	\$ -					
27040	Detention Officer	Recreation Officer		\$ -	\$ -	\$ -	\$ -					
27040	Detention Officer	Detention Officer	\$ -	\$ -	\$ -	\$ -						
	Confined	Mainroom Supervisor	\$ -	\$ -	\$ -	\$ -						
	Confined	Food Service Production Supv.	\$ -	\$ -	\$ -	\$ -						
	Confined	Serpants	\$ -	\$ -	\$ -	\$ -						
TOTAL							\$ -				\$ -	

CLIN 001A Summary

* Based on cash payment in lieu of benefits ratio of

(b)(4)

Financial Impact of Revision	(b)(4)
Daily Inmate Population	
Increase in Per Diem	
Current Per Diem	
New Per Diem	

CLIN 001B Detail (Detention Services)

Wage Determination 2005-2567 Rev. 20

SCA Code	SCA Title	Facility Title	FTE	Current Rate	WD R2B Rate	Paid Variance	Paid Extension	(b)(4)	H & W Extension	FICA* Ext. (7.65%)	Workers' Comp Ext.	Grand Total
01012	Accounting Clerk II	Account Clerk	(b)(4)			\$ -	\$ -	(b)(4)			\$ -	(b)(4)
01113	General Clerk III	Records Technician		\$ -	\$ -	\$ -	\$ -					
01262	Personnel Assistant II	Training Coordinator		\$ -	\$ -	\$ -	\$ -					
27040	Detention Officer	Intelligence Officer		\$ -	\$ -	\$ -	\$ -					
27040	Detention Officer	General Maintenance Worker		\$ -	\$ -	\$ -	\$ -					
27040	Detention Officer	Detention Officer		\$ -	\$ -	\$ -	\$ -					
TOTAL							\$ -				\$ -	

CLIN 001B Summary

Financial Impact of Revision	(b)(4)
Daily Inmate Population	
Increase in Per Diem	
Current Per Diem	
New Per Diem	

The GEO Group, Inc. Northwest Detention Center at Tacoma, Washington

Estimated Financial Impact of Wage Determination
September 28, 2015 through September 27, 2016

CLIN 002A Detail (Transportation Services)

Wage Determination 2005-2567 Rev. 20

SCA Code	SCA Title	Facility Title	FTE	Current Rate	WD R20 Rate	Paid Variance	Paid Extension	(b)(4)	H & W Extension	FICA* Ext. (7.65%)	Workers' Comp Ext.	Grand Total
01112	General Clerk II	Transportation Clerk	(b)(4)			\$ -	\$ -	(b)(4)			\$ -	(b)(4)
27040	Detention Officer	Transportation Dispatch Officer				\$ -	\$ -				\$ -	
27040	Detention Officer	Transportation Fleet Tech				\$ -	\$ -				\$ -	
27040	Detention Officer	Transportation Officers				\$ -	\$ -				\$ -	
TOTAL						\$ -	\$ -				\$ -	

CLIN 002A (Transportation Services - Portland)

Wage Determination 2005-2441 Rev. 16

SCA Code	SCA Title	Facility Title	FTE	Current Rate	WD R18 Rate	Paid Variance	Paid Extension	(b)(4)	H & W Extension	FICA* Ext. (7.65%)	Workers' Comp Ext.	Grand Total
27040	Detention Officer	Transportation Officers	(b)(4)			\$ -	\$ -	(b)(4)			\$ -	
TOTAL						\$ -	\$ -				\$ -	

CLIN 002A Summary

Financial Impact of Revision	(b)(4)
Monthly Increase	
Current Monthly Amount	
New Monthly Amount	

CLIN 002E (Remote Custody)

Wage Determination 2005-2567 Rev. 20

SCA Code	SCA Title	Facility Title	FTE	Current Rate	WD R20 Rate	Paid Variance	Paid Extension	(b)(4)	H & W Extension	FICA* Ext. (7.65%)	Workers' Comp Ext.	Grand Total
27040	Detention Officer	Transportation Officers	(b)(4)			\$ -	\$ -	(b)(4)			\$ -	(b)(4)
TOTAL						\$ -	\$ -				\$ -	

CLIN 002E Summary

Financial Impact of Revision	(b)(4)
Increase in Hourly Rate	
Current Hourly Rate	
New Hourly Rate	

CLIN 002F (Transportation Services - Medford)

Wage Determination 2005-2439 Rev. 17

SCA Code	SCA Title	Facility Title	FTE	Current Rate	WD R17 Rate	Paid Variance	Paid Extension	(b)(4)	H & W Extension	FICA* Ext. (7.65%)	Workers' Comp Ext.	Grand Total
27040	Detention Officer	Transportation Officers	(b)(4)			\$ -	\$ -	(b)(4)			\$ -	(b)(4)
TOTAL						\$ -	\$ -				\$ -	

CLIN 002F Summary

Financial Impact of Revision	(b)(4)
Monthly Increase	
Current Monthly Amount	
New Monthly Amount	

CLIN 002F (Transportation Services - Yakima)

Wage Determination 2005-2569 Rev. 18

SCA Code	SCA Title	Facility Title	FTE	Current Rate	WD R18 Rate	Paid Variance	Paid Extension	(b)(4)	H & W Extension	FICA* Ext. (7.65%)	Workers' Comp Ext.	Grand Total
27040	Detention Officer	Transportation Officers	(b)(4)			\$ -	\$ -	(b)(4)			\$ -	(b)(4)
TOTAL						\$ -	\$ -				\$ -	

CLIN 002F Summary

Financial Impact of Revision	(b)(4)
Monthly Increase	
Current Monthly Amount	
New Monthly Amount	

Health & Welfare Used to Purchase Benefits

Check Date Range 9/28/2014, 09/27/2015

<u>FAC #</u>	<u>FACILITY</u>	<u>UNION</u>	<u>AMOUNT</u>
214	NW DETENTION CTR TACOMA		(b)(4)
	TOTAL H&W PAID		(b)(4)
214	NW DETENTION CTR TACOMA		(b)(4)
	TOTAL PRE TAX BENEFITS PURCHASED		(b)(4)
	PERCENT H&W USED FOR PRE TAX BENEFITS		(b)(4)

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE		PAGE OF PAGES	
				1 3	
2 AMENDMENT/MODIFICATION NO		3 EFFECTIVE DATE		4 REQUISITION/PURCHASE REQ. NO.	
P00006		See Block 16C		N/A	
6 ISSUED BY		CODE		5. PROJECT NO. (If applicable)	
ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677		ICE/DM/DC-LAGUNA		ICE/DM/DC-LAGUNA	
8 NAME AND ADDRESS OF CONTRACTOR (No. street, county, State and ZIP Code)		9A AMENDMENT OF SOLICITATION NO		9B DATED (SEE ITEM 11)	
GEO GROUP INC THE ATTN GEO GROUP INC THE 621 NW 53RD ST (b)(6); BOCA RATON FL 334878242		(x)			
		10A MODIFICATION OF CONTRACT/ORDER NO		10B DATED (SEE ITEM 13)	
		x HSCEDM-15-D-00015		09/24/2015	
CODE		FACILITY CODE			
(b)(7)(E)					

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

12 ACCOUNTING AND APPROPRIATION DATA (If required)

N/A

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

CHECK ONE	A THIS CHANGE ORDER IS ISSUED PURSUANT TO (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO IN ITEM 10A
	B THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b)
	C THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF
	D OTHER (Specify type of modification and authority)
X	FAR 52.217-9, Option to Extend the Term of the Contract

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

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

DUNS Number: 612706465

COR POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

Alternate POC: (b)(6); (b)(7)(C) email address, (b)(6); (b)(7)(C)@ice.dhs.gov

Finance POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

This modification is to:

1. Exercise the First Option Period under FAR clause 52.217-9 Option to Extend the Term of Continued ...

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

15A NAME AND TITLE OF SIGNER (Type or print)		16A NAME AND TITLE OF CONTRACTING OFFICER (Type or print)	
		(b)(6); (b)(7)(C)	
15B CONTRACTOR/OFFEROR	15C DATE SIGNED	16C DATE SIGNED	
(Signature of person authorized to sign)		9-22-16	

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00006

PAGE 2 OF 3

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>the Contract for the period of September 28, 2016 through September 27, 2017. CLINs in the First Option Period that will be exercise are:</p> <ul style="list-style-type: none"> a. CLIN 1001A b. CLIN 1001B c. CLIN 1002A d. CLIN 1002B e. CLIN 1002C f. CLIN 1002D g. CLIN 1002E h. CLIN 1002F i. CLIN 1003 <p>2. Replace Attachment 2 of the contract with the new Department of Labor Wage Determination No. 2015-2567, Revision No 1, Date of Revision, 09/01/2016; Department of Labor Wage Determination No. 2005-2569, Revision 19, Date of Revision, 12/29/2015; Department of Labor Wage Determination No. 2015-2441, Revision 1, Date of Revision, 09/01/2016; Department of Labor Wage Determination No. 2005-2439, Revision 18, Date of Revision, 12/29/2015. The Wage Determinations are attached with this Standard Form (SF) 30.</p> <p>In accordance with FAR 52.222-43, Fair Labor Standards Act and Service Contract Act-Price Adjustment (Multiple Year and Option Contracts) (f) "The Contractor shall notify the Contracting Officer of any increase claimed under this clause within 30 days after receiving a new wage determination unless this notification period is extended in writing by the Contracting Officer. The Contractor shall promptly notify the Contracting Officer of any decrease under this clause, but nothing in the clause shall preclude the Government from asserting a claim within the period permitted by law. The notice shall contain a statement of the amount claimed and any relevant supporting data, including payroll records that the Contracting Officer may reasonably require. Upon agreement of the parties, the contract price, contract unit price labor rates, or fixed hourly rates shall be modified in writing. The Contractor shall continue performance pending agreement on or determination of any such adjustment and its effective date."</p> <p>Continued ...</p>				

CONTINUATION SHEET

REFERENCE NO OF DOCUMENT BEING CONTINUED
 HSCEEM-15-D-00015/P00006

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 3 3

NAME OF OFFEROR OR CONTRACTOR
 GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	This modification does not obligate funds. There are no funds associated with this contract. All funds are obligated through the issuance of Task Order. . Exempt Action: Y Period of Performance: 09/28/2016 to 09/27/2017 . All other terms and conditions remain the same. .				

Attachment Wage Determination

WD 15-2567 (Rev.-1) was first posted on www.wdol.gov on 09/06/2016

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-2567 .
Revision No.: 1
Date Of Revision: 09/01/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Washington

Area: Washington Counties of Pierce, Thurston

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.56
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.54
01020 - Administrative Assistant		23.72
01035 - Court Reporter		19.01
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.68
01112 - General Clerk II		14.80
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		13.25
01191 - Order Clerk I		14.60
01192 - Order Clerk II		15.94
01261 - Personnel Assistant (Employment) I		16.87
01262 - Personnel Assistant (Employment) II		18.88
01263 - Personnel Assistant (Employment) III		21.05
01270 - Production Control Clerk		21.10
01290 - Rental Clerk		16.18
01300 - Scheduler, Maintenance		17.49
01311 - Secretary I		17.49
01312 - Secretary II		19.57
01313 - Secretary III		21.81
01320 - Service Order Dispatcher		17.13
01410 - Supply Technician		23.37
01420 - Survey Worker		19.01

01460 - Switchboard Operator/Receptionist	14.47
01531 - Travel Clerk I	13.37
01532 - Travel Clerk II	14.50
01533 - Travel Clerk III	15.60
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	19.83
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	13.11
07042 - Cook II	15.75
07070 - Dishwasher	9.68
07130 - Food Service Worker	11.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	12.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.20
09040 - Furniture Handler	16.86
09080 - Furniture Refinisher	19.20
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer, Minor	18.01
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	11.98
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.53
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	15.07
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.43
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	21.63
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	24.67
12015 - Certified Physical Therapist Assistant	23.12
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	29.94
12035 - Electroneurodiagnostic Technologist	29.94
12040 - Emergency Medical Technician	21.26
12071 - Licensed Practical Nurse I	18.57

12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	16.54
12130 - Medical Laboratory Technician	20.78
12160 - Medical Record Clerk	16.33
12190 - Medical Record Technician	18.27
12195 - Medical Transcriptionist	19.48
12210 - Nuclear Medicine Technologist	39.01
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	19.98
12236 - Optical Technician	18.57
12250 - Pharmacy Technician	18.96
12280 - Phlebotomist	16.61
12305 - Radiologic Technologist	32.53
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II, Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III, Anesthetist	43.61
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol Testing)	25.80
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.17
13012 - Exhibits Specialist II	26.22
13013 - Exhibits Specialist III	32.07
13041 - Illustrator I	20.46
13042 - Illustrator II	25.34
13043 - Illustrator III	31.00
13047 - Librarian	31.19
13050 - Library Aide/Clerk	13.60
13054 - Library Information Technology Systems Administrator	26.06
13058 - Library Technician	18.78
13061 - Media Specialist I	18.32
13062 - Media Specialist II	20.53
13063 - Media Specialist III	22.87
13071 - Photographer I	20.35
13072 - Photographer II	22.76
13073 - Photographer III	28.20
13074 - Photographer IV	34.50
13075 - Photographer V	41.74
13110 - Video Teleconference Technician	20.43
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.22
14042 - Computer Operator II	20.39
14043 - Computer Operator III	22.73
14044 - Computer Operator IV	25.25
14045 - Computer Operator V	27.97
14071 - Computer Programmer I	(see 1) 24.47
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	18.22
14160 - Personal Computer Support Technician	25.25
15000 - Instructional Occupations	

15010 - Aircrew Training Devices Instructor (Non-Rated)	34.20
15020 - Aircrew Training Devices Instructor (Rated)	41.38
15030 - Air Crew Training Devices Instructor (Pilot)	49.60
15050 - Computer Based Training Specialist / Instructor	34.20
15060 - Educational Technologist	30.07
15070 - Flight Instructor (Pilot)	49.60
15080 - Graphic Artist	25.73
15090 - Technical Instructor	26.41
15095 - Technical Instructor/Course Developer	30.26
15110 - Test Proctor	21.33
15120 - Tutor	21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.87
16030 - Counter Attendant	9.87
16040 - Dry Cleaner	12.41
16070 - Finisher, Flatwork, Machine	9.87
16090 - Presser, Hand	9.87
16110 - Presser, Machine, Drycleaning	9.87
16130 - Presser, Machine, Shirts	9.87
16160 - Presser, Machine, Wearing Apparel, Laundry	9.87
16190 - Sewing Machine Operator	13.23
16220 - Tailor	14.04
16250 - Washer, Machine	10.81
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.86
19040 - Tool And Die Maker	29.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.87
21030 - Material Coordinator	21.10
21040 - Material Expediter	21.10
21050 - Material Handling Laborer	15.41
21071 - Order Filler	14.20
21080 - Production Line Worker (Food Processing)	19.87
21110 - Shipping Packer	18.13
21130 - Shipping/Receiving Clerk	18.13
21140 - Store Worker I	15.39
21150 - Stock Clerk	19.42
21210 - Tools And Parts Attendant	19.87
21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.37
23021 - Aircraft Mechanic I	28.50
23022 - Aircraft Mechanic II	29.37
23023 - Aircraft Mechanic III	30.25
23040 - Aircraft Mechanic Helper	22.11
23050 - Aircraft, Painter	27.52
23060 - Aircraft Servicer	24.97
23080 - Aircraft Worker	26.38
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	14.81
23125 - Cable Splicer	31.68
23130 - Carpenter, Maintenance	27.65
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	28.34
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	23.47
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	22.12
23311 - Fuel Distribution System Mechanic	26.36

23312 - Fuel Distribution System Operator	24.00
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	28.50
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.38
23391 - Gunsmith I	22.12
23392 - Gunsmith II	24.79
23393 - Gunsmith III	26.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility)	28.31
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	25.88
23470 - Laborer	14.21
23510 - Locksmith	25.61
23530 - Machinery Maintenance Mechanic	27.15
23550 - Machinist, Maintenance	24.25
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	29.77
23810 - Plumber, Maintenance	27.42
23820 - Pneudraulic Systems Mechanic	26.78
23850 - Rigger	26.78
23870 - Scale Mechanic	24.79
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	23.95
23931 - Telecommunications Mechanic I	27.36
23932 - Telecommunications Mechanic II	28.25
23950 - Telephone Lineman	24.51
23960 - Welder, Combination, Maintenance	26.32
23965 - Well Driller	32.28
23970 - Woodcraft Worker	26.78
23980 - Woodworker	22.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services Coordinator	14.74
24630 - Homemaker	18.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.48
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.98
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	23.46
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	15.36
27040 - Detention Officer	23.51

27070 - Firefighter	31.09
27101 - Guard I	13.73
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.43
28042 - Carnival Equipment Repairer	13.23
28043 - Carnival Worker	10.02
28210 - Gate Attendant/Gate Tender	14.84
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.98
28515 - Recreation Specialist	18.46
28630 - Sports Official	12.53
28690 - Swimming Pool Operator	15.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.78
29020 - Hatch Tender	29.78
29030 - Line Handler	29.78
29041 - Stevedore I	28.19
29042 - Stevedore II	31.09
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.32
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.99
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	24.91
30023 - Archeological Technician III	30.86
30030 - Cartographic Technician	30.86
30040 - Civil Engineering Technician	28.02
30061 - Drafter/CAD Operator I	22.27
30062 - Drafter/CAD Operator II	24.91
30063 - Drafter/CAD Operator III	27.78
30064 - Drafter/CAD Operator IV	34.17
30081 - Engineering Technician I	20.07
30082 - Engineering Technician II	22.53
30083 - Engineering Technician III	25.20
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.19
30086 - Engineering Technician VI	46.21
30090 - Environmental Technician	28.91
30210 - Laboratory Technician	25.04
30240 - Mathematical Technician	30.86
30361 - Paralegal/Legal Assistant I	22.87
30362 - Paralegal/Legal Assistant II	28.34
30363 - Paralegal/Legal Assistant III	32.99
30364 - Paralegal/Legal Assistant IV	35.62
30390 - Photo-Optics Technician	30.86
30461 - Technical Writer I	26.15
30462 - Technical Writer II	31.99
30463 - Technical Writer III	38.71
30491 - Unexploded Ordnance (UXO) Technician I	24.26
30492 - Unexploded Ordnance (UXO) Technician II	29.35
30493 - Unexploded Ordnance (UXO) Technician III	35.18
30494 - Unexploded (UXO) Safety Escort	24.26
30495 - Unexploded (UXO) Sweep Personnel	24.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.99
30621 - Weather Observer, Senior	(see 2) 27.77
31000 - Transportation/Mobile Equipment Operation Occupations	

31020 - Bus Aide	15.18
31030 - Bus Driver	19.68
31043 - Driver Courier	17.32
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	18.43
31310 - Taxi Driver	13.29
31361 - Truckdriver, Light	18.43
31362 - Truckdriver, Medium	21.42
31363 - Truckdriver, Heavy	22.63
31364 - Truckdriver, Tractor-Trailer	22.63
99000 - Miscellaneous Occupations	
99030 - Cashier	12.33
99050 - Desk Clerk	10.88
99095 - Embalmer	26.13
99251 - Laboratory Animal Caretaker I	12.24
99252 - Laboratory Animal Caretaker II	13.02
99310 - Mortician	28.38
99410 - Pest Controller	20.11
99510 - Photofinishing Worker	13.73
99710 - Recycling Laborer	21.32
99711 - Recycling Specialist	24.48
99730 - Refuse Collector	19.73
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	15.61
99830 - Survey Party Chief	28.70
99831 - Surveying Aide	16.46
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	15.97
99841 - Vending Machine Repairer	19.80
99842 - Vending Machine Repairer Helper	17.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per

week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.

WD 05-2569 (Rev.-19) was first posted on www.wdol.gov on 01/05/2016

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2005-2569
Revision No.: 19
Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union, Wallowa, Wheeler
Washington Counties of Benton, Franklin, Walla Walla, Yakima

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.61
01012 - Accounting Clerk II		15.27
01013 - Accounting Clerk III		17.08
01020 - Administrative Assistant		22.41
01040 - Court Reporter		18.59
01051 - Data Entry Operator I		13.38
01052 - Data Entry Operator II		14.60
01060 - Dispatcher, Motor Vehicle		18.77
01070 - Document Preparation Clerk		12.94
01090 - Duplicating Machine Operator		12.94
01111 - General Clerk I		13.10
01112 - General Clerk II		14.30
01113 - General Clerk III		16.05
01120 - Housing Referral Assistant		20.52
01141 - Messenger Courier		11.95
01191 - Order Clerk I		12.44
01192 - Order Clerk II		13.57
01261 - Personnel Assistant (Employment) I		17.21
01262 - Personnel Assistant (Employment) II		19.25
01263 - Personnel Assistant (Employment) III		21.47
01270 - Production Control Clerk		26.54
01280 - Receptionist		12.83
01290 - Rental Clerk		15.00
01300 - Scheduler, Maintenance		16.45
01311 - Secretary I		16.45
01312 - Secretary II		18.40
01313 - Secretary III		20.52

01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	22.80
01420 - Survey Worker	17.33
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.71
05010 - Automotive Electrician	18.82
05040 - Automotive Glass Installer	17.82
05070 - Automotive Worker	17.82
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.80
05160 - Motor Equipment Metal Worker	17.82
05190 - Motor Vehicle Mechanic	19.80
05220 - Motor Vehicle Mechanic Helper	14.82
05250 - Motor Vehicle Upholstery Worker	16.81
05280 - Motor Vehicle Wrecker	17.82
05310 - Painter, Automotive	18.82
05340 - Radiator Repair Specialist	17.82
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	19.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	13.97
07042 - Cook II	15.66
07070 - Dishwasher	9.89
07130 - Food Service Worker	10.88
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.54
09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	20.54
09090 - Furniture Refinisher Helper	16.17
09110 - Furniture Repairer, Minor	18.34
09130 - Upholsterer	20.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.95
11060 - Elevator Operator	11.95
11090 - Gardener	16.89
11122 - Housekeeping Aide	13.41
11150 - Janitor	16.03
11210 - Laborer, Grounds Maintenance	12.77
11240 - Maid or Houseman	9.88
11260 - Pruner	11.97
11270 - Tractor Operator	15.28
11330 - Trail Maintenance Worker	12.77
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	16.83
12011 - Breath Alcohol Technician	17.22
12012 - Certified Occupational Therapist Assistant	23.78
12015 - Certified Physical Therapist Assistant	24.27
12020 - Dental Assistant	16.96
12025 - Dental Hygienist	43.92
12030 - EKG Technician	26.27
12035 - Electroneurodiagnostic Technologist	26.27

12040 - Emergency Medical Technician	16.83
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.33
12100 - Medical Assistant	14.85
12130 - Medical Laboratory Technician	16.01
12160 - Medical Record Clerk	13.99
12190 - Medical Record Technician	15.65
12195 - Medical Transcriptionist	17.58
12210 - Nuclear Medicine Technologist	36.58
12221 - Nursing Assistant I	10.06
12222 - Nursing Assistant II	11.31
12223 - Nursing Assistant III	12.34
12224 - Nursing Assistant IV	13.85
12235 - Optical Dispenser	17.33
12236 - Optical Technician	16.27
12250 - Pharmacy Technician	15.67
12280 - Phlebotomist	13.85
12305 - Radiologic Technologist	26.57
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II, Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III, Anesthetist	43.68
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol Testing)	21.34
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.38
13012 - Exhibits Specialist II	25.26
13013 - Exhibits Specialist III	30.90
13041 - Illustrator I	20.38
13042 - Illustrator II	25.26
13043 - Illustrator III	30.90
13047 - Librarian	27.96
13050 - Library Aide/Clerk	14.18
13054 - Library Information Technology Systems Administrator	25.26
13058 - Library Technician	18.10
13061 - Media Specialist I	18.22
13062 - Media Specialist II	20.40
13063 - Media Specialist III	22.73
13071 - Photographer I	16.41
13072 - Photographer II	18.36
13073 - Photographer III	22.74
13074 - Photographer IV	27.81
13075 - Photographer V	33.65
13110 - Video Teleconference Technician	17.69
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.45
14042 - Computer Operator II	21.76
14043 - Computer Operator III	24.28
14044 - Computer Operator IV	26.98
14045 - Computer Operator V	29.87
14071 - Computer Programmer I	(see 1) 22.85
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.45

14160 - Personal Computer Support Technician	26.98
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.62
15020 - Aircrew Training Devices Instructor (Rated)	37.04
15030 - Air Crew Training Devices Instructor (Pilot)	44.39
15050 - Computer Based Training Specialist / Instructor	30.62
15060 - Educational Technologist	37.11
15070 - Flight Instructor (Pilot)	44.39
15080 - Graphic Artist	21.49
15090 - Technical Instructor	28.36
15095 - Technical Instructor/Course Developer	32.54
15110 - Test Proctor	21.49
15120 - Tutor	21.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.90
16030 - Counter Attendant	10.90
16040 - Dry Cleaner	13.76
16070 - Finisher, Flatwork, Machine	10.90
16090 - Presser, Hand	10.90
16110 - Presser, Machine, Drycleaning	10.90
16130 - Presser, Machine, Shirts	10.90
16160 - Presser, Machine, Wearing Apparel, Laundry	10.90
16190 - Sewing Machine Operator	14.71
16220 - Tailor	15.67
16250 - Washer, Machine	11.84
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.95
19040 - Tool And Die Maker	29.01
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.88
21030 - Material Coordinator	26.54
21040 - Material Expediter	26.54
21050 - Material Handling Laborer	13.19
21071 - Order Filler	13.22
21080 - Production Line Worker (Food Processing)	14.88
21110 - Shipping Packer	13.22
21130 - Shipping/Receiving Clerk	13.22
21140 - Store Worker I	11.35
21150 - Stock Clerk	16.17
21210 - Tools And Parts Attendant	14.88
21410 - Warehouse Specialist	14.88
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.78
23021 - Aircraft Mechanic I	24.50
23022 - Aircraft Mechanic II	25.78
23023 - Aircraft Mechanic III	27.31
23040 - Aircraft Mechanic Helper	17.80
23050 - Aircraft, Painter	22.96
23060 - Aircraft Servicer	20.21
23080 - Aircraft Worker	21.45
23110 - Appliance Mechanic	22.36
23120 - Bicycle Repairer	14.44
23125 - Cable Splicer	34.15
23130 - Carpenter, Maintenance	22.89
23140 - Carpet Layer	20.37
23160 - Electrician, Maintenance	30.09
23181 - Electronics Technician Maintenance I	26.22
23182 - Electronics Technician Maintenance II	28.08
23183 - Electronics Technician Maintenance III	29.95
23260 - Fabric Worker	20.20
23290 - Fire Alarm System Mechanic	24.83

23310 - Fire Extinguisher Repairer	18.63
23311 - Fuel Distribution System Mechanic	25.43
23312 - Fuel Distribution System Operator	19.09
23370 - General Maintenance Worker	19.13
23380 - Ground Support Equipment Mechanic	24.50
23381 - Ground Support Equipment Servicer	20.21
23382 - Ground Support Equipment Worker	21.45
23391 - Gunsmith I	18.63
23392 - Gunsmith II	21.74
23393 - Gunsmith III	24.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.57
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.70
23430 - Heavy Equipment Mechanic	25.42
23440 - Heavy Equipment Operator	23.61
23460 - Instrument Mechanic	26.61
23465 - Laboratory/Shelter Mechanic	23.29
23470 - Laborer	12.28
23510 - Locksmith	20.45
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist, Maintenance	22.78
23580 - Maintenance Trades Helper	16.87
23591 - Metrology Technician I	26.61
23592 - Metrology Technician II	28.00
23593 - Metrology Technician III	29.66
23640 - Millwright	30.04
23710 - Office Appliance Repairer	22.32
23760 - Painter, Maintenance	19.88
23790 - Pipefitter, Maintenance	29.30
23810 - Plumber, Maintenance	27.84
23820 - Pneudraulic Systems Mechanic	24.83
23850 - Rigger	24.83
23870 - Scale Mechanic	21.74
23890 - Sheet-Metal Worker, Maintenance	25.26
23910 - Small Engine Mechanic	19.59
23931 - Telecommunications Mechanic I	25.46
23932 - Telecommunications Mechanic II	26.79
23950 - Telephone Lineman	23.94
23960 - Welder, Combination, Maintenance	21.15
23965 - Well Driller	24.83
23970 - Woodcraft Worker	24.83
23980 - Woodworker	18.63
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.04
24580 - Child Care Center Clerk	13.63
24610 - Chore Aide	11.35
24620 - Family Readiness And Support Services Coordinator	13.44
24630 - Homemaker	14.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.31
25040 - Sewage Plant Operator	23.29
25070 - Stationary Engineer	27.31
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant Operator	23.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.01
27007 - Baggage Inspector	17.55
27008 - Corrections Officer	23.96
27010 - Court Security Officer	25.24

27030 - Detection Dog Handler	22.01
27040 - Detention Officer	23.96
27070 - Firefighter	25.75
27101 - Guard I	17.55
27102 - Guard II	22.01
27131 - Police Officer I	28.67
27132 - Police Officer II	31.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.64
28042 - Carnival Equipment Repairer	16.71
28043 - Carnival Equipment Worker	11.72
28210 - Gate Attendant/Gate Tender	14.01
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	19.27
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	22.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.81
29020 - Hatch Tender	27.81
29030 - Line Handler	27.81
29041 - Stevedore I	25.82
29042 - Stevedore II	29.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.14
30022 - Archeological Technician II	18.43
30023 - Archeological Technician III	24.07
30030 - Cartographic Technician	25.48
30040 - Civil Engineering Technician	24.78
30061 - Drafter/CAD Operator I	16.14
30062 - Drafter/CAD Operator II	18.43
30063 - Drafter/CAD Operator III	20.55
30064 - Drafter/CAD Operator IV	24.77
30081 - Engineering Technician I	16.35
30082 - Engineering Technician II	18.35
30083 - Engineering Technician III	20.53
30084 - Engineering Technician IV	25.43
30085 - Engineering Technician V	31.11
30086 - Engineering Technician VI	38.46
30090 - Environmental Technician	22.34
30210 - Laboratory Technician	23.90
30240 - Mathematical Technician	22.36
30361 - Paralegal/Legal Assistant I	17.77
30362 - Paralegal/Legal Assistant II	22.02
30363 - Paralegal/Legal Assistant III	26.94
30364 - Paralegal/Legal Assistant IV	32.59
30390 - Photo-Optics Technician	22.36
30461 - Technical Writer I	22.20
30462 - Technical Writer II	27.15
30463 - Technical Writer III	32.85
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2)	20.55

30621 - Weather Observer, Senior	(see 2)	20.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.43
31030 - Bus Driver		16.99
31043 - Driver Courier		12.52
31260 - Parking and Lot Attendant		10.69
31290 - Shuttle Bus Driver		13.65
31310 - Taxi Driver		11.88
31361 - Truckdriver, Light		13.65
31362 - Truckdriver, Medium		14.80
31363 - Truckdriver, Heavy		21.02
31364 - Truckdriver, Tractor-Trailer		21.02
99000 - Miscellaneous Occupations		
99030 - Cashier		10.64
99050 - Desk Clerk		9.81
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		12.19
99252 - Laboratory Animal Caretaker II		13.28
99310 - Mortician		24.57
99410 - Pest Controller		21.01
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.23
99711 - Recycling Specialist		19.82
99730 - Refuse Collector		14.49
99810 - Sales Clerk		12.30
99820 - School Crossing Guard		14.43
99830 - Survey Party Chief		23.63
99831 - Surveying Aide		14.85
99832 - Surveying Technician		20.32
99840 - Vending Machine Attendant		16.41
99841 - Vending Machine Repairer		20.45
99842 - Vending Machine Repairer Helper		16.41

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.

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

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at

<http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 decision to the contractor.
- 6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

WD 15-2441 (Rev.-1) was first posted on www.wdol.gov on 09/06/2016

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
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Daniel W. Simms Director	Division of Wage Determinations		Wage Determination No.: 2015-2441 Revision No.: 1 Date Of Revision: 09/01/2016
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Clatsop, Columbia, Gilliam, Hood River, Marion, Multnomah, Polk, Sherman, Tillamook, Wasco, Washington, Yamhill
Washington Counties of Clark, Cowlitz, Klickitat, Skamania

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.62
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		21.67
01035 - Court Reporter		19.88
01051 - Data Entry Operator I		13.02
01052 - Data Entry Operator II		14.28
01060 - Dispatcher, Motor Vehicle		19.88
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		12.67
01112 - General Clerk II		13.82
01113 - General Clerk III		17.33
01120 - Housing Referral Assistant		20.42
01141 - Messenger Courier		14.12
01191 - Order Clerk I		13.02
01192 - Order Clerk II		15.03
01261 - Personnel Assistant (Employment) I		15.71
01262 - Personnel Assistant (Employment) II		19.59
01263 - Personnel Assistant (Employment) III		20.55
01270 - Production Control Clerk		20.55
01290 - Rental Clerk		15.98
01300 - Scheduler, Maintenance		16.38
01311 - Secretary I		16.38
01312 - Secretary II		18.32
01313 - Secretary III		20.42
01320 - Service Order Dispatcher		17.40

01410 - Supply Technician	22.62
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	14.41
01531 - Travel Clerk I	13.44
01532 - Travel Clerk II	16.64
01533 - Travel Clerk III	15.76
01611 - Word Processor I	14.12
01612 - Word Processor II	15.86
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	19.85
05040 - Automotive Glass Installer	18.97
05070 - Automotive Worker	18.97
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal Mechanic	19.95
05160 - Motor Equipment Metal Worker	18.97
05190 - Motor Vehicle Mechanic	19.95
05220 - Motor Vehicle Mechanic Helper	16.04
05250 - Motor Vehicle Upholstery Worker	18.04
05280 - Motor Vehicle Wrecker	18.97
05310 - Painter, Automotive	19.85
05340 - Radiator Repair Specialist	18.97
05370 - Tire Repairer	13.76
05400 - Transmission Repair Specialist	19.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.61
07041 - Cook I	12.86
07042 - Cook II	14.31
07070 - Dishwasher	9.16
07130 - Food Service Worker	10.57
07210 - Meat Cutter	16.19
07260 - Waiter/Waitress	10.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.58
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	16.58
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.61
11060 - Elevator Operator	11.77
11090 - Gardener	15.07
11122 - Housekeeping Aide	12.06
11150 - Janitor	12.06
11210 - Laborer, Grounds Maintenance	11.96
11240 - Maid or Houseman	11.47
11260 - Pruner	10.96
11270 - Tractor Operator	14.58
11330 - Trail Maintenance Worker	11.96
11360 - Window Cleaner	13.16
12000 - Health Occupations	
12010 - Ambulance Driver	19.04
12011 - Breath Alcohol Technician	19.04
12012 - Certified Occupational Therapist Assistant	22.53
12015 - Certified Physical Therapist Assistant	21.98
12020 - Dental Assistant	17.72
12025 - Dental Hygienist	36.69
12030 - EKG Technician	29.65
12035 - Electroneurodiagnostic Technologist	29.65

12040 - Emergency Medical Technician	19.04
12071 - Licensed Practical Nurse I	18.73
12072 - Licensed Practical Nurse II	20.94
12073 - Licensed Practical Nurse III	23.38
12100 - Medical Assistant	15.18
12130 - Medical Laboratory Technician	18.73
12160 - Medical Record Clerk	14.32
12190 - Medical Record Technician	16.02
12195 - Medical Transcriptionist	18.16
12210 - Nuclear Medicine Technologist	38.09
12221 - Nursing Assistant I	9.41
12222 - Nursing Assistant II	10.57
12223 - Nursing Assistant III	11.53
12224 - Nursing Assistant IV	12.95
12235 - Optical Dispenser	17.51
12236 - Optical Technician	15.09
12250 - Pharmacy Technician	15.54
12280 - Phlebotomist	12.95
12305 - Radiologic Technologist	30.05
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II, Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III, Anesthetist	42.99
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol Testing)	24.30
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.00
13012 - Exhibits Specialist II	24.77
13013 - Exhibits Specialist III	28.66
13041 - Illustrator I	18.35
13042 - Illustrator II	22.74
13043 - Illustrator III	27.81
13047 - Librarian	26.14
13050 - Library Aide/Clerk	13.53
13054 - Library Information Technology Systems Administrator	23.60
13058 - Library Technician	15.52
13061 - Media Specialist I	17.04
13062 - Media Specialist II	19.06
13063 - Media Specialist III	21.24
13071 - Photographer I	15.13
13072 - Photographer II	16.92
13073 - Photographer III	20.96
13074 - Photographer IV	25.64
13075 - Photographer V	31.02
13110 - Video Teleconference Technician	17.33
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.61
14042 - Computer Operator II	18.58
14043 - Computer Operator III	20.71
14044 - Computer Operator IV	23.01
14045 - Computer Operator V	25.49
14071 - Computer Programmer I	(see 1) 20.15
14072 - Computer Programmer II	(see 1) 24.95
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	16.61

14160 - Personal Computer Support Technician	23.01
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.55
15020 - Aircrew Training Devices Instructor (Rated)	34.31
15030 - Air Crew Training Devices Instructor (Pilot)	41.12
15050 - Computer Based Training Specialist / Instructor	28.55
15060 - Educational Technologist	31.63
15070 - Flight Instructor (Pilot)	41.12
15080 - Graphic Artist	20.77
15090 - Technical Instructor	20.39
15095 - Technical Instructor/Course Developer	24.95
15110 - Test Proctor	17.79
15120 - Tutor	17.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.87
16030 - Counter Attendant	9.87
16040 - Dry Cleaner	12.40
16070 - Finisher, Flatwork, Machine	9.87
16090 - Presser, Hand	9.87
16110 - Presser, Machine, Drycleaning	9.87
16130 - Presser, Machine, Shirts	9.87
16160 - Presser, Machine, Wearing Apparel, Laundry	9.87
16190 - Sewing Machine Operator	13.20
16220 - Tailor	13.99
16250 - Washer, Machine	10.70
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.45
19040 - Tool And Die Maker	24.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.89
21030 - Material Coordinator	19.68
21040 - Material Expediter	19.68
21050 - Material Handling Laborer	13.22
21071 - Order Filler	13.60
21080 - Production Line Worker (Food Processing)	14.89
21110 - Shipping Packer	14.37
21130 - Shipping/Receiving Clerk	14.37
21140 - Store Worker I	12.70
21150 - Stock Clerk	16.70
21210 - Tools And Parts Attendant	14.89
21410 - Warehouse Specialist	14.89
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.81
23021 - Aircraft Mechanic I	24.48
23022 - Aircraft Mechanic II	25.81
23023 - Aircraft Mechanic III	27.13
23040 - Aircraft Mechanic Helper	19.37
23050 - Aircraft, Painter	22.61
23060 - Aircraft Servicer	22.12
23080 - Aircraft Worker	23.27
23110 - Appliance Mechanic	17.48
23120 - Bicycle Repairer	13.76
23125 - Cable Splicer	31.58
23130 - Carpenter, Maintenance	20.28
23140 - Carpet Layer	20.85
23160 - Electrician, Maintenance	29.99
23181 - Electronics Technician Maintenance I	21.48
23182 - Electronics Technician Maintenance II	24.43
23183 - Electronics Technician Maintenance III	25.80
23260 - Fabric Worker	20.54
23290 - Fire Alarm System Mechanic	23.07

23310 - Fire Extinguisher Repairer	19.63
23311 - Fuel Distribution System Mechanic	24.72
23312 - Fuel Distribution System Operator	19.39
23370 - General Maintenance Worker	19.18
23380 - Ground Support Equipment Mechanic	24.48
23381 - Ground Support Equipment Servicer	22.12
23382 - Ground Support Equipment Worker	23.27
23391 - Gunsmith I	19.63
23392 - Gunsmith II	22.34
23393 - Gunsmith III	25.03
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.29
23411 - Heating, Ventilation And Air Contditiing Mechanic (Research Facility)	22.45
23430 - Heavy Equipment Mechanic	21.84
23440 - Heavy Equipment Operator	23.49
23460 - Instrument Mechanic	27.58
23465 - Laboratory/Shelter Mechanic	23.70
23470 - Laborer	12.87
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	22.99
23550 - Machinist, Maintenance	25.12
23580 - Maintenance Trades Helper	14.74
23591 - Metrology Technician I	27.58
23592 - Metrology Technician II	29.06
23593 - Metrology Technician III	30.56
23640 - Millwright	28.28
23710 - Office Appliance Repairer	20.53
23760 - Painter, Maintenance	18.24
23790 - Pipefitter, Maintenance	30.95
23810 - Plumber, Maintenance	27.63
23820 - Pneudraulic Systems Mechanic	25.03
23850 - Rigger	24.74
23870 - Scale Mechanic	22.34
23890 - Sheet-Metal Worker, Maintenance	24.40
23910 - Small Engine Mechanic	16.36
23931 - Telecommunications Mechanic I	25.97
23932 - Telecommunications Mechanic II	27.38
23950 - Telephone Lineman	24.08
23960 - Welder, Combination, Maintenance	21.08
23965 - Well Driller	23.01
23970 - Woodcraft Worker	26.15
23980 - Woodworker	14.60
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.95
24580 - Child Care Center Clerk	14.34
24610 - Chore Aide	10.83
24620 - Family Readiness And Support Services Coordinator	14.01
24630 - Homemaker	16.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.09
25040 - Sewage Plant Operator	22.21
25070 - Stationary Engineer	26.09
25190 - Ventilation Equipment Tender	19.07
25210 - Water Treatment Plant Operator	22.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.30
27007 - Baggage Inspector	12.19
27008 - Corrections Officer	23.68
27010 - Court Security Officer	25.47

27030 - Detection Dog Handler	16.79
27040 - Detention Officer	23.68
27070 - Firefighter	26.29
27101 - Guard I	12.19
27102 - Guard II	16.79
27131 - Police Officer I	27.63
27132 - Police Officer II	30.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.83
28042 - Carnival Equipment Repairer	12.56
28043 - Carnival Worker	9.64
28210 - Gate Attendant/Gate Tender	16.16
28310 - Lifeguard	12.65
28350 - Park Attendant (Aide)	18.07
28510 - Recreation Aide/Health Facility Attendant	12.93
28515 - Recreation Specialist	19.28
28630 - Sports Official	14.40
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.47
29020 - Hatch Tender	23.47
29030 - Line Handler	23.47
29041 - Stevedore I	22.04
29042 - Stevedore II	24.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.72
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.00
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.63
30021 - Archeological Technician I	16.73
30022 - Archeological Technician II	18.72
30023 - Archeological Technician III	23.18
30030 - Cartographic Technician	23.18
30040 - Civil Engineering Technician	25.26
30061 - Drafter/CAD Operator I	16.73
30062 - Drafter/CAD Operator II	18.72
30063 - Drafter/CAD Operator III	20.86
30064 - Drafter/CAD Operator IV	25.68
30081 - Engineering Technician I	16.14
30082 - Engineering Technician II	18.13
30083 - Engineering Technician III	20.29
30084 - Engineering Technician IV	25.76
30085 - Engineering Technician V	31.76
30086 - Engineering Technician VI	37.19
30090 - Environmental Technician	22.18
30210 - Laboratory Technician	19.18
30240 - Mathematical Technician	22.35
30361 - Paralegal/Legal Assistant I	17.68
30362 - Paralegal/Legal Assistant II	22.18
30363 - Paralegal/Legal Assistant III	27.13
30364 - Paralegal/Legal Assistant IV	32.84
30390 - Photo-Optics Technician	23.18
30461 - Technical Writer I	21.89
30462 - Technical Writer II	27.71
30463 - Technical Writer III	32.40
30491 - Unexploded Ordnance (UXO) Technician I	23.97
30492 - Unexploded Ordnance (UXO) Technician II	29.00
30493 - Unexploded Ordnance (UXO) Technician III	34.76
30494 - Unexploded (UXO) Safety Escort	23.97
30495 - Unexploded (UXO) Sweep Personnel	23.97
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.86

30621 - Weather Observer, Senior	(see 2)	23.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.68
31030 - Bus Driver		17.89
31043 - Driver Courier		14.29
31260 - Parking and Lot Attendant		10.48
31290 - Shuttle Bus Driver		15.36
31310 - Taxi Driver		11.15
31361 - Truckdriver, Light		15.29
31362 - Truckdriver, Medium		18.77
31363 - Truckdriver, Heavy		20.76
31364 - Truckdriver, Tractor-Trailer		20.76
99000 - Miscellaneous Occupations		
99030 - Cashier		12.12
99050 - Desk Clerk		11.50
99095 - Embalmer		27.05
99251 - Laboratory Animal Caretaker I		11.19
99252 - Laboratory Animal Caretaker II		12.01
99310 - Mortician		27.05
99410 - Pest Controller		15.69
99510 - Photofinishing Worker		14.81
99710 - Recycling Laborer		19.39
99711 - Recycling Specialist		22.73
99730 - Refuse Collector		17.66
99810 - Sales Clerk		13.43
99820 - School Crossing Guard		13.99
99830 - Survey Party Chief		26.05
99831 - Surveying Aide		15.36
99832 - Surveying Technician		21.04
99840 - Vending Machine Attendant		16.64
99841 - Vending Machine Repairer		19.64
99842 - Vending Machine Repairer Helper		16.94

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.

WD 05-2439 (Rev.-18) was first posted on www.wdol.gov on 01/05/2016

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
By direction of the Secretary of Labor		

Daniel W. Simms Director		Wage Determination No.: 2005-2439 Revision No.: 18 Date Of Revision: 12/29/2015
Division of Wage Determinations		

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oregon

Area: Oregon Counties of Benton, Coos, Crook, Curry, Deschutes, Douglas, Jackson, Jefferson, Josephine, Klamath, Lake, Lane, Lincoln, Linn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.45
01012 - Accounting Clerk II		13.97
01013 - Accounting Clerk III		15.63
01020 - Administrative Assistant		19.08
01040 - Court Reporter		15.69
01051 - Data Entry Operator I		12.11
01052 - Data Entry Operator II		13.29
01060 - Dispatcher, Motor Vehicle		18.24
01070 - Document Preparation Clerk		12.36
01090 - Duplicating Machine Operator		12.36
01111 - General Clerk I		11.84
01112 - General Clerk II		12.92
01113 - General Clerk III		14.50
01120 - Housing Referral Assistant		17.50
01141 - Messenger Courier		12.76
01191 - Order Clerk I		13.88
01192 - Order Clerk II		15.14
01261 - Personnel Assistant (Employment) I		14.55
01262 - Personnel Assistant (Employment) II		15.93
01263 - Personnel Assistant (Employment) III		17.76
01270 - Production Control Clerk		18.40
01280 - Receptionist		12.12
01290 - Rental Clerk		12.87
01300 - Scheduler, Maintenance		14.03
01311 - Secretary I		14.03
01312 - Secretary II		15.69
01313 - Secretary III		17.50
01320 - Service Order Dispatcher		16.24

01410 - Supply Technician	19.08
01420 - Survey Worker	14.05
01531 - Travel Clerk I	13.58
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	15.86
01611 - Word Processor I	12.90
01612 - Word Processor II	14.48
01613 - Word Processor III	16.19
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.79
05010 - Automotive Electrician	17.35
05040 - Automotive Glass Installer	16.16
05070 - Automotive Worker	16.54
05110 - Mobile Equipment Servicer	14.57
05130 - Motor Equipment Metal Mechanic	18.14
05160 - Motor Equipment Metal Worker	16.54
05190 - Motor Vehicle Mechanic	18.14
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.72
05280 - Motor Vehicle Wrecker	16.54
05310 - Painter, Automotive	18.65
05340 - Radiator Repair Specialist	16.54
05370 - Tire Repairer	12.48
05400 - Transmission Repair Specialist	18.14
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.89
07041 - Cook I	11.30
07042 - Cook II	12.78
07070 - Dishwasher	9.03
07130 - Food Service Worker	9.63
07210 - Meat Cutter	15.32
07260 - Waiter/Waitress	9.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.14
09040 - Furniture Handler	11.65
09080 - Furniture Refinisher	15.14
09090 - Furniture Refinisher Helper	12.25
09110 - Furniture Repairer, Minor	13.73
09130 - Upholsterer	15.14
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.58
11060 - Elevator Operator	11.27
11090 - Gardener	15.72
11122 - Housekeeping Aide	11.27
11150 - Janitor	11.27
11210 - Laborer, Grounds Maintenance	13.06
11240 - Maid or Houseman	9.64
11260 - Pruner	12.52
11270 - Tractor Operator	14.99
11330 - Trail Maintenance Worker	13.06
11360 - Window Cleaner	12.27
12000 - Health Occupations	
12010 - Ambulance Driver	18.48
12011 - Breath Alcohol Technician	17.13
12012 - Certified Occupational Therapist Assistant	23.51
12015 - Certified Physical Therapist Assistant	23.51
12020 - Dental Assistant	17.52
12025 - Dental Hygienist	36.40
12030 - EKG Technician	28.16
12035 - Electroneurodiagnostic Technologist	28.16
12040 - Emergency Medical Technician	18.48

12071 - Licensed Practical Nurse I	15.32
12072 - Licensed Practical Nurse II	17.13
12073 - Licensed Practical Nurse III	19.11
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	16.86
12160 - Medical Record Clerk	14.08
12190 - Medical Record Technician	15.75
12195 - Medical Transcriptionist	16.84
12210 - Nuclear Medicine Technologist	37.66
12221 - Nursing Assistant I	9.88
12222 - Nursing Assistant II	11.11
12223 - Nursing Assistant III	12.12
12224 - Nursing Assistant IV	13.60
12235 - Optical Dispenser	15.26
12236 - Optical Technician	15.32
12250 - Pharmacy Technician	16.80
12280 - Phlebotomist	13.60
12305 - Radiologic Technologist	28.82
12311 - Registered Nurse I	22.98
12312 - Registered Nurse II	28.11
12313 - Registered Nurse II, Specialist	28.11
12314 - Registered Nurse III	34.01
12315 - Registered Nurse III, Anesthetist	34.01
12316 - Registered Nurse IV	40.76
12317 - Scheduler (Drug and Alcohol Testing)	21.23
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.45
13012 - Exhibits Specialist II	24.11
13013 - Exhibits Specialist III	29.49
13041 - Illustrator I	19.45
13042 - Illustrator II	24.11
13043 - Illustrator III	29.49
13047 - Librarian	26.69
13050 - Library Aide/Clerk	14.56
13054 - Library Information Technology Systems Administrator	24.11
13058 - Library Technician	16.92
13061 - Media Specialist I	17.39
13062 - Media Specialist II	19.45
13063 - Media Specialist III	21.70
13071 - Photographer I	16.33
13072 - Photographer II	18.27
13073 - Photographer III	22.63
13074 - Photographer IV	27.04
13075 - Photographer V	32.74
13110 - Video Teleconference Technician	15.87
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.85
14042 - Computer Operator II	17.17
14043 - Computer Operator III	19.10
14044 - Computer Operator IV	21.21
14045 - Computer Operator V	23.56
14071 - Computer Programmer I	19.56
14072 - Computer Programmer II	24.77
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	15.85
14160 - Personal Computer Support Technician	25.15

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.87
15020 - Aircrew Training Devices Instructor (Rated)	31.49
15030 - Air Crew Training Devices Instructor (Pilot)	37.75
15050 - Computer Based Training Specialist / Instructor	27.87
15060 - Educational Technologist	32.39
15070 - Flight Instructor (Pilot)	37.75
15080 - Graphic Artist	22.64
15090 - Technical Instructor	18.54
15095 - Technical Instructor/Course Developer	24.26
15110 - Test Proctor	15.60
15120 - Tutor	15.60
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.78
16030 - Counter Attendant	9.78
16040 - Dry Cleaner	12.53
16070 - Finisher, Flatwork, Machine	9.78
16090 - Presser, Hand	9.78
16110 - Presser, Machine, Drycleaning	9.78
16130 - Presser, Machine, Shirts	9.78
16160 - Presser, Machine, Wearing Apparel, Laundry	9.78
16190 - Sewing Machine Operator	13.46
16220 - Tailor	14.40
16250 - Washer, Machine	10.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.85
19040 - Tool And Die Maker	22.91
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.04
21030 - Material Coordinator	18.40
21040 - Material Expediter	18.40
21050 - Material Handling Laborer	12.69
21071 - Order Filler	12.26
21080 - Production Line Worker (Food Processing)	15.04
21110 - Shipping Packer	13.44
21130 - Shipping/Receiving Clerk	13.44
21140 - Store Worker I	12.60
21150 - Stock Clerk	16.34
21210 - Tools And Parts Attendant	15.04
21410 - Warehouse Specialist	15.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.90
23021 - Aircraft Mechanic I	21.81
23022 - Aircraft Mechanic II	22.90
23023 - Aircraft Mechanic III	24.05
23040 - Aircraft Mechanic Helper	15.62
23050 - Aircraft, Painter	19.91
23060 - Aircraft Servicer	18.91
23080 - Aircraft Worker	19.54
23110 - Appliance Mechanic	16.90
23120 - Bicycle Repairer	11.43
23125 - Cable Splicer	23.14
23130 - Carpenter, Maintenance	22.27
23140 - Carpet Layer	17.77
23160 - Electrician, Maintenance	26.96
23181 - Electronics Technician Maintenance I	23.66
23182 - Electronics Technician Maintenance II	25.03
23183 - Electronics Technician Maintenance III	26.41
23260 - Fabric Worker	18.14
23290 - Fire Alarm System Mechanic	23.52
23310 - Fire Extinguisher Repairer	17.02

23311 - Fuel Distribution System Mechanic	21.04
23312 - Fuel Distribution System Operator	16.66
23370 - General Maintenance Worker	16.48
23380 - Ground Support Equipment Mechanic	21.81
23381 - Ground Support Equipment Servicer	19.91
23382 - Ground Support Equipment Worker	19.54
23391 - Gunsmith I	17.02
23392 - Gunsmith II	19.26
23393 - Gunsmith III	21.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.77
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.79
23430 - Heavy Equipment Mechanic	22.86
23440 - Heavy Equipment Operator	20.96
23460 - Instrument Mechanic	21.50
23465 - Laboratory/Shelter Mechanic	20.37
23470 - Laborer	11.52
23510 - Locksmith	20.37
23530 - Machinery Maintenance Mechanic	22.71
23550 - Machinist, Maintenance	18.10
23580 - Maintenance Trades Helper	12.48
23591 - Metrology Technician I	21.50
23592 - Metrology Technician II	22.60
23593 - Metrology Technician III	23.73
23640 - Millwright	21.50
23710 - Office Appliance Repairer	19.90
23760 - Painter, Maintenance	15.28
23790 - Pipefitter, Maintenance	27.76
23810 - Plumber, Maintenance	25.86
23820 - Pneudraulic Systems Mechanic	21.50
23850 - Rigger	21.50
23870 - Scale Mechanic	19.26
23890 - Sheet-Metal Worker, Maintenance	24.88
23910 - Small Engine Mechanic	18.85
23931 - Telecommunications Mechanic I	26.27
23932 - Telecommunications Mechanic II	27.62
23950 - Telephone Lineman	21.50
23960 - Welder, Combination, Maintenance	15.19
23965 - Well Driller	19.84
23970 - Woodcraft Worker	21.50
23980 - Woodworker	17.02
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.24
24580 - Child Care Center Clerk	14.01
24610 - Chore Aide	10.18
24620 - Family Readiness And Support Services Coordinator	13.92
24630 - Homemaker	17.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.14
25040 - Sewage Plant Operator	23.42
25070 - Stationary Engineer	23.14
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	23.42
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.59
27007 - Baggage Inspector	11.19
27008 - Corrections Officer	21.67
27010 - Court Security Officer	21.67
27030 - Detection Dog Handler	15.86

27040 - Detention Officer	21.67
27070 - Firefighter	22.48
27101 - Guard I	11.19
27102 - Guard II	15.86
27131 - Police Officer I	24.72
27132 - Police Officer II	27.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.65
28042 - Carnival Equipment Repairer	14.51
28043 - Carnival Equipment Worker	11.13
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	18.87
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	18.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.11
29020 - Hatch Tender	21.11
29030 - Line Handler	21.11
29041 - Stevedore I	19.99
29042 - Stevedore II	22.84
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.62
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.29
30022 - Archeological Technician II	18.22
30023 - Archeological Technician III	22.57
30030 - Cartographic Technician	22.57
30040 - Civil Engineering Technician	23.84
30061 - Drafter/CAD Operator I	16.29
30062 - Drafter/CAD Operator II	18.22
30063 - Drafter/CAD Operator III	20.32
30064 - Drafter/CAD Operator IV	25.00
30081 - Engineering Technician I	15.92
30082 - Engineering Technician II	17.87
30083 - Engineering Technician III	19.99
30084 - Engineering Technician IV	24.76
30085 - Engineering Technician V	30.29
30086 - Engineering Technician VI	36.65
30090 - Environmental Technician	22.57
30210 - Laboratory Technician	20.32
30240 - Mathematical Technician	22.57
30361 - Paralegal/Legal Assistant I	19.17
30362 - Paralegal/Legal Assistant II	23.75
30363 - Paralegal/Legal Assistant III	29.05
30364 - Paralegal/Legal Assistant IV	35.16
30390 - Photo-Optics Technician	22.57
30461 - Technical Writer I	18.44
30462 - Technical Writer II	22.56
30463 - Technical Writer III	27.29
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.32
30621 - Weather Observer, Senior	(see 2) 22.57

31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.14
31030 - Bus Driver	16.12
31043 - Driver Courier	13.13
31260 - Parking and Lot Attendant	10.14
31290 - Shuttle Bus Driver	14.05
31310 - Taxi Driver	12.67
31361 - Truckdriver, Light	14.05
31362 - Truckdriver, Medium	16.83
31363 - Truckdriver, Heavy	16.74
31364 - Truckdriver, Tractor-Trailer	16.74
99000 - Miscellaneous Occupations	
99030 - Cashier	10.25
99050 - Desk Clerk	11.24
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	11.32
99252 - Laboratory Animal Caretaker II	12.11
99310 - Mortician	22.74
99410 - Pest Controller	19.69
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.61
99711 - Recycling Specialist	17.02
99730 - Refuse Collector	15.73
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	23.75
99831 - Surveying Aide	14.92
99832 - Surveying Technician	20.31
99840 - Vending Machine Attendant	17.57
99841 - Vending Machine Repairer	21.27
99842 - Vending Machine Repairer Helper	17.57

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1 CONTRACT ID CODE	PAGE OF PAGES 1 2
2 AMENDMENT/MODIFICATION NO P00007	3 EFFECTIVE DATE See Block 16C	4 REQUISITION/PURCHASE REQ NO PRO-14-L0001	5 PROJECT NO (if applicable)
6 ISSUED BY ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, Room 3104 Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA	7 ADMINISTERED BY (if other than Item 6) ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA
8 NAME AND ADDRESS OF CONTRACTOR (No. , street, county, State and ZIP Code) GEO GROUP INC THE ATTN GEO GROUP INC THE 621 NW 53RD ST (b)(6); BOCA RATON FL 334878242		(x) 9A AMENDMENT OF SOLICITATION NO	
		9B DATED (SEE ITEM 11)	
		x 10A MODIFICATION OF CONTRACT/ORDER NO HSCEDM-15-D-00015	
		10B DATED (SEE ITEM 13) 09/24/2015	
CODE (b)(7)(E)	FACILITY CODE		

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

12 ACCOUNTING AND APPROPRIATION DATA (if required)

N / A

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

CHECK ONE	A THIS CHANGE ORDER IS ISSUED PURSUANT TO (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO IN ITEM 10A
	B THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b)
	C THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF
X	D OTHER (Specify type of modification and authority) FAR 1.602-2(d) - COR DESIGNATION

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

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

DUNS Number: 612706465

COR POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

Alternate POC: (b)(6); (b)(7)(C) email address, (b)(6); (b)(7)(C)@ice.dhs.gov

Finance POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

This modification is to assign the following personnel to this contract:

- (b)(6); (b)(7)(C) Contracting Officer Representative (COR). See attachment 1.

Continued ...

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

15A NAME AND TITLE OF SIGNER (Type or print)	16A NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (b)(6); (b)(7)(C)
15B CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C DATE SIGNED 11-25-16

NSN 7540-01-152-8070
Previous edition unusable

FORM 30 (REV 10-83)
Prescribed by GSA
FAR (48 CFR) 53.243

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>2. (b)(6) (b)(7)(C) - Alternate Contracting Officer Representative (ACOR). See attachment 2.</p> <p>Exempt Action: Y</p> <p>Period of Performance: 09/28/2016 to 09/27/2025</p>				

Attachment 1



**U.S. Immigration
and Customs
Enforcement**

November 21, 2016

Contracting Officer's Representative (COR) Appointment Letter

Subject: Appointment as a Contracting Officer's Representative (COR)

From: (b)(6); (b)(7)(C) Contracting Officer

To: (b)(6); (b)(7)(C) Contracting Officer Representative

You are hereby appointed as the Contracting Officer's Representative (COR) under Contract No. *HSCEDM-15-D-00015* with the *GEO Group, Inc.* for Detention Management at the Northwest Detention Center in Tacoma, WA. As the COR, your primary duty is to monitor The GEO Group Inc performance to ensure that all of the technical requirements under the contract are met by the delivery date or within the period of performance, and at the price or within the estimated cost stipulated in the contract. The duties or authorities in this letter are not delegable; therefore, you must advise the Contracting Officer, (b)(6); (b)(7)(C) or the Contract Administrator/Specialist (b)(6); (b)(7)(C) immediately when you are unable to perform these duties.

COR Responsibilities and Duties

Your duties as applicable to the contract are as follows:

- I. Performing surveillance/inspection and acceptance.**
 - A) Perform on-site surveillance in accordance with the surveillance plan. Document surveillance activities and provide a copy of documentation to the CO. Review technical proficiency and compliance against the technical provisions of the contract, and verify the performance of work by the contractor.**
 - B) Perform surveillance of the performance under the contract and conduct inspections necessary to assure performance and compliance with the terms and conditions of the contract.**
 - C) Assure prompt review of draft reports and approval of final reports to the contractor to assist with meeting the specified completion date of the contract, and assure prompt inspection and acceptance, or rejection of deliverable.**
 - D) Notify the Contractor of deficiencies observed during surveillance. Record and report to the CO all incidents of faulty or nonconforming work, delays, or problems which may disrupt or hinder future performance.**
 - E) Immediately bring to the Contractor's attention, any potentially hazardous conditions. The Contractor is always required to comply with Federal Occupational Safety and Health Administration (OSHA) guidelines, applicable labor and environmental laws, as well as any state or local requirements for workplace safety, whether in Federal facility or other location. In addition, ensure that the Contractor adheres to any specific clauses and/or the safety plan in the business agreement.**

II. Monitoring activities, cost, providing input to contractor performance evaluations and notifications to the CO.

- A) For T&M and labor-hour contracts, the COR duties for monitoring contract performance should include at a minimum verifying: (OPTIONAL, See HSAM-2013-08, Appendix S)
- 1) If the work performed is consistent and conforms with the Statement of Work (SOW), Statement of Objectives (SOO), or Performance Work Statement (PWS);
 - 2) The appropriateness of the categories of labor used;
 - 3) The reasonableness of the number of hours worked, including any approved overtime,
 - 4) The reasonableness of materials used, and
 - 5) The hours worked against the hours billed for the invoice period.
- B) For contracts awarded after August 2011, with a dollar value over \$500,000.00 for supplies and \$1,000,000 for services, enter the contractor performance evaluation information into the Contractor Performance Assessment Reporting System (CPARS).
- C) COR shall Notify the CO on the following:
- 1) Any requests for changes from a contractor.
 - 2) Potential labor disputes or workforce problems.
 - 3) Lack of performance which may jeopardize the cost or required schedule.
 - 4) Monitoring financial management controls with respect to the allocation of appropriated dollars under the designated contract.
 - 5) Possible changes in Contractor management and/or key personnel.
 - 6) Disagreements with the Contractor regarding performance of statement of work/objectives (SOW/SOO) requirements or other potential disputes with the Contractor about technical or other business matters.
 - 7) Any possible Contractor deficiencies or questionable practices so that corrections can be made before the problems become significant.
 - 8) Procurement fraud, waste, abuse, bribery, conflict of interest, or other improper conduct to the CO and agency office, such as the OIG.
 - 9) All problems, potential disagreements or controversy, both oral and in writing, regarding the status of the contract and performance of its requirements.

III. Making recommendations for invoices and payments.

- A) Report any discrepancies in payment vouchers to the contracting officer. Provide documentation to support the representation.
- B) Evaluate progress payment requests based on costs incurred and actual work accomplished.
- C) Certify invoices in FileOnQ – WebView; Web View training, please visit OFM website at [http://\(b\)\(7\)\(E\)](http://(b)(7)(E))
- D) Review contractor invoices for accuracy of work completed in accordance with contract requirements and certify acceptance or rejection.
- E) Review the Contractor's invoices/vouchers for reasonableness and applicability to the contract and recommend to the contracting officer approval, conditional approval, or disapproval for payment. The review must be completed within five days after receipt of the invoice or voucher. If you cannot meet the required review time, advise the

contracting officer or contract specialist so that action can be taken to ensure Government compliance with the Prompt Payment Act, thereby avoiding the payment of interest penalties to the Contractor.

- F) Review the contractors invoices/vouchers to ensure that they accurately reflect the work completed in accordance with the requirements of the contract, and certify acceptance of the delivered items. Submit certified invoices/vouchers to the Dallas Finance Center and copies to the Contracting Officer in a timely manner.

IV. Managing Government Furnished Property.

	YES	NO
Government Furnished Property (GFP)	_____	<u> X </u>
Government Furnished Equipment (GFE)	_____	<u> X </u>

- A) You are not authorized to provide any Government-owned (or leased) equipment or supplies or use of Government space to the Contractor, other than those specifically identified in the contract and authorized by the contracting officer.
- B) If applicable, ensure Government Furnished Property and/or Equipment is made available in a timely manner.
- C) Request the contracting officer authorize Government furnished property/equipment and, when requested by the contracting officer, provide disposition advice on Government-furnished property/equipment or contractor-acquired property.
- D) Alert the CO to any potential or existing Government asset issues.

V. Managing Contractor Employee Exit Checklist when contractors leave a contract, move to a new contract, or is/are terminated (see Attachment A).

COR serves as a federal sponsor for the contractor, by assisting with the agency Security process, to include handling, as appropriate, the Contractor Suitability worksheet for contractor requiring a DHS PIVcard, notification of results of the contractor access submissions, ensuring the return of the DHS PIV card, and communication of contractor and employee's changes in status.

VI. Training:

As a COR, you shall adhere to DHS Annual Skills Currency to maintain COR certification and any other special instructions for obtaining training, to include ethics or other relevant training.

Non-Delegable Functions and Exclusions

As COR you shall not:

- A) Make or give the appearance of being able to make commitments, modifications, or other actions which would commit the Government to a change in price, performance, quality, quantity or delivery.
- B) Provide guidance to the contractor, either orally or in writing, which might be interpreted as a change in the scope or terms of the contract.
- C) Change or modify any of the terms and conditions, or statement of work of a contract, business agreements, or transaction.

- D) Approve items of cost not specifically authorized or increase dollar limits for the contract or business agreement.
- E) Take any action with respect to termination, except to notify the contracting officer that action may be necessary and to assist with the process as requested.
- F) Engage in conduct prejudicial to the Government.
- G) Sign contracts or contract modifications.
- H) Direct a contractor (oral or written) to begin work prior to contract award date or notice to proceed, or to stop work.
- I) Participate in negotiations with a contractor outside the presence of a contracting officer.
- J) Render a decision on any dispute or question of fact under the Disputes clause of the contract.
- K) Interfere with the contractor's management by supervising contractor employees or otherwise directing their work efforts.
- L) May not in any way direct the contractor or its subcontractors to operate in conflict with the contract terms and conditions.
- M) Make any agreement with the Contractor relating to the expenditure of Government funds.
- N) Make unauthorized commitments; COR may be personally liable for the ratification of unauthorized commitments.
- O) Specifying how the Contractor will accomplish performance.
- P) Imposing or placing a demand upon the Contractor to perform any task or permitting any substitution not specifically provided for in the contract and/or the business agreement.
- Q) Delegating your authority.

FAR and DHS Authorities/Directives, Government Ethics and Training:

Adherence to applicable requirements for ethics (annual training), procurement integrity, no conflict of interest, and proper standards of conduct, including the identification of regulations (e.g., FAR Part 3, Improper Business Practices and Personal Conflicts of Interests), statutes, or agency directives governing these topics (e.g., 5 CFR Part 2635 Standards of Conduct and Management Directive 0480.1, Ethics/Standards of Conduct (or any successor directive)).

Complete and file with the ICE Ethics Office an OGE-450 (Confidential Financial Disclosure Report) within 30 days following COR appointment and annually thereafter until the termination of the COR appointment. Forward your completed OGE-450 to: ICE Ethics Office (OPLA), Potomac Center North (PCN) 500, 12th Street, SW, Washington, DC 20024. In addition, you are required to complete annual ethics training as stipulated by the ICE Ethics Official.

In order to obtain access into the Contractor Performance Assessment Reporting System (CPARS) you are required by ICE/OAQ to take the following courses that are available through the CPARS website: (b)(7)(E)

CPARS Overview (2 hours). [View Schedule](#) – This training will give the student an overview of the policies and regulations governing CPARS, the CPARS Workflow, and CPARS Application functionality. Taking the CPARS Overview is a prerequisite to Quality and Narrative Writing and Focal Point Functions.

Quality and Narrative Writing (1.25 hours). View Schedule – This training will give the student an understanding of the need for quality and accuracy in narrative writing, examples of narratives and resources to aid in creating quality Past Performance Evaluations, and examples of strategies for making the CPARS-FAPIIS process more effective. Taking the CPARS Overview is a prerequisite to taking this class.

There is also a DHS requirement to take: FAC044 – Contractor Performance Assessment Report System which is available through FAITAS.

Federal Acquisition Certification Requirements.

Based on the technical and administrative characteristics of this contract, I have determined that the COR must possess a Federal Acquisition Certification (FAC) for CORs Level II. Your appointment as COR is based on the training, experience, certification, and other qualifications cited in your nomination letter. It is your responsibility to maintain your certification and/or qualifications for COR on this contract, including completing continuous learning points. If you fail to maintain your FAC COR certification at this level, DHS is prohibited by law from paying you for performing COR functions.

OAQ/ACM – POC for (b)(6); (b)(7)(C) Contracting Officer's Representative (COR) Certifications for the performance of critical contract management functions.

As COR you shall be aware of the following:

Federal Acquisition Regulation 52.232-18, Availability of Funds (Subject to the Availability of Funds) Clause: “SAF” means Subject to Availability of Funds. Funds are not presently available for this contract. The Government's obligation under this contract is contingent upon the availability of appropriated funds from which payment for contract purposes can be made. No legal liability on the part of the Government for any payment may arise until funds are made available to the Contracting Officer for this contract and until the Contractor receives written notice of such availability from the Contracting Officer.

“...No legal liability on the part of the Government for any payment may arise until funds are made available to the Contracting Officer for this contract and until the Contractor receives written notice of such availability from the Contracting Officer.”

UDO (UNOBLIGATED) CLINS/LINES OF ACCOUNTING

If a Program Office confirms that a particular contract-based obligation or obligation line should be closed, Burlington Financial Reporting and Compliance staff must:

- Send a request to the Program Office POC to complete a zero-dollar requisition (G-514)
- Submit the requisition to OAQ for processing.
- *FinOps– Dallas will perform the de-obligation of funds in FFMS once all de-obligation documentation has been received from OAQ.*

Contract file's content and maintenance:

COR shall maintain a contract-working file to include a copy of the contract and all modifications, correspondence, invoices/vouchers, financial tracking, reviews and past performance information. All COR files will be turned in to the CO upon completion of the contract. The COR Contract

Checklist shall contain the following:

- A) **Do I have a signed copy of this contract and/or most recent modification for the contract?**
 - Review the terms and conditions of the contract
 - Identify the type of contract (fixed price, time and materials, labor per hour, etc.)
 - Ensure that all modifications are stored with the base contract
- B) **Have the goods and/or services been received?**
 - Perform receiving and acceptance (or rejection) in FFMS within seven days of receipt of goods and/or services
 - Identify any goods received and/or services provided, and/or any goods/services invoiced that were NOT in the contract
 - If goods and/or services are rejected, document the rejection:
 - Notify the vendor and Contracting Officer
 - Note the rejection in WebView
- C) **Is there a date stamp on the invoice received?**
 - Ensure that the invoice has been date stamped by the Finance Center
- D) **Does the invoice contain all necessary information?**
 - Ensure the invoice contains proper information, such as:
 - Invoice number
 - Invoice date
 - Contract number/task order
 - Amount
 - Vendor name
 - Period of performance
 - Determine whether the invoice information matches the contract information
 - If there are any invoice discrepancies, identify the reasons
 - If valid reasons for the discrepancies exist (e.g., "doing business as" name changes), work with the CO to ensure a modification is in place and notate WebView for future reference
- E) **Are the charges in accordance with the contract?**
 - Compare invoice details against the summary
 - Reconcile invoice charges against the contract
 - Work with the vendor to review any charges that are unclear
 - Reject the invoice if the charges are not in accordance with the contract:
 - Notify the vendor and Contracting Officer of the rejection
 - Note the rejection in WebView
- F) **Have I reviewed my burn rate report?**
 - The COR should maintain a burn rate report for all contracts
 - Review the invoice to ensure it is not a duplicate
 - If it is a duplicate invoice, ensure that there was only one receiving ticket entered into FFMS (financial management system) and reject the invoice
 - many duplicate payments can be prevented by a COR performing a thorough review of the invoice against the contract terms and conditions

NOTE: The responsibilities and exclusions set forth in this document are not intended to be all encompassing. As a COR, you are required to consult with the contracting officer when there

are questions on your authority. You are NOT authorized to re-delegate your authority. Violation or misuse of your authority could result in abuse of DHS policy and resources at a minimum or monetary loss to the COR or firm involved, disciplinary actions, and other measures, depending on the extent of the offense.

If you have any questions or problems, please contact the Contract Specialist, (b)(6); (b)(7)(C) (b)(6);

Appointment Effective and Termination Dates:

Your appointment as the COR under the above numbered contract is effective the date this letter is signed by from the appointing Contracting Officer, the Contracting Officer's successor, or a higher level of authority.

(b)(6); (b)(7)(C) (b)(6); (b)(7)(C)
Name of Contracting Officer _____ Officer Date 11-21-16

Acknowledgement Receipt and Acceptance of Appointment:

Please acknowledge receipt and acceptance of this appointment by signing and returning the attached acknowledgement section to the Contracting Officer or contract specialist.

I understand and accept my assignment as the COR under Contract No. HSCEDM-15-D-00015 as outlined in your letter to me dated November 21, 2016.

(b)(6); (b)(7)(C) (b)(6); (b)(7)(C)
Name of COR _____ Date 11/22/16

Attachments:

OGE 450, Confidential Financial Disclosure Report (if applicable)

Copy to:

- Payment Office
- Contractor
- Other Offices (as appropriate)

Attachment 2



U.S. Immigration
and Customs
Enforcement

November 21, 2016

Contracting Officer's Representative (COR) Appointment Letter

Subject: Appointment as a Contracting Officer's Representative (COR)

From: (b)(6); [redacted] Contracting Officer

To: (b)(6); (b)(7)(C) [redacted] Alternate Contracting Officer Representative

You are hereby appointed as the Alternate Contracting Officer's Representative (ACOR) under Contract No. *HSCEDM-15-D-00015* with the GEO Group, Inc for Detention Management at the Northwest Detention Center in Tacoma, WA. As the ACOR, your primary duty is to monitor *The GEO Group, Inc.* performance to ensure that all of the technical requirements under the contract are met by the delivery date or within the period of performance, and at the price or within the estimated cost stipulated in the contract. The duties or authorities in this letter are not delegable; therefore, you must advise the Contracting Officer, (b)(6); (b)(7)(C) [redacted] or the Contract Administrator/Specialist (b)(6); [redacted] immediately when you are unable to perform these duties.

COR Responsibilities and Duties

Your duties as applicable to the contract are as follows:

- I. **Performing surveillance/inspection and acceptance.**
 - A) Perform on-site surveillance in accordance with the surveillance plan. Document surveillance activities and provide a copy of documentation to the CO. Review technical proficiency and compliance against the technical provisions of the contract, and verify the performance of work by the contractor.
 - B) Perform surveillance of the performance under the contract and conduct inspections necessary to assure performance and compliance with the terms and conditions of the contract.
 - C) Assure prompt review of draft reports and approval of final reports to the contractor to assist with meeting the specified completion date of the contract, and assure prompt inspection and acceptance, or rejection of deliverable.
 - D) Notify the Contractor of deficiencies observed during surveillance. Record and report to the CO all incidents of faulty or nonconforming work, delays, or problems which may disrupt or hinder future performance.
 - E) Immediately bring to the Contractor's attention, any potentially hazardous conditions. The Contractor is always required to comply with Federal Occupational Safety and Health Administration (OSHA) guidelines, applicable labor and environmental laws, as well as any state or local requirements for workplace safety, whether in Federal facility or other location. In addition, ensure that the Contractor adheres to any specific clauses and/or the safety plan in the business agreement.

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 - 3) The reasonableness of the number of hours worked, including any approved overtime,
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- B) For contracts awarded after August 2011, with a dollar value over \$500,000.00 for supplies and \$1,000,000 for services, enter the contractor performance evaluation information into the Contractor Performance Assessment Reporting System (CPARS).
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	YES	NO
Government Furnished Property (GFP)	___	<u>X</u>
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- D) Does the invoice contain all necessary information?**
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 - Vendor name
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 - Review the invoice to ensure it is not a duplicate
 - If it is a duplicate invoice, ensure that there was only one receiving ticket entered into FFMS (financial management system) and reject the invoice
 - many duplicate payments can be prevented by a COR performing a thorough review of the invoice against the contract terms and conditions

NOTE: The responsibilities and exclusions set forth in this document are not intended to be all encompassing. As a COR, you are required to consult with the contracting officer when there are questions on your authority. You are NOT authorized to re-delegate your authority. Violation or misuse of your authority could result in abuse of DHS policy and resources at a minimum or monetary loss to the COR or firm involved.

disciplinary actions, and other measures, depending on the extent of the offense.

If you have any questions or problems, please contact the Contract Specialist, (b)(6); (b)(7)(C)
(b)(6); (b)(7)(C)

Appointment Effective and Termination Dates:

Your appointment as the COR under the above numbered contract is effective the date this letter is signed by from the appointing Contracting Officer, the Contracting Officer's successor, or a higher level of authority.

(b)(6); (b)(7)(C) (b)(6); (b)(7)(C) 11-21-16
Name of Contracting Officer _____ Officer Date

Acknowledgement Receipt and Acceptance of Appointment:

Please acknowledge receipt and acceptance of this appointment by signing and returning the attached acknowledgement section to the Contracting Officer or contract specialist.

I understand and accept my assignment as the COR under Contract No. HSCEDM-15-D-00015 as outlined in your letter to me dated November 21, 2016.

(b)(6); (b)(7)(C) (b)(6); (b)(7)(C) 11/22/16
Name of COR _____ Date

Attachments:
OGE 450, Confidential Financial Disclosure Report (If applicable)

Copy to:
Payment Office
Contractor
Other Offices (as appropriate)

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 2
2. AMENDMENT/MODIFICATION NO. P00008	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. N/A	5. PROJECT NO. (if applicable)
6. ISSUED BY ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6) Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA	7. ADMINISTERED BY (if other than Item 6) ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6) Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA
8. NAME AND ADDRESS OF CONTRACTOR (City, county, State and ZIP Code) GEO GROUP INC THE 621 NW 53RD ST (b)(6) BOCA RATON FL 334878242		9A. AMENDMENT OF SOLICITATION NO. (X)	
CODE (b)(7)(E)		9B. DATED (SEE ITEM 11)	
FACILITY CODE		9C. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015	
		10B. DATED (SEE ITEM 13) 09/24/2015	

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended. is not extended. Offer must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 18, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the specified hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (if required)
N/A

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

CHANGES	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 16A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(v).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) FAR 43.103 (a) Bilateral Modification

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

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

DUNS Number: 612706465

COR POC: (b)(6); (b)(7)(C), e-mail address, (b)(6); (b)(7)(C) @ice.dhs.gov

Alternate POC: (b)(6); (b)(7)(C), email address, (b)(6); (b)(7)(C) @ice.dhs.gov

Finance POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C) @ice.dhs.gov

This modification is to incorporate the 2011 Performance Based National Detention Standards (PBNDS 2011) with 2016 revisions. Full compliance is required no later than June 30, 2017.

Continued ...

Except as provided herein, all terms and conditions of the document referenced in Item 8A or 10A

18A. NAME AND TITLE OF SIGNER (Type or print) (b)(6); (b)(7)(C)	18B. CONTRACT NO. (b)(6); (b)(7)(C)	18C. DATE SIGNED 2-2-17	18D. DATE SIGNED 2-2-17
--	--	----------------------------	----------------------------

NSN 7540-01-152-6070
Previous edition unusable

STANDARD FORM 30 (REV. 10-87)
Prescribed by GSA
FAR (48 CFR) 53.243

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00008

PAGE 2 OF 2

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Exempt Action: Y Period of Performance: 09/28/2016 to 09/27/2025				

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 2
2. AMENDMENT/MODIFICATION NO. P00009	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (if applicable)
6. ISSUED BY ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6): Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA	7. ADMINISTERED BY (if other than Item 6) ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6): Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 621 NW 53RD ST (b)(6): BOCA RATON FL 334878242		(x) 9A. AMENDMENT OF SOLICITATION NO.	9B. DATED (SEE ITEM 11)
CODE (b)(7)(E)		FACILITY CODE	10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015
			10B. DATED (SEE ITEM 13) 09/24/2015

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

12. ACCOUNTING AND APPROPRIATION DATA (if required)

See Schedule

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

<input type="checkbox"/>	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
<input type="checkbox"/>	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
<input type="checkbox"/>	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
<input checked="" type="checkbox"/>	D. OTHER (Specify type of modification and authority) FAR 1.602-2 (d) - COR DESIGNATION

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

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

DUNS Number: 612706465

COR POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

Alternate COR POC: (b)(6); (b)(7)(C) email address, (b)(6); (b)(7)(C)@ice.dhs.gov

Alternate COR POC: (b)(6); (b)(7)(C) email address, (b)(6); (b)(7)(C)@ice.dhs.gov

Finance POC: (b)(6); (b)(7)(C) (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (b)(6); (b)(7)(C)
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED
	16C. DATE SIGNED 2-6-17

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>This modification is to assign (b)(6) as Alternate Contracting Officer Representative (ACOR) to this contract. See attachment 1.</p> <p>Exempt Action: Y Period of Performance: 09/28/2016 to 09/27/2025</p>				

Attachment 1



U.S. Immigration
and Customs
Enforcement

January 30, 2017

Alternate Contracting Officer's Representative (ACOR) Appointment Letter

Subject: Appointment as a Alternate Contracting Officer's Representative (ACOR)

From: (b)(6); (b)(7)(C) Contracting Officer

To: (b)(6); (b)(7)(C) Alternate Contracting Officer Representative

You are hereby appointed as the Alternate Contracting Officer's Representative (ACOR) under Contract No. *HSCEDM-15-D-00015* with the GEO Group, Inc for Detention Management at the Northwest Detention Center in Tacoma, WA. As the ACOR, your primary duty is to monitor *The GEO Group, Inc.* performance to ensure that all of the technical requirements under the contract are met by the delivery date or within the period of performance, and at the price or within the estimated cost stipulated in the contract. The duties or authorities in this letter are not delegable; therefore, you must advise the Contracting Officer, (b)(6); (b)(7)(C) or the Contract Administrator/Specialist (b)(6); immediately when you are unable to perform these duties.

COR Responsibilities and Duties

Your duties as applicable to the contract are as follows:

I. Performing surveillance/inspection and acceptance.

- A) Perform on-site surveillance in accordance with the surveillance plan. Document surveillance activities and provide a copy of documentation to the CO. Review technical proficiency and compliance against the technical provisions of the contract, and verify the performance of work by the contractor.
- B) Perform surveillance of the performance under the contract and conduct inspections necessary to assure performance and compliance with the terms and conditions of the contract.
- C) Assure prompt review of draft reports and approval of final reports to the contractor to assist with meeting the specified completion date of the contract, and assure prompt inspection and acceptance, or rejection of deliverable.
- D) Notify the Contractor of deficiencies observed during surveillance. Record and report to the CO all incidents of faulty or nonconforming work, delays, or problems which may disrupt or hinder future performance.
- E) Immediately bring to the Contractor's attention, any potentially hazardous conditions. The Contractor is always required to comply with Federal Occupational Safety and Health Administration (OSHA) guidelines, applicable labor and environmental laws, as well as any state or local requirements for workplace safety, whether in Federal facility or other location. In addition, ensure that the Contractor adheres to any specific clauses and/or the safety plan in the business agreement.

II. Monitoring activities, cost, providing input to contractor performance evaluations and notifications to the CO.

- A) For T&M and labor-hour contracts, the COR duties for monitoring contract performance should include at a minimum verifying: **(OPTIONAL, See HSAM-2013-08, Appendix S)**
- 1) If the work performed is consistent and conforms with the Statement of Work (SOW), Statement of Objectives (SOO), or Performance Work Statement (PWS) ;
 - 2) The appropriateness of the categories of labor used;
 - 3) The reasonableness of the number of hours worked, including any approved overtime,
 - 4) The reasonableness of materials used, and
 - 5) The hours worked against the hours billed for the invoice period.
- B) For contracts awarded after August 2011, with a dollar value over \$500,000.00 for supplies and \$1,000,000 for services, enter the contractor performance evaluation information into the Contactor Performance Assessment Reporting System (CPARS).
- C) COR shall Notify the CO on the following:
- 1) Any requests for changes from a contractor.
 - 2) Potential labor disputes or workforce problems.
 - 3) Lack of performance which may jeopardize the cost or required schedule.
 - 4) Monitoring financial management controls with respect to the allocation of appropriated dollars under the designated contract.
 - 5) Possible changes in Contractor management and/or key personnel.
 - 6) Disagreements with the Contractor regarding performance of statement of work/objectives (SOW/SOO) requirements or other potential disputes with the Contractor about technical or other business matters.
 - 7) Any possible Contractor deficiencies or questionable practices so that corrections can be made before the problems become significant.
 - 8) Procurement fraud, waste, abuse, bribery, conflict of interest, or other improper conduct to the CO and agency office, such as the OIG.
 - 9) All problems, potential disagreements or controversy, both oral and in writing, regarding the status of the contract and performance of its requirements.

III. Making recommendations for invoices and payments.

- A) Report any discrepancies in payment vouchers to the contracting officer. Provide documentation to support the representation.
- B) Evaluate progress payment requests based on costs incurred and actual work accomplished.
- C) Certify invoices in FileOnQ – WebView; Web View training, please visit OFM website at [\(b\)\(7\)\(E\)](#)
- D) Review contractor invoices for accuracy of work completed in accordance with contract requirements and certify acceptance or rejection.
- E) Review the Contractor's invoices/vouchers for reasonableness and applicability to the contract and recommend to the contracting officer approval, conditional approval, or disapproval for payment. The review must be completed within five days after receipt of the invoice or voucher. If you cannot meet the required review time, advise the

contracting officer or contract specialist so that action can be taken to ensure Government compliance with the Prompt Payment Act, thereby avoiding the payment of interest penalties to the Contractor.

- F) Review the contractors invoices/vouchers to ensure that they accurately reflect the work completed in accordance with the requirements of the contract, and certify acceptance of the delivered items. Submit certified invoices/vouchers to the Dallas Finance Center and copies to the Contracting Officer in a timely manner.

IV. Managing Government Furnished Property.

	YES	NO
Government Furnished Property (GFP)	_____	<u> X </u>
Government Furnished Equipment (GFE)	_____	<u> X </u>

- A) You are not authorized to provide any Government-owned (or leased) equipment or supplies or use of Government space to the Contractor, other than those specifically identified in the contract and authorized by the contracting officer.
- B) If applicable, ensure Government Furnished Property and/or Equipment is made available in a timely manner.
- C) Request the contracting officer authorize Government furnished property/equipment and, when requested by the contracting officer, provide disposition advice on Government-furnished property/equipment or contractor-acquired property.
- D) Alert the CO to any potential or existing Government asset issues.

V. Managing Contractor Employee Exit Checklist when contractors leave a contract, move to a new contract, or is/are terminated.

COR serves as a federal sponsor for the contractor, by assisting with the agency Security process, to include handling, as appropriate, the Contractor Suitability worksheet for contractor requiring a DHS PIVcard, notification of results of the contractor access submissions, ensuring the return of the DHS PIV card, and communication of contractor and employee's changes in status.

VI. Training:

As a COR, you shall adhere to DHS Annual Skills Currency to maintain COR certification and any other special instructions for obtaining training, to include ethics or other relevant training.

Non-Delegable Functions and Exclusions

As COR you shall not:

- A) Make or give the appearance of being able to make commitments, modifications, or other actions which would commit the Government to a change in price, performance, quality, quantity or delivery.
- B) Provide guidance to the contractor, either orally or in writing, which might be interpreted as a change in the scope or terms of the contract.
- C) Change or modify any of the terms and conditions, or statement of work of a contract, business agreements, or transaction.
- D) Approve items of cost not specifically authorized or increase dollar limits for the contract or business agreement.

- E) Take any action with respect to termination, except to notify the contracting officer that action may be necessary and to assist with the process as requested.
- F) Engage in conduct prejudicial to the Government.
- G) Sign contracts or contract modifications.
- H) Direct a contractor (oral or written) to begin work prior to contract award date or notice to proceed, or to stop work.
- I) Participate in negotiations with a contractor outside the presence of a contracting officer.
- J) Render a decision on any dispute or question of fact under the Disputes clause of the contract.
- K) Interfere with the contractor's management by supervising contractor employees or otherwise directing their work efforts.
- L) May not in any way direct the contractor or its subcontractors to operate in conflict with the contract terms and conditions.
- M) Make any agreement with the Contractor relating to the expenditure of Government funds.
- N) Make unauthorized commitments; COR may be personally liable for the ratification of unauthorized commitments.
- O) Specifying how the Contractor will accomplish performance.
- P) Imposing or placing a demand upon the Contractor to perform any task or permitting any substitution not specifically provided for in the contract and/or the business agreement.
- Q) Delegating your authority.

FAR and DHS Authorities/Directives, Government Ethics and Training:

Adherence to applicable requirements for ethics (annual training), procurement integrity, no conflict of interest, and proper standards of conduct, including the identification of regulations (e.g., FAR Part 3, Improper Business Practices and Personal Conflicts of Interests), statutes, or agency directives governing these topics (e.g., 5 CFR Part 2635 Standards of Conduct and Management Directive 0480.1, Ethics/Standards of Conduct (or any successor directive)).

Complete and file with the ICE Ethics Office an OGE-450 (Confidential Financial Disclosure Report) within 30 days following COR appointment and annually thereafter until the termination of the COR appointment. Forward your completed OGE-450 to: ICE Ethics Office (OPLA), Potomac Center North (PCN) 500, 12th Street, SW, Washington, DC 20024. In addition, you are required to complete annual ethics training as stipulated by the ICE Ethics Official.

In order to obtain access into the Contractor Performance Assessment Reporting System (CPARS) you are required by ICE/OAQ to take the following courses that are available through the CPARS website: (b)(7)(E)

CPARS Overview (2 hours). View Schedule – This training will give the student an overview of the policies and regulations governing CPARS, the CPARS Workflow, and CPARS Application functionality. Taking the CPARS Overview is a prerequisite to Quality and Narrative Writing and Focal Point Functions.

Quality and Narrative Writing (1.25 hours). View Schedule – This training will give the student an understanding of the need for quality and accuracy in narrative writing, examples of narratives and resources to aid in creating quality Past Performance Evaluations, and examples of strategies for

making the CPARS-FAPIIS process more effective. Taking the CPARS Overview is a prerequisite to taking this class.

There is also a DHS requirement to take: FAC044 – Contractor Performance Assessment Report System which is available through FAITAS.

Federal Acquisition Certification Requirements.

Based on the technical and administrative characteristics of this contract, I have determined that the COR must possess a Federal Acquisition Certification (FAC) for CORs Level II. Your appointment as COR is based on the training, experience, certification, and other qualifications cited in your nomination letter. It is your responsibility to maintain your certification and/or qualifications for COR on this contract, including completing continuous learning points. If you fail to maintain your FAC COR certification at this level, DHS is prohibited by law from paying you for performing COR functions.

OAQ/ACM – POC for (b)(6); (b)(7)(C) - Contracting Officer's Representative (COR) Certifications for the performance of critical contract management functions.

As COR you shall be aware of the following:

Federal Acquisition Regulation 52.232-18, Availability of Funds (Subject to the Availability of Funds) Clause: “SAF” means Subject to Availability of Funds. Funds are not presently available for this contract. The Government's obligation under this contract is contingent upon the availability of appropriated funds from which payment for contract purposes can be made. No legal liability on the part of the Government for any payment may arise until funds are made available to the Contracting Officer for this contract and until the Contractor receives written notice of such availability from the Contracting Officer.

“...No legal liability on the part of the Government for any payment may arise until funds are made available to the Contracting Officer for this contract and until the Contractor receives written notice of such availability from the Contracting Officer.”

UDO (UNOBLIGATED) CLINS/LINES OF ACCOUNTING

If a Program Office confirms that a particular contract-based obligation or obligation line should be closed, Burlington Financial Reporting and Compliance staff must:

- Send a request to the Program Office POC to complete a zero-dollar requisition (G-514)
- Submit the requisition to OAQ for processing.
- *FinOps– Dallas will perform the de-obligation of funds in FFMS once all de-obligation documentation has been received from OAQ.*

Contract file's content and maintenance:

COR shall maintain a contract-working file to include a copy of the contract and all modifications, correspondence, invoices/vouchers, financial tracking, reviews and past performance information. All COR files will be turned in to the CO upon completion of the contract. The COR Contract Checklist shall contain the following:

- A) **Do I have a signed copy of this contract and/or most recent modification for the contract?**
 - Review the terms and conditions of the contract

- Identify the type of contract (fixed price, time and materials, labor per hour, etc.)
 - Ensure that all modifications are stored with the base contract
- B) Have the goods and/or services been received?**
- Perform receiving and acceptance (or rejection) in FFMS within seven days of receipt of goods and/or services
 - Identify any goods received and/or services provided, and/or any goods/services invoiced that were NOT in the contract
 - If goods and/or services are rejected, document the rejection:
 - Notify the vendor and Contracting Officer
 - Note the rejection in WebView
- C) Is there a date stamp on the invoice received?**
- Ensure that the invoice has been date stamped by the Finance Center
- D) Does the invoice contain all necessary information?**
- Ensure the invoice contains proper information, such as:
 - Invoice number
 - Invoice date
 - Contract number/task order
 - Amount
 - Vendor name
 - Period of performance
 - Determine whether the invoice information matches the contract information
 - If there are any invoice discrepancies, identify the reasons
 - If valid reasons for the discrepancies exist (e.g., "doing business as" name changes), work with the CO to ensure a modification is in place and notate WebView for future reference
- E) Are the charges in accordance with the contract?**
- Compare invoice details against the summary
 - Reconcile invoice charges against the contract
 - Work with the vendor to review any charges that are unclear
 - Reject the invoice if the charges are not in accordance with the contract:
 - Notify the vendor and Contracting Officer of the rejection
 - Note the rejection in WebView
- F) Have I reviewed my burn rate report?**
- The COR should maintain a burn rate report for all contracts
 - Review the invoice to ensure it is not a duplicate
 - If it is a duplicate invoice, ensure that there was only one receiving ticket entered into FFMS (financial management system) and reject the invoice
 - many duplicate payments can be prevented by a COR performing a thorough review of the invoice against the contract terms and conditions

NOTE: The responsibilities and exclusions set forth in this document are not intended to be all encompassing. As a COR, you are required to consult with the contracting officer when there are questions on your authority. You are NOT authorized to re-delegate your authority. Violation or misuse of your authority could result in abuse of DHS policy and resources at a minimum or monetary loss to the COR or firm involved, disciplinary actions, and other measures, depending on the extent of the offense.

If you have any questions or problems, please contact the Contract Specialist, (b)(6); (b)(7)(C)

(b)(6);

Appointment Effective and Termination Dates:

Your appointment as the COR under the above numbered contract is effective the date this letter is signed by from the appointing Contracting Officer, the Contracting Officer's successor, or a higher level of authority.

(b)(6); (b)(7)(C)	(b)(6); (b)(7)(C)	1-30-17
_____ Name of Contracting Officer	_____ Signature of Contracting Officer	_____ Date

Acknowledgement Receipt and Acceptance of Appointment:

Please acknowledge receipt and acceptance of this appointment by signing and returning the attached acknowledgement section to the Contracting Officer or contract specialist.

I understand and accept my assignment as the COR under Contract No. HSCEDM-15-D-00015 as outlined in your letter to me dated January 30, 2017.

(b)(6); (b)(7)(C)	(b)(6); (b)(7)(C)	2/3/17
_____ Name of COR	_____ Signature of COR	_____ Date

Attachments:

OGE 450, Confidential Financial Disclosure Report (If applicable)

Copy to:

- Payment Office
- Contractor
- Other Offices (as appropriate)

2 AMENDMENT/MODIFICATION NO. 3 EFFECTIVE DATE 4 REQUISITION/PURCHASE REQ NO. 5 PROJECT NO. (If applicable)
 P00010 See Block 16C PRO-17-L005

6 ISSUED BY CODE ICE/DM/DC-LAGUNA 7 ADMINISTERED BY (If other than item 6) CODE ICE/DM/DC-LAGUNA
 ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6):
 Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677

8 NAME AND ADDRESS OF CONTRACTOR (No. street, county, State and ZIP Code) (x) 9A AMENDMENT OF SOLICITATION NO.
 GEO GROUP INC THE 621 NW 53RD ST (b)(6): BOCA RATON FL 334878242

9B DATED (SEE ITEM 11)
 X 10A MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015
 10B DATED (SEE ITEM 13) 09/24/2015
 CODE (b)(7)(E) FACILITY CODE

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

12 ACCOUNTING AND APPROPRIATION DATA (If required)
 N / A

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

CHECK ONE
 A THIS CHANGE ORDER IS ISSUED PURSUANT TO (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A
 B THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b)
 C THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF
 D OTHER (Specify type of modification and authority)
 X FAR 52.217 - 9, Option to Exend the Term of the Contract

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

14 DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)
 DUNS Number: 612706465

COR POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

Alternate COR POC: (b)(6); (b)(7)(C) email address, (b)(6); (b)(7)(C)@ice.dhs.gov

Alternate COR POC: (b)(6); (b)(7)(C) email address, (b)(6); (b)(7)(C)@ice.dhs.gov

Finance POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

Continued ...

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

15A NAME AND TITLE OF SIGNER (Type or print) 16A NAME AND TITLE OF CONTRACTING OFFICER (Type or print)
 15B CONTRACTOR/OFFEROR 15C DATE SIGNED (b)(6); (b)(7)(C) 16C DATE SIGNED 9-12-17
 (Signature of person authorized to sign) (Signature of Contracting Officer)

NAME OF OFFEROR OR CONTRACTOR
GEC GROUP INC THE

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>This modification is to:</p> <p>1. Exercise the Second Option Period under FAR clause 52.217-9 Option to Extend the Term of the Contract for the period of September 28, 2017 through September 27, 2018. CLINs in the Second Option Period that will be exercised are:</p> <ul style="list-style-type: none"> a. CLIN 2001A b. CLIN 2001B c. CLIN 2002A d. CLIN 2002B e. CLIN 2002C f. CLIN 2002D g. CLIN 2002E h. CLIN 2002F i. CLIN 2003 <p>2. Replace Attachment 2 of the contract with the new Department of Labor Wage Determination No. 2015-5539, Revision No 5, Date of Revision, 08/03/2017; Department of Labor Wage Determination No. 2015-5563, Revision 3, Date of Revision, 08/03/2017; Department of Labor Wage Determination No. 2015-5544, Revision 3, Date of Revision, 08/03/2017; Department of Labor Wage Determination No. 2015-5572, Revision 3, Date of Revision, 08/03/2017. The Wage Determinations are attached with this Standard Form (SF) 30. In accordance with FAR 52.222-43, Fair Labor Standards Act and Service Contract Act-Price Adjustment (Multiple Year and Option Contracts) (i) "The Contractor shall notify the Contracting Officer of any increase claimed under this clause within 30 days after receiving a new wage determination unless this notification period is extended in writing by the Contracting Officer. The Contractor shall promptly notify the Contracting Officer of any decrease under this clause, but nothing in the clause shall preclude the Government from asserting a claim within the period permitted by law. The notice shall contain a statement of the amount claimed and any relevant supporting data, including payroll records that the Contracting Officer may reasonably require. Upon agreement of the parties, the contract price, contract unit price labor rates, or fixed hourly rates shall be modified in writing. The Contractor shall</p> <p>Continued ...</p>				

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>continue performance pending agreement on or determination of any such adjustment and its effective date."</p> <p>This modification does not obligate funds. There are no funds associated with this contract. All funds are obligated through the issuance of Task Order.</p> <p>Exempt Action: Y Sensitive Award: NONE Discount Terms: (b)(4)</p> <p>FOB: Destination Period of Performance: 09/28/2017 to 09/27/2018</p>				

Attachment Wage Determination

WD 15-5539 (Rev.-5) was first posted on www.wdol.gov on 08/08/2017

 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 | WASHINGTON D.C. 20210

Daniel W. Simms | Division of | Wage Determination No.: 2015-5539
 Director | Wage Determinations | Revision No.: 5
 | | Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Washington - Tacoma, WA

Area: Washington County of Pierce

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.99
01012 - Accounting Clerk II		17.95
01013 - Accounting Clerk III		20.08
01020 - Administrative Assistant		27.73
01035 - Court Reporter		19.57
01041 - Customer Service Representative I		13.58
01042 - Customer Service Representative II		15.27
01043 - Customer Service Representative III		16.66
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		16.46
01090 - Duplicating Machine Operator		16.46
01111 - General Clerk I		13.73
01112 - General Clerk II		14.98
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		15.28
01191 - Order Clerk I		15.99
01192 - Order Clerk II		17.45
01261 - Personnel Assistant (Employment) I		16.87
01262 - Personnel Assistant (Employment) II		18.88
01263 - Personnel Assistant (Employment) III		21.05
01270 - Production Control Clerk		23.15
01290 - Rental Clerk		16.18
01300 - Scheduler, Maintenance		17.49
01311 - Secretary I		17.49
01312 - Secretary II		19.57
01313 - Secretary III		21.81

01320 - Service Order Dispatcher	19.14
01410 - Supply Technician	27.73
01420 - Survey Worker	19.50
01460 - Switchboard Operator/Receptionist	14.47
01531 - Travel Clerk I	13.68
01532 - Travel Clerk II	14.90
01533 - Travel Clerk III	16.03
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	19.90
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.65
07041 - Cook I	14.77
07042 - Cook II	17.17
07070 - Dishwasher	11.14
07130 - Food Service Worker	11.57
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	12.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.20
09040 - Furniture Handler	16.86
09080 - Furniture Refinisher	19.20
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer, Minor	18.01
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.72
11060 - Elevator Operator	14.50
11090 - Gardener	18.74
11122 - Housekeeping Aide	15.80
11150 - Janitor	15.80
11210 - Laborer, Grounds Maintenance	15.34
11240 - Maid or Houseman	11.48
11260 - Pruner	14.20
11270 - Tractor Operator	17.62
11330 - Trail Maintenance Worker	15.34
11360 - Window Cleaner	17.07
12000 - Health Occupations	
12010 - Ambulance Driver	25.73
12011 - Breath Alcohol Technician	21.74
12012 - Certified Occupational Therapist Assistant	29.85
12015 - Certified Physical Therapist Assistant	27.97
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	32.94

12035 - Electroneurodiagnostic Technologist	32.94
12040 - Emergency Medical Technician	25.73
12071 - Licensed Practical Nurse I	19.43
12072 - Licensed Practical Nurse II	21.74
12073 - Licensed Practical Nurse III	24.23
12100 - Medical Assistant	17.83
12130 - Medical Laboratory Technician	20.78
12160 - Medical Record Clerk	17.96
12190 - Medical Record Technician	19.78
12195 - Medical Transcriptionist	19.48
12210 - Nuclear Medicine Technologist	44.63
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	19.98
12236 - Optical Technician	19.43
12250 - Pharmacy Technician	20.32
12280 - Phlebotomist	17.38
12305 - Radiologic Technologist	34.31
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II, Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III, Anesthetist	43.61
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol Testing)	26.93
12320 - Substance Abuse Treatment Counselor	20.77
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.34
13012 - Exhibits Specialist II	30.16
13013 - Exhibits Specialist III	36.90
13041 - Illustrator I	24.34
13042 - Illustrator II	30.16
13043 - Illustrator III	36.90
13047 - Librarian	33.40
13050 - Library Aide/Clerk	15.45
13054 - Library Information Technology Systems Administrator	30.16
13058 - Library Technician	22.21
13061 - Media Specialist I	21.77
13062 - Media Specialist II	24.34
13063 - Media Specialist III	27.14
13071 - Photographer I	20.35
13072 - Photographer II	22.76
13073 - Photographer III	28.20
13074 - Photographer IV	34.50
13075 - Photographer V	41.74
13090 - Technical Order Library Clerk	19.40
13110 - Video Teleconference Technician	22.47
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.22
14042 - Computer Operator II	20.39
14043 - Computer Operator III	22.73
14044 - Computer Operator IV	25.25
14045 - Computer Operator V	27.97
14071 - Computer Programmer I	24.47
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		18.22
14160 - Personal Computer Support Technician		25.25
14170 - System Support Specialist		28.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		30.07
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.34
15086 - Maintenance Test Pilot, Rotary Wing		40.34
15088 - Non-Maintenance Test/Co-Pilot		40.34
15090 - Technical Instructor		26.41
15095 - Technical Instructor/Course Developer		31.46
15110 - Test Proctor		21.33
15120 - Tutor		21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.95
16030 - Counter Attendant		11.95
16040 - Dry Cleaner		14.08
16070 - Finisher, Flatwork, Machine		11.95
16090 - Presser, Hand		11.95
16110 - Presser, Machine, Drycleaning		11.95
16130 - Presser, Machine, Shirts		11.95
16160 - Presser, Machine, Wearing Apparel, Laundry		11.95
16190 - Sewing Machine Operator		14.67
16220 - Tailor		15.26
16250 - Washer, Machine		12.90
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		30.48
19040 - Tool And Die Maker		34.52
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.87
21030 - Material Coordinator		23.15
21040 - Material Expediter		23.15
21050 - Material Handling Laborer		16.29
21071 - Order Filler		15.96
21080 - Production Line Worker (Food Processing)		19.87
21110 - Shipping Packer		18.13
21130 - Shipping/Receiving Clerk		18.13
21140 - Store Worker I		16.69
21150 - Stock Clerk		21.08
21210 - Tools And Parts Attendant		19.87
21410 - Warehouse Specialist		19.87
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.63
23019 - Aircraft Logs and Records Technician		27.70
23021 - Aircraft Mechanic I		31.61
23022 - Aircraft Mechanic II		32.63
23023 - Aircraft Mechanic III		33.59
23040 - Aircraft Mechanic Helper		24.54
23050 - Aircraft, Painter		30.54
23060 - Aircraft Servicer		27.70
23070 - Aircraft Survival Flight Equipment Technician		30.54
23080 - Aircraft Worker		29.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		29.27

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.61
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	17.92
23125 - Cable Splicer	34.40
23130 - Carpenter, Maintenance	27.65
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	28.34
23181 - Electronics Technician Maintenance I	32.41
23182 - Electronics Technician Maintenance II	33.82
23183 - Electronics Technician Maintenance III	35.00
23260 - Fabric Worker	26.58
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	25.05
23311 - Fuel Distribution System Mechanic	31.90
23312 - Fuel Distribution System Operator	28.74
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	31.61
23381 - Ground Support Equipment Servicer	27.70
23382 - Ground Support Equipment Worker	29.27
23391 - Gunsmith I	25.05
23392 - Gunsmith II	18.28
23393 - Gunsmith III	30.33
23410 - Heating, Ventilation And Air-Conditioning Mechanic	32.55
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	33.60
23430 - Heavy Equipment Mechanic	29.38
23440 - Heavy Equipment Operator	31.46
23460 - Instrument Mechanic	30.33
23465 - Laboratory/Shelter Mechanic	29.31
23470 - Laborer	15.63
23510 - Locksmith	28.17
23530 - Machinery Maintenance Mechanic	27.89
23550 - Machinist, Maintenance	28.61
23580 - Maintenance Trades Helper	17.92
23591 - Metrology Technician I	30.33
23592 - Metrology Technician II	31.31
23593 - Metrology Technician III	32.23
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	36.03
23810 - Plumber, Maintenance	33.18
23820 - Pneudraulic Systems Mechanic	30.33
23850 - Rigger	30.33
23870 - Scale Mechanic	28.08
23890 - Sheet-Metal Worker, Maintenance	34.44
23910 - Small Engine Mechanic	23.95
23931 - Telecommunications Mechanic I	27.86
23932 - Telecommunications Mechanic II	28.76
23950 - Telephone Lineman	26.96
23960 - Welder, Combination, Maintenance	26.32
23965 - Well Driller	32.28
23970 - Woodcraft Worker	30.33
23980 - Woodworker	25.05
24000 - Personal Needs Occupations	
24550 - Case Manager	16.91
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	12.55

24620 - Family Readiness And Support Services Coordinator	16.91
24630 - Homemaker	18.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	31.04
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	22.54
25210 - Water Treatment Plant Operator	31.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.81
27007 - Baggage Inspector	15.87
27008 - Corrections Officer	27.84
27010 - Court Security Officer	32.97
27030 - Detection Dog Handler	18.59
27040 - Detention Officer	27.84
27070 - Firefighter	37.31
27101 - Guard I	15.87
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.25
28042 - Carnival Equipment Repairer	15.17
28043 - Carnival Worker	11.49
28210 - Gate Attendant/Gate Tender	16.19
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.90
28510 - Recreation Aide/Health Facility Attendant	13.18
28515 - Recreation Specialist	22.17
28630 - Sports Official	14.25
28690 - Swimming Pool Operator	17.00
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.06
29020 - Hatch Tender	31.06
29030 - Line Handler	31.06
29041 - Stevedore I	29.39
29042 - Stevedore II	32.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.51
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.94
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.77
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	24.91
30023 - Archeological Technician III	30.86
30030 - Cartographic Technician	30.86
30040 - Civil Engineering Technician	32.81
30051 - Cryogenic Technician I	26.54
30052 - Cryogenic Technician II	29.32
30061 - Drafter/CAD Operator I	22.27
30062 - Drafter/CAD Operator II	24.91
30063 - Drafter/CAD Operator III	27.73
30064 - Drafter/CAD Operator IV	34.17
30081 - Engineering Technician I	20.07
30082 - Engineering Technician II	22.53
30083 - Engineering Technician III	25.20
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.19
30086 - Engineering Technician VI	46.21
30090 - Environmental Technician	28.91
30095 - Evidence Control Specialist	23.97

30210 - Laboratory Technician	25.04
30221 - Latent Fingerprint Technician I	28.19
30222 - Latent Fingerprint Technician II	31.14
30240 - Mathematical Technician	30.86
30361 - Paralegal/Legal Assistant I	22.87
30362 - Paralegal/Legal Assistant II	28.34
30363 - Paralegal/Legal Assistant III	32.99
30364 - Paralegal/Legal Assistant IV	36.96
30375 - Petroleum Supply Specialist	29.32
30390 - Photo-Optics Technician	30.86
30395 - Radiation Control Technician	29.32
30461 - Technical Writer I	26.15
30462 - Technical Writer II	31.99
30463 - Technical Writer III	38.71
30491 - Unexploded Ordnance (UXO) Technician I	25.75
30492 - Unexploded Ordnance (UXO) Technician II	31.15
30493 - Unexploded Ordnance (UXO) Technician III	37.34
30494 - Unexploded (UXO) Safety Escort	25.75
30495 - Unexploded (UXO) Sweep Personnel	25.75
30501 - Weather Forecaster I	29.19
30502 - Weather Forecaster II	35.52
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.99
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.15
31020 - Bus Aide	16.63
31030 - Bus Driver	21.55
31043 - Driver Courier	17.98
31260 - Parking and Lot Attendant	11.87
31290 - Shuttle Bus Driver	19.13
31310 - Taxi Driver	14.02
31361 - Truckdriver, Light	19.13
31362 - Truckdriver, Medium	21.42
31363 - Truckdriver, Heavy	22.77
31364 - Truckdriver, Tractor-Trailer	22.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.19
99030 - Cashier	12.33
99050 - Desk Clerk	12.47
99095 - Embalmer	28.38
99130 - Flight Follower	25.75
99251 - Laboratory Animal Caretaker I	14.03
99252 - Laboratory Animal Caretaker II	14.92
99260 - Marketing Analyst	22.52
99310 - Mortician	28.38
99410 - Pest Controller	21.55
99510 - Photofinishing Worker	13.73
99710 - Recycling Laborer	25.80
99711 - Recycling Specialist	29.62
99730 - Refuse Collector	23.87
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	18.89
99830 - Survey Party Chief	32.43
99831 - Surveying Aide	18.61
99832 - Surveying Technician	25.50
99840 - Vending Machine Attendant	16.39
99841 - Vending Machine Repairer	19.80
99842 - Vending Machine Repairer Helper	17.90

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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

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

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

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

WD 15-5563 (Rev.-3) was first posted on www.wdol.gov on 08/08/2017

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5563
Revision No.: 3
Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Oregon, Washington - *Portland Or.*

Area: Oregon Counties of Clackamas, Columbia, *Multnomah*, Washington, Yamhill
Washington Counties of Clark, Skamania

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.42
01012 - Accounting Clerk II		17.31
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		26.22
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		13.73
01042 - Customer Service Representative II		15.43
01043 - Customer Service Representative III		16.83
01051 - Data Entry Operator I		13.12
01052 - Data Entry Operator II		14.32
01060 - Dispatcher, Motor Vehicle		19.88
01070 - Document Preparation Clerk		15.77
01090 - Duplicating Machine Operator		15.77
01111 - General Clerk I		13.64
01112 - General Clerk II		14.88
01113 - General Clerk III		17.33
01120 - Housing Referral Assistant		20.42
01141 - Messenger Courier		17.08
01191 - Order Clerk I		15.72
01192 - Order Clerk II		17.15
01261 - Personnel Assistant (Employment) I		15.87
01262 - Personnel Assistant (Employment) II		19.59
01263 - Personnel Assistant (Employment) III		20.55
01270 - Production Control Clerk		22.29
01290 - Rental Clerk		15.98
01300 - Scheduler, Maintenance		16.38
01311 - Secretary I		16.38
01312 - Secretary II		18.32

01313 - Secretary III	20.42
01320 - Service Order Dispatcher	17.40
01410 - Supply Technician	26.22
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	14.41
01531 - Travel Clerk I	13.60
01532 - Travel Clerk II	14.80
01533 - Travel Clerk III	15.93
01611 - Word Processor I	15.04
01612 - Word Processor II	16.89
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	20.49
05040 - Automotive Glass Installer	19.29
05070 - Automotive Worker	19.29
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal Mechanic	21.66
05160 - Motor Equipment Metal Worker	19.29
05190 - Motor Vehicle Mechanic	21.66
05220 - Motor Vehicle Mechanic Helper	16.04
05250 - Motor Vehicle Upholstery Worker	18.15
05280 - Motor Vehicle Wrecker	19.29
05310 - Painter, Automotive	20.49
05340 - Radiator Repair Specialist	19.29
05370 - Tire Repairer	14.74
05400 - Transmission Repair Specialist	21.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.95
07041 - Cook I	14.56
07042 - Cook II	16.55
07070 - Dishwasher	10.72
07130 - Food Service Worker	11.40
07210 - Meat Cutter	18.03
07260 - Waiter/Waitress	10.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.58
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	16.58
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.14
11060 - Elevator Operator	12.95
11090 - Gardener	18.24
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer, Grounds Maintenance	14.48
11240 - Maid or Houseman	11.64
11260 - Pruner	13.27
11270 - Tractor Operator	17.64
11330 - Trail Maintenance Worker	14.48
11360 - Window Cleaner	14.18
12000 - Health Occupations	
12010 - Ambulance Driver	22.41
12011 - Breath Alcohol Technician	21.73
12012 - Certified Occupational Therapist Assistant	27.26
12015 - Certified Physical Therapist Assistant	26.60
12020 - Dental Assistant	20.76
12025 - Dental Hygienist	36.70

12030 - EKG Technician	34.80
12035 - Electroneurodiagnostic Technologist	34.80
12040 - Emergency Medical Technician	22.41
12071 - Licensed Practical Nurse I	19.65
12072 - Licensed Practical Nurse II	21.98
12073 - Licensed Practical Nurse III	24.51
12100 - Medical Assistant	17.90
12130 - Medical Laboratory Technician	21.08
12160 - Medical Record Clerk	17.33
12190 - Medical Record Technician	19.38
12195 - Medical Transcriptionist	19.98
12210 - Nuclear Medicine Technologist	43.09
12221 - Nursing Assistant I	11.39
12222 - Nursing Assistant II	12.79
12223 - Nursing Assistant III	13.95
12224 - Nursing Assistant IV	15.68
12235 - Optical Dispenser	17.86
12236 - Optical Technician	15.09
12250 - Pharmacy Technician	18.43
12280 - Phlebotomist	15.68
12305 - Radiologic Technologist	34.53
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II, Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III, Anesthetist	42.99
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol Testing)	26.92
12320 - Substance Abuse Treatment Counselor	20.16
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.12
13012 - Exhibits Specialist II	27.40
13013 - Exhibits Specialist III	33.51
13041 - Illustrator I	18.44
13042 - Illustrator II	22.84
13043 - Illustrator III	27.94
13047 - Librarian	30.34
13050 - Library Aide/Clerk	16.24
13054 - Library Information Technology Systems Administrator	27.40
13058 - Library Technician	18.09
13061 - Media Specialist I	19.77
13062 - Media Specialist II	22.12
13063 - Media Specialist III	24.65
13071 - Photographer I	17.66
13072 - Photographer II	19.76
13073 - Photographer III	24.47
13074 - Photographer IV	29.94
13075 - Photographer V	36.23
13090 - Technical Order Library Clerk	20.40
13110 - Video Teleconference Technician	19.06
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.61
14042 - Computer Operator II	18.58
14043 - Computer Operator III	20.71
14044 - Computer Operator IV	23.01
14045 - Computer Operator V	25.49
14071 - Computer Programmer I	(see 1) 21.49
14072 - Computer Programmer II	(see 1) 26.62
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)

14101	- Computer Systems Analyst I	(see 1)	
14102	- Computer Systems Analyst II	(see 1)	
14103	- Computer Systems Analyst III	(see 1)	
14150	- Peripheral Equipment Operator		16.61
14160	- Personal Computer Support Technician		23.01
14170	- System Support Specialist		28.36
15000	- Instructional Occupations		
15010	- Aircrew Training Devices Instructor (Non-Rated)		28.95
15020	- Aircrew Training Devices Instructor (Rated)		35.03
15030	- Air Crew Training Devices Instructor (Pilot)		41.98
15050	- Computer Based Training Specialist / Instructor		28.95
15060	- Educational Technologist		33.06
15070	- Flight Instructor (Pilot)		41.98
15080	- Graphic Artist		25.01
15085	- Maintenance Test Pilot, Fixed, Jet/Prop		41.98
15086	- Maintenance Test Pilot, Rotary Wing		41.98
15088	- Non-Maintenance Test/Co-Pilot		41.98
15090	- Technical Instructor		23.93
15095	- Technical Instructor/Course Developer		29.27
15110	- Test Proctor		19.32
15120	- Tutor		19.32
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	- Assembler		11.95
16030	- Counter Attendant		11.95
16040	- Dry Cleaner		14.08
16070	- Finisher, Flatwork, Machine		11.95
16090	- Presser, Hand		11.95
16110	- Presser, Machine, Drycleaning		11.95
16130	- Presser, Machine, Shirts		11.95
16160	- Presser, Machine, Wearing Apparel, Laundry		11.95
16190	- Sewing Machine Operator		14.67
16220	- Tailor		15.26
16250	- Washer, Machine		12.90
19000	- Machine Tool Operation And Repair Occupations		
19010	- Machine-Tool Operator (Tool Room)		23.20
19040	- Tool And Die Maker		28.21
21000	- Materials Handling And Packing Occupations		
21020	- Forklift Operator		18.02
21030	- Material Coordinator		22.29
21040	- Material Expediter		22.29
21050	- Material Handling Laborer		13.59
21071	- Order Filler		14.13
21080	- Production Line Worker (Food Processing)		18.02
21110	- Shipping Packer		15.66
21130	- Shipping/Receiving Clerk		15.66
21140	- Store Worker I		13.72
21150	- Stock Clerk		18.05
21210	- Tools And Parts Attendant		18.02
21410	- Warehouse Specialist		18.02
23000	- Mechanics And Maintenance And Repair Occupations		
23010	- Aerospace Structural Welder		30.91
23019	- Aircraft Logs and Records Technician		24.59
23021	- Aircraft Mechanic I		29.34
23022	- Aircraft Mechanic II		30.91
23023	- Aircraft Mechanic III		32.49
23040	- Aircraft Mechanic Helper		21.40
23050	- Aircraft, Painter		27.36
23060	- Aircraft Servicer		24.59
23070	- Aircraft Survival Flight Equipment Technician		27.36
23080	- Aircraft Worker		26.13
23091	- Aircrew Life Support Equipment (ALSE) Mechanic		26.13

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	29.34
II		
23110	- Appliance Mechanic	17.48
23120	- Bicycle Repairer	13.76
23125	- Cable Splicer	38.21
23130	- Carpenter, Maintenance	23.52
23140	- Carpet Layer	21.76
23160	- Electrician, Maintenance	34.12
23181	- Electronics Technician Maintenance I	25.99
23182	- Electronics Technician Maintenance II	28.21
23183	- Electronics Technician Maintenance III	29.82
23260	- Fabric Worker	22.59
23290	- Fire Alarm System Mechanic	23.07
23310	- Fire Extinguisher Repairer	21.48
23311	- Fuel Distribution System Mechanic	26.01
23312	- Fuel Distribution System Operator	20.38
23370	- General Maintenance Worker	19.49
23380	- Ground Support Equipment Mechanic	29.34
23381	- Ground Support Equipment Servicer	24.59
23382	- Ground Support Equipment Worker	26.13
23391	- Gunsmith I	21.48
23392	- Gunsmith II	24.41
23393	- Gunsmith III	27.41
23410	- Heating, Ventilation And Air-Conditioning Mechanic	23.42
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.70
23430	- Heavy Equipment Mechanic	24.95
23440	- Heavy Equipment Operator	28.42
23460	- Instrument Mechanic	29.44
23465	- Laboratory/Shelter Mechanic	25.94
23470	- Laborer	13.59
23510	- Locksmith	18.24
23530	- Machinery Maintenance Mechanic	27.50
23550	- Machinist, Maintenance	25.12
23580	- Maintenance Trades Helper	14.74
23591	- Metrology Technician I	29.44
23592	- Metrology Technician II	31.01
23593	- Metrology Technician III	32.60
23640	- Millwright	28.28
23710	- Office Appliance Repairer	20.53
23760	- Painter, Maintenance	18.24
23790	- Pipefitter, Maintenance	36.53
23810	- Plumber, Maintenance	33.43
23820	- Pneudraulic Systems Mechanic	27.41
23850	- Rigger	27.21
23870	- Scale Mechanic	24.41
23890	- Sheet-Metal Worker, Maintenance	24.40
23910	- Small Engine Mechanic	16.69
23931	- Telecommunications Mechanic I	28.57
23932	- Telecommunications Mechanic II	30.12
23950	- Telephone Lineman	24.08
23960	- Welder, Combination, Maintenance	21.16
23965	- Well Driller	27.06
23970	- Woodcraft Worker	27.41
23980	- Woodworker	17.67
24000	- Personal Needs Occupations	
24550	- Case Manager	16.63
24570	- Child Care Attendant	11.32
24580	- Child Care Center Clerk	14.34

24610 - Chore Aide	11.27
24620 - Family Readiness And Support Services Coordinator	16.63
24630 - Homemaker	16.63
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.37
25040 - Sewage Plant Operator	26.87
25070 - Stationary Engineer	31.37
25190 - Ventilation Equipment Tender	22.88
25210 - Water Treatment Plant Operator	26.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.77
27007 - Baggage Inspector	13.70
27008 - Corrections Officer	28.66
27010 - Court Security Officer	30.82
27030 - Detection Dog Handler	16.79
27040 - Detention Officer	28.66
27070 - Firefighter	28.92
27101 - Guard I	13.70
27102 - Guard II	16.79
27131 - Police Officer I	31.52
27132 - Police Officer II	35.03
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.26
28042 - Carnival Equipment Repairer	15.20
28043 - Carnival Worker	11.07
28210 - Gate Attendant/Gate Tender	16.16
28310 - Lifeguard	12.65
28350 - Park Attendant (Aide)	18.07
28510 - Recreation Aide/Health Facility Attendant	12.93
28515 - Recreation Specialist	20.42
28630 - Sports Official	14.40
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.47
29020 - Hatch Tender	27.47
29030 - Line Handler	27.47
29041 - Stevedore I	25.85
29042 - Stevedore II	29.18
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.76
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.43
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.20
30021 - Archeological Technician I	16.79
30022 - Archeological Technician II	18.78
30023 - Archeological Technician III	23.28
30030 - Cartographic Technician	23.28
30040 - Civil Engineering Technician	29.84
30051 - Cryogenic Technician I	25.77
30052 - Cryogenic Technician II	28.46
30061 - Drafter/CAD Operator I	16.79
30062 - Drafter/CAD Operator II	18.78
30063 - Drafter/CAD Operator III	20.94
30064 - Drafter/CAD Operator IV	25.77
30081 - Engineering Technician I	16.14
30082 - Engineering Technician II	18.13
30083 - Engineering Technician III	20.29
30084 - Engineering Technician IV	25.76
30085 - Engineering Technician V	31.76
30086 - Engineering Technician VI	37.19
30090 - Environmental Technician	25.71

30095 - Evidence Control Specialist	23.28
30210 - Laboratory Technician	19.22
30221 - Latent Fingerprint Technician I	29.82
30222 - Latent Fingerprint Technician II	32.93
30240 - Mathematical Technician	23.28
30361 - Paralegal/Legal Assistant I	17.68
30362 - Paralegal/Legal Assistant II	22.18
30363 - Paralegal/Legal Assistant III	27.13
30364 - Paralegal/Legal Assistant IV	32.84
30375 - Petroleum Supply Specialist	28.46
30390 - Photo-Optics Technician	23.28
30395 - Radiation Control Technician	28.46
30461 - Technical Writer I	24.36
30462 - Technical Writer II	31.19
30463 - Technical Writer III	36.05
30491 - Unexploded Ordnance (UXO) Technician I	25.27
30492 - Unexploded Ordnance (UXO) Technician II	30.58
30493 - Unexploded Ordnance (UXO) Technician III	36.65
30494 - Unexploded (UXO) Safety Escort	25.27
30495 - Unexploded (UXO) Sweep Personnel	25.27
30501 - Weather Forecaster I	25.77
30502 - Weather Forecaster II	31.34
30620 - Weather Observer, Combined Upper Air Or	(see 2) 20.94
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 23.28
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.58
31020 - Bus Aide	15.35
31030 - Bus Driver	21.65
31043 - Driver Courier	14.64
31260 - Parking and Lot Attendant	10.90
31290 - Shuttle Bus Driver	15.73
31310 - Taxi Driver	12.27
31361 - Truckdriver, Light	15.73
31362 - Truckdriver, Medium	18.77
31363 - Truckdriver, Heavy	21.40
31364 - Truckdriver, Tractor-Trailer	21.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.91
99030 - Cashier	12.12
99050 - Desk Clerk	11.50
99095 - Embalmer	27.05
99130 - Flight Follower	25.27
99251 - Laboratory Animal Caretaker I	13.54
99252 - Laboratory Animal Caretaker II	14.53
99260 - Marketing Analyst	29.99
99310 - Mortician	27.05
99410 - Pest Controller	17.96
99510 - Photofinishing Worker	16.58
99710 - Recycling Laborer	23.46
99711 - Recycling Specialist	27.50
99730 - Refuse Collector	21.37
99810 - Sales Clerk	13.43
99820 - School Crossing Guard	13.99
99830 - Survey Party Chief	31.53
99831 - Surveying Aide	18.59
99832 - Surveying Technician	25.45
99840 - Vending Machine Attendant	16.64
99841 - Vending Machine Repairer	19.64
99842 - Vending Machine Repairer Helper	16.94

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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

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

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

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

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

WD 15-5544 (Rev.-3) was first posted on www.wdol.gov on 08/08/2017

 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 | WASHINGTON D.C. 20210

Daniel W. Simms | Division of | Wage Determination No.: 2015-5544
 Director | Wage Determinations | Revision No.: 3
 | | Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Washington - *Yakima, WA*

Area: Washington County of Yakima

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.46
01013 - Accounting Clerk III		18.41
01020 - Administrative Assistant		25.50
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		13.51
01042 - Customer Service Representative II		15.19
01043 - Customer Service Representative III		16.58
01051 - Data Entry Operator I		14.31
01052 - Data Entry Operator II		15.62
01060 - Dispatcher, Motor Vehicle		18.77
01070 - Document Preparation Clerk		14.23
01090 - Duplicating Machine Operator		14.23
01111 - General Clerk I		13.10
01112 - General Clerk II		14.30
01113 - General Clerk III		16.05
01120 - Housing Referral Assistant		20.52
01141 - Messenger Courier		11.95
01191 - Order Clerk I		15.03
01192 - Order Clerk II		16.41
01261 - Personnel Assistant (Employment) I		17.21
01262 - Personnel Assistant (Employment) II		19.25
01263 - Personnel Assistant (Employment) III		21.47
01270 - Production Control Clerk		26.54
01290 - Rental Clerk		15.00
01300 - Scheduler, Maintenance		16.45
01311 - Secretary I		16.45
01312 - Secretary II		18.40
01313 - Secretary III		20.52
01320 - Service Order Dispatcher		18.84

01410 - Supply Technician	25.50
01420 - Survey Worker	17.45
01460 - Switchboard Operator/Receptionist	14.24
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.71
05010 - Automotive Electrician	18.82
05040 - Automotive Glass Installer	17.82
05070 - Automotive Worker	17.82
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.80
05160 - Motor Equipment Metal Worker	17.82
05190 - Motor Vehicle Mechanic	19.80
05220 - Motor Vehicle Mechanic Helper	14.82
05250 - Motor Vehicle Upholstery Worker	16.81
05280 - Motor Vehicle Wrecker	17.82
05310 - Painter, Automotive	18.82
05340 - Radiator Repair Specialist	17.82
05370 - Tire Repairer	15.51
05400 - Transmission Repair Specialist	19.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	15.72
07042 - Cook II	18.34
07070 - Dishwasher	10.95
07130 - Food Service Worker	11.06
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.54
09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	20.54
09090 - Furniture Refinisher Helper	16.17
09110 - Furniture Repairer, Minor	18.34
09130 - Upholsterer	20.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.95
11060 - Elevator Operator	14.47
11090 - Gardener	16.89
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer, Grounds Maintenance	12.77
11240 - Maid or Houseman	11.18
11260 - Pruner	11.97
11270 - Tractor Operator	15.28
11330 - Trail Maintenance Worker	12.77
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	19.43
12011 - Breath Alcohol Technician	19.43
12012 - Certified Occupational Therapist Assistant	26.65
12015 - Certified Physical Therapist Assistant	26.65
12020 - Dental Assistant	16.96
12025 - Dental Hygienist	43.92
12030 - EKG Technician	31.79
12035 - Electroneurodiagnostic Technologist	31.79
12040 - Emergency Medical Technician	19.43

12071 - Licensed Practical Nurse I	17.37
12072 - Licensed Practical Nurse II	19.43
12073 - Licensed Practical Nurse III	21.65
12100 - Medical Assistant	15.88
12130 - Medical Laboratory Technician	19.37
12160 - Medical Record Clerk	16.36
12190 - Medical Record Technician	18.30
12195 - Medical Transcriptionist	20.91
12210 - Nuclear Medicine Technologist	44.26
12221 - Nursing Assistant I	10.97
12222 - Nursing Assistant II	12.33
12223 - Nursing Assistant III	13.46
12224 - Nursing Assistant IV	15.11
12235 - Optical Dispenser	19.63
12236 - Optical Technician	17.37
12250 - Pharmacy Technician	17.24
12280 - Phlebotomist	14.97
12305 - Radiologic Technologist	29.79
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II, Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III, Anesthetist	43.68
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol Testing)	24.06
12320 - Substance Abuse Treatment Counselor	19.41
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.56
13012 - Exhibits Specialist II	26.69
13013 - Exhibits Specialist III	32.65
13041 - Illustrator I	21.56
13042 - Illustrator II	26.69
13043 - Illustrator III	32.65
13047 - Librarian	29.56
13050 - Library Aide/Clerk	15.60
13054 - Library Information Technology Systems Administrator	26.69
13058 - Library Technician	19.91
13061 - Media Specialist I	19.26
13062 - Media Specialist II	21.56
13063 - Media Specialist III	24.02
13071 - Photographer I	18.27
13072 - Photographer II	20.44
13073 - Photographer III	25.31
13074 - Photographer IV	30.98
13075 - Photographer V	37.47
13090 - Technical Order Library Clerk	17.16
13110 - Video Teleconference Technician	19.26
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.45
14042 - Computer Operator II	21.76
14043 - Computer Operator III	24.28
14044 - Computer Operator IV	26.98
14045 - Computer Operator V	29.87
14071 - Computer Programmer I	(see 1) 22.85
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.45

14160 - Personal Computer Support Technician	26.98
14170 - System Support Specialist	28.83
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.62
15020 - Aircrew Training Devices Instructor (Rated)	37.04
15030 - Air Crew Training Devices Instructor (Pilot)	44.39
15050 - Computer Based Training Specialist / Instructor	30.62
15060 - Educational Technologist	37.11
15070 - Flight Instructor (Pilot)	44.39
15080 - Graphic Artist	21.49
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	36.69
15086 - Maintenance Test Pilot, Rotary Wing	36.69
15088 - Non-Maintenance Test/Co-Pilot	36.69
15090 - Technical Instructor	28.36
15095 - Technical Instructor/Course Developer	32.54
15110 - Test Proctor	21.49
15120 - Tutor	21.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	13.19
16030 - Counter Attendant	13.19
16040 - Dry Cleaner	16.65
16070 - Finisher, Flatwork, Machine	13.19
16090 - Presser, Hand	13.19
16110 - Presser, Machine, Drycleaning	13.19
16130 - Presser, Machine, Shirts	13.19
16160 - Presser, Machine, Wearing Apparel, Laundry	13.19
16190 - Sewing Machine Operator	17.80
16220 - Tailor	18.96
16250 - Washer, Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.95
19040 - Tool And Die Maker	29.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.29
21030 - Material Coordinator	26.54
21040 - Material Expediter	26.54
21050 - Material Handling Laborer	13.19
21071 - Order Filler	13.22
21080 - Production Line Worker (Food Processing)	17.29
21110 - Shipping Packer	14.54
21130 - Shipping/Receiving Clerk	14.54
21140 - Store Worker I	11.73
21150 - Stock Clerk	16.73
21210 - Tools And Parts Attendant	17.29
21410 - Warehouse Specialist	17.29
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.36
23019 - Aircraft Logs and Records Technician	20.38
23021 - Aircraft Mechanic I	25.04
23022 - Aircraft Mechanic II	26.36
23023 - Aircraft Mechanic III	27.91
23040 - Aircraft Mechanic Helper	17.80
23050 - Aircraft, Painter	23.48
23060 - Aircraft Servicer	20.38
23070 - Aircraft Survival Flight Equipment Technician	23.48
23080 - Aircraft Worker	21.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.04
23110 - Appliance Mechanic	23.48
23120 - Bicycle Repairer	17.47

23125 - Cable Splicer	37.57
23130 - Carpenter, Maintenance	22.89
23140 - Carpet Layer	21.92
23160 - Electrician, Maintenance	30.09
23181 - Electronics Technician Maintenance I	26.22
23182 - Electronics Technician Maintenance II	28.08
23183 - Electronics Technician Maintenance III	29.95
23260 - Fabric Worker	20.38
23290 - Fire Alarm System Mechanic	25.04
23310 - Fire Extinguisher Repairer	18.79
23311 - Fuel Distribution System Mechanic	25.43
23312 - Fuel Distribution System Operator	19.09
23370 - General Maintenance Worker	19.13
23380 - Ground Support Equipment Mechanic	25.04
23381 - Ground Support Equipment Servicer	20.38
23382 - Ground Support Equipment Worker	21.92
23391 - Gunsmith I	18.79
23392 - Gunsmith II	21.92
23393 - Gunsmith III	25.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.00
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.15
23430 - Heavy Equipment Mechanic	25.42
23440 - Heavy Equipment Operator	26.15
23460 - Instrument Mechanic	26.61
23465 - Laboratory/Shelter Mechanic	23.48
23470 - Laborer	12.28
23510 - Locksmith	22.53
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist, Maintenance	22.88
23580 - Maintenance Trades Helper	17.23
23591 - Metrology Technician I	26.61
23592 - Metrology Technician II	28.00
23593 - Metrology Technician III	29.66
23640 - Millwright	30.04
23710 - Office Appliance Repairer	22.32
23760 - Painter, Maintenance	19.88
23790 - Pipefitter, Maintenance	29.30
23810 - Plumber, Maintenance	27.84
23820 - Pneudraulic Systems Mechanic	25.04
23850 - Rigger	25.04
23870 - Scale Mechanic	21.92
23890 - Sheet-Metal Worker, Maintenance	30.57
23910 - Small Engine Mechanic	20.03
23931 - Telecommunications Mechanic I	30.81
23932 - Telecommunications Mechanic II	32.42
23950 - Telephone Lineman	25.04
23960 - Welder, Combination, Maintenance	21.15
23965 - Well Driller	25.04
23970 - Woodcraft Worker	25.04
23980 - Woodworker	18.79
24000 - Personal Needs Occupations	
24550 - Case Manager	15.52
24570 - Child Care Attendant	11.05
24580 - Child Care Center Clerk	13.78
24610 - Chore Aide	12.04
24620 - Family Readiness And Support Services Coordinator	15.52
24630 - Homemaker	15.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.31

25040	- Sewage Plant Operator	24.35
25070	- Stationary Engineer	27.31
25190	- Ventilation Equipment Tender	20.58
25210	- Water Treatment Plant Operator	24.35
27000	- Protective Service Occupations	
27004	- Alarm Monitor	22.15
27007	- Baggage Inspector	17.55
27008	- Corrections Officer	25.85
27010	- Court Security Officer	25.24
27030	- Detection Dog Handler	22.01
27040	- Detention Officer	25.85
27070	- Firefighter	25.75
27101	- Guard I	17.55
27102	- Guard II	22.01
27131	- Police Officer I	30.65
27132	- Police Officer II	34.06
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	15.64
28042	- Carnival Equipment Repairer	16.71
28043	- Carnival Worker	11.72
28210	- Gate Attendant/Gate Tender	16.95
28310	- Lifeguard	11.90
28350	- Park Attendant (Aide)	18.95
28510	- Recreation Aide/Health Facility Attendant	13.74
28515	- Recreation Specialist	23.32
28630	- Sports Official	15.09
28690	- Swimming Pool Operator	22.22
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	27.81
29020	- Hatch Tender	27.81
29030	- Line Handler	27.81
29041	- Stevedore I	25.82
29042	- Stevedore II	29.78
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021	- Archeological Technician I	16.70
30022	- Archeological Technician II	18.69
30023	- Archeological Technician III	24.07
30030	- Cartographic Technician	25.48
30040	- Civil Engineering Technician	25.32
30051	- Cryogenic Technician I	25.63
30052	- Cryogenic Technician II	28.31
30061	- Drafter/CAD Operator I	16.70
30062	- Drafter/CAD Operator II	18.69
30063	- Drafter/CAD Operator III	20.83
30064	- Drafter/CAD Operator IV	25.63
30081	- Engineering Technician I	16.35
30082	- Engineering Technician II	18.35
30083	- Engineering Technician III	20.53
30084	- Engineering Technician IV	25.43
30085	- Engineering Technician V	31.11
30086	- Engineering Technician VI	38.46
30090	- Environmental Technician	23.15
30095	- Evidence Control Specialist	23.15
30210	- Laboratory Technician	23.90
30221	- Latent Fingerprint Technician I	25.63
30222	- Latent Fingerprint Technician II	28.31
30240	- Mathematical Technician	23.15
30361	- Paralegal/Legal Assistant I	18.70
30362	- Paralegal/Legal Assistant II	23.15

30363	- Paralegal/Legal Assistant III	28.32
30364	- Paralegal/Legal Assistant IV	34.27
30375	- Petroleum Supply Specialist	28.31
30390	- Photo-Optics Technician	22.36
30395	- Radiation Control Technician	28.31
30461	- Technical Writer I	23.15
30462	- Technical Writer II	28.31
30463	- Technical Writer III	34.26
30491	- Unexploded Ordnance (UXO) Technician I	23.85
30492	- Unexploded Ordnance (UXO) Technician II	28.85
30493	- Unexploded Ordnance (UXO) Technician III	34.58
30494	- Unexploded (UXO) Safety Escort	23.85
30495	- Unexploded (UXO) Sweep Personnel	23.85
30501	- Weather Forecaster I	25.63
30502	- Weather Forecaster II	31.18
30620	- Weather Observer, Combined Upper Air Or	(see 2) 20.83
Surface Programs		
30621	- Weather Observer, Senior	(see 2) 22.83
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	12.35
31030	- Bus Driver	17.81
31043	- Driver Courier	15.15
31260	- Parking and Lot Attendant	11.89
31290	- Shuttle Bus Driver	16.52
31310	- Taxi Driver	12.18
31361	- Truckdriver, Light	16.52
31362	- Truckdriver, Medium	17.91
31363	- Truckdriver, Heavy	21.02
31364	- Truckdriver, Tractor-Trailer	21.02
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07
99030	- Cashier	11.37
99050	- Desk Clerk	11.00
99095	- Embalmer	24.57
99130	- Flight Follower	23.85
99251	- Laboratory Animal Caretaker I	13.85
99252	- Laboratory Animal Caretaker II	15.10
99260	- Marketing Analyst	25.20
99310	- Mortician	24.57
99410	- Pest Controller	21.74
99510	- Photofinishing Worker	12.53
99710	- Recycling Laborer	16.23
99711	- Recycling Specialist	19.82
99730	- Refuse Collector	14.49
99810	- Sales Clerk	12.51
99820	- School Crossing Guard	14.43
99830	- Survey Party Chief	23.63
99831	- Surveying Aide	14.85
99832	- Surveying Technician	20.32
99840	- Vending Machine Attendant	18.38
99841	- Vending Machine Repairer	23.39
99842	- Vending Machine Repairer Helper	18.38

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees

with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.41 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.13 per hour computed on the basis of all hours worked by service employees employed on the covered contracts.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy

of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

WD 15-5572 (Rev.-3) was first posted on www.wdol.gov on 08/08/2017

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5572
Revision No.: 3
Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oregon - *Medford, Or.*
Area: Oregon County of Jackson

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.31
01012 - Accounting Clerk II		14.95
01013 - Accounting Clerk III		16.72
01020 - Administrative Assistant		22.11
01035 - Court Reporter		17.05
01041 - Customer Service Representative I		11.38
01042 - Customer Service Representative II		12.80
01043 - Customer Service Representative III		13.97
01051 - Data Entry Operator I		13.32
01052 - Data Entry Operator II		14.58
01060 - Dispatcher, Motor Vehicle		18.24
01070 - Document Preparation Clerk		12.71
01090 - Duplicating Machine Operator		12.71
01111 - General Clerk I		12.63
01112 - General Clerk II		13.79
01113 - General Clerk III		15.48
01120 - Housing Referral Assistant		18.99
01141 - Messenger Courier		13.03
01191 - Order Clerk I		13.88
01192 - Order Clerk II		15.14
01261 - Personnel Assistant (Employment) I		14.55
01262 - Personnel Assistant (Employment) II		16.04
01263 - Personnel Assistant (Employment) III		17.87
01270 - Production Control Clerk		18.99
01290 - Rental Clerk		13.90
01300 - Scheduler, Maintenance		15.23
01311 - Secretary I		15.23
01312 - Secretary II		17.05
01313 - Secretary III		18.99

01320 - Service Order Dispatcher	16.24
01410 - Supply Technician	22.11
01420 - Survey Worker	15.38
01460 - Switchboard Operator/Receptionist	13.22
01531 - Travel Clerk I	13.72
01532 - Travel Clerk II	14.84
01533 - Travel Clerk III	15.96
01611 - Word Processor I	13.57
01612 - Word Processor II	15.23
01613 - Word Processor III	17.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.79
05010 - Automotive Electrician	17.35
05040 - Automotive Glass Installer	16.16
05070 - Automotive Worker	16.54
05110 - Mobile Equipment Servicer	14.57
05130 - Motor Equipment Metal Mechanic	18.14
05160 - Motor Equipment Metal Worker	16.54
05190 - Motor Vehicle Mechanic	18.14
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.72
05280 - Motor Vehicle Wrecker	16.54
05310 - Painter, Automotive	18.65
05340 - Radiator Repair Specialist	16.54
05370 - Tire Repairer	14.23
05400 - Transmission Repair Specialist	18.14
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.63
07041 - Cook I	11.63
07042 - Cook II	13.17
07070 - Dishwasher	10.55
07130 - Food Service Worker	10.70
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	10.78
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.82
09040 - Furniture Handler	11.65
09080 - Furniture Refinisher	16.83
09090 - Furniture Refinisher Helper	13.12
09110 - Furniture Repairer, Minor	14.99
09130 - Upholsterer	15.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.71
11060 - Elevator Operator	11.71
11090 - Gardener	16.91
11122 - Housekeeping Aide	12.13
11150 - Janitor	12.13
11210 - Laborer, Grounds Maintenance	13.58
11240 - Maid or Houseman	11.63
11260 - Pruner	12.52
11270 - Tractor Operator	15.80
11330 - Trail Maintenance Worker	13.58
11360 - Window Cleaner	13.26
12000 - Health Occupations	
12010 - Ambulance Driver	22.36
12011 - Breath Alcohol Technician	20.72
12012 - Certified Occupational Therapist Assistant	28.45
12015 - Certified Physical Therapist Assistant	27.50
12020 - Dental Assistant	21.00
12025 - Dental Hygienist	41.90
12030 - EKG Technician	34.08

12035 - Electroneurodiagnostic Technologist	34.08
12040 - Emergency Medical Technician	22.36
12071 - Licensed Practical Nurse I	18.54
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.12
12100 - Medical Assistant	16.71
12130 - Medical Laboratory Technician	19.67
12160 - Medical Record Clerk	15.29
12190 - Medical Record Technician	17.10
12195 - Medical Transcriptionist	18.78
12210 - Nuclear Medicine Technologist	45.57
12221 - Nursing Assistant I	10.69
12222 - Nursing Assistant II	12.02
12223 - Nursing Assistant III	13.12
12224 - Nursing Assistant IV	14.73
12235 - Optical Dispenser	16.59
12236 - Optical Technician	18.54
12250 - Pharmacy Technician	18.62
12280 - Phlebotomist	16.46
12305 - Radiologic Technologist	28.82
12311 - Registered Nurse I	22.98
12312 - Registered Nurse II	28.11
12313 - Registered Nurse II, Specialist	28.11
12314 - Registered Nurse III	34.01
12315 - Registered Nurse III, Anesthetist	34.01
12316 - Registered Nurse IV	40.76
12317 - Scheduler (Drug and Alcohol Testing)	25.69
12320 - Substance Abuse Treatment Counselor	18.44
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.45
13012 - Exhibits Specialist II	24.11
13013 - Exhibits Specialist III	29.49
13041 - Illustrator I	19.45
13042 - Illustrator II	24.11
13043 - Illustrator III	29.49
13047 - Librarian	26.69
13050 - Library Aide/Clerk	14.56
13054 - Library Information Technology Systems Administrator	24.11
13058 - Library Technician	17.40
13061 - Media Specialist I	17.39
13062 - Media Specialist II	19.45
13063 - Media Specialist III	21.70
13071 - Photographer I	16.33
13072 - Photographer II	18.27
13073 - Photographer III	22.63
13074 - Photographer IV	27.04
13075 - Photographer V	32.74
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	17.46
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.85
14042 - Computer Operator II	17.17
14043 - Computer Operator III	19.10
14044 - Computer Operator IV	21.21
14045 - Computer Operator V	23.56
14071 - Computer Programmer I	(see 1) 19.56
14072 - Computer Programmer II	(see 1) 24.77
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		15.85
14160 - Personal Computer Support Technician		25.15
14170 - System Support Specialist		28.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.36
15020 - Aircrew Training Devices Instructor (Rated)		34.30
15030 - Air Crew Training Devices Instructor (Pilot)		41.11
15050 - Computer Based Training Specialist / Instructor		28.36
15060 - Educational Technologist		34.16
15070 - Flight Instructor (Pilot)		41.11
15080 - Graphic Artist		22.64
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		41.11
15086 - Maintenance Test Pilot, Rotary Wing		41.11
15088 - Non-Maintenance Test/Co-Pilot		41.11
15090 - Technical Instructor		20.39
15095 - Technical Instructor/Course Developer		25.17
15110 - Test Proctor		16.61
15120 - Tutor		16.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.68
16030 - Counter Attendant		11.68
16040 - Dry Cleaner		13.45
16070 - Finisher, Flatwork, Machine		11.68
16090 - Presser, Hand		11.68
16110 - Presser, Machine, Drycleaning		11.68
16130 - Presser, Machine, Shirts		11.68
16160 - Presser, Machine, Wearing Apparel, Laundry		11.68
16190 - Sewing Machine Operator		14.53
16220 - Tailor		15.68
16250 - Washer, Machine		12.24
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.60
19040 - Tool And Die Maker		27.72
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.37
21030 - Material Coordinator		18.46
21040 - Material Expediter		18.46
21050 - Material Handling Laborer		12.69
21071 - Order Filler		12.42
21080 - Production Line Worker (Food Processing)		16.37
21110 - Shipping Packer		15.79
21130 - Shipping/Receiving Clerk		15.79
21140 - Store Worker I		13.25
21150 - Stock Clerk		17.17
21210 - Tools And Parts Attendant		16.37
21410 - Warehouse Specialist		16.37
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.71
23019 - Aircraft Logs and Records Technician		20.80
23021 - Aircraft Mechanic I		24.45
23022 - Aircraft Mechanic II		25.71
23023 - Aircraft Mechanic III		26.98
23040 - Aircraft Mechanic Helper		18.07
23050 - Aircraft, Painter		23.18
23060 - Aircraft Servicer		20.80
23070 - Aircraft Survival Flight Equipment Technician		23.18
23080 - Aircraft Worker		21.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		21.90

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.45
23110 - Appliance Mechanic	20.45
23120 - Bicycle Repairer	13.83
23125 - Cable Splicer	24.74
23130 - Carpenter, Maintenance	22.27
23140 - Carpet Layer	21.51
23160 - Electrician, Maintenance	28.66
23181 - Electronics Technician Maintenance I	23.66
23182 - Electronics Technician Maintenance II	25.03
23183 - Electronics Technician Maintenance III	26.41
23260 - Fabric Worker	20.88
23290 - Fire Alarm System Mechanic	23.52
23310 - Fire Extinguisher Repairer	19.56
23311 - Fuel Distribution System Mechanic	22.34
23312 - Fuel Distribution System Operator	17.67
23370 - General Maintenance Worker	16.80
23380 - Ground Support Equipment Mechanic	24.45
23381 - Ground Support Equipment Servicer	20.80
23382 - Ground Support Equipment Worker	21.90
23391 - Gunsmith I	19.56
23392 - Gunsmith II	22.16
23393 - Gunsmith III	24.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.67
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.73
23430 - Heavy Equipment Mechanic	25.14
23440 - Heavy Equipment Operator	23.27
23460 - Instrument Mechanic	24.74
23465 - Laboratory/Shelter Mechanic	23.44
23470 - Laborer	11.52
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	25.78
23550 - Machinist, Maintenance	21.90
23580 - Maintenance Trades Helper	13.73
23591 - Metrology Technician I	24.74
23592 - Metrology Technician II	26.01
23593 - Metrology Technician III	27.30
23640 - Millwright	24.74
23710 - Office Appliance Repairer	21.89
23760 - Painter, Maintenance	15.28
23790 - Pipefitter, Maintenance	33.59
23810 - Plumber, Maintenance	31.30
23820 - Pneudraulic Systems Mechanic	24.74
23850 - Rigger	24.74
23870 - Scale Mechanic	22.16
23890 - Sheet-Metal Worker, Maintenance	24.88
23910 - Small Engine Mechanic	22.16
23931 - Telecommunications Mechanic I	29.21
23932 - Telecommunications Mechanic II	30.70
23950 - Telephone Lineman	24.74
23960 - Welder, Combination, Maintenance	18.38
23965 - Well Driller	24.00
23970 - Woodcraft Worker	24.74
23980 - Woodworker	19.56
24000 - Personal Needs Occupations	
24550 - Case Manager	16.84
24570 - Child Care Attendant	11.30
24580 - Child Care Center Clerk	14.09
24610 - Chore Aide	10.99

24620 - Family Readiness And Support Services Coordinator	16.84
24630 - Homemaker	17.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.74
25040 - Sewage Plant Operator	28.34
25070 - Stationary Engineer	24.74
25190 - Ventilation Equipment Tender	18.29
25210 - Water Treatment Plant Operator	28.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.92
27007 - Baggage Inspector	12.75
27008 - Corrections Officer	26.22
27010 - Court Security Officer	26.22
27030 - Detection Dog Handler	15.86
27040 - Detention Officer	26.22
27070 - Firefighter	24.73
27101 - Guard I	12.75
27102 - Guard II	15.86
27131 - Police Officer I	29.83
27132 - Police Officer II	33.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.96
28042 - Carnival Equipment Repairer	16.00
28043 - Carnival Worker	11.81
28210 - Gate Attendant/Gate Tender	14.16
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.86
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	19.64
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	18.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.16
29020 - Hatch Tender	22.16
29030 - Line Handler	22.16
29041 - Stevedore I	20.88
29042 - Stevedore II	23.44
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	16.29
30022 - Archeological Technician II	18.22
30023 - Archeological Technician III	22.57
30030 - Cartographic Technician	22.57
30040 - Civil Engineering Technician	28.56
30051 - Cryogenic Technician I	21.24
30052 - Cryogenic Technician II	23.46
30061 - Drafter/CAD Operator I	16.29
30062 - Drafter/CAD Operator II	18.22
30063 - Drafter/CAD Operator III	20.32
30064 - Drafter/CAD Operator IV	25.00
30081 - Engineering Technician I	15.92
30082 - Engineering Technician II	17.87
30083 - Engineering Technician III	19.99
30084 - Engineering Technician IV	24.76
30085 - Engineering Technician V	30.29
30086 - Engineering Technician VI	36.65
30090 - Environmental Technician	22.57
30095 - Evidence Control Specialist	19.18

30210 - Laboratory Technician	20.32
30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	22.57
30361 - Paralegal/Legal Assistant I	19.17
30362 - Paralegal/Legal Assistant II	23.75
30363 - Paralegal/Legal Assistant III	29.05
30364 - Paralegal/Legal Assistant IV	35.16
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	22.57
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	18.44
30462 - Technical Writer II	22.56
30463 - Technical Writer III	27.29
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	25.00
30502 - Weather Forecaster II	30.41
30620 - Weather Observer, Combined Upper Air Or	(see 2) 20.32
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 22.57
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	14.53
31030 - Bus Driver	19.30
31043 - Driver Courier	13.61
31260 - Parking and Lot Attendant	12.27
31290 - Shuttle Bus Driver	14.56
31310 - Taxi Driver	12.67
31361 - Truckdriver, Light	14.56
31362 - Truckdriver, Medium	16.83
31363 - Truckdriver, Heavy	20.25
31364 - Truckdriver, Tractor-Trailer	20.25
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	11.01
99050 - Desk Clerk	11.48
99095 - Embalmer	23.85
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	12.99
99252 - Laboratory Animal Caretaker II	13.89
99260 - Marketing Analyst	25.72
99310 - Mortician	23.85
99410 - Pest Controller	21.10
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	17.32
99711 - Recycling Specialist	20.15
99730 - Refuse Collector	15.91
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	23.75
99831 - Surveying Aide	14.92
99832 - Surveying Technician	20.31
99840 - Vending Machine Attendant	18.48
99841 - Vending Machine Repairer	22.39
99842 - Vending Machine Repairer Helper	18.48

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.41 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.13 per hour computed on the basis of all hours worked by service employees employed on the covered contracts.

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

P00011 See Block 16C

6. ISSUED BY CODE ICE/DM/DC-LAGUNA 7. ADMINISTERED BY (If other than Item 6) CODE ICE/DM/DC-LAGUNA

ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)

GEO GROUP INC THE 621 NW 53RD ST (b)(6); BOCA RATON FL 334878242

9A. AMENDMENT OF SOLICITATION NO. 9B. DATED (SEE ITEM 11)

X 10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015

10B. DATED (SEE ITEM 13) 09/24/2015

CODE (b)(7)(E) FACILITY CODE

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

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

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

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

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

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

DUNS Number: 612706465

COR POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

Alternate COR POC: (b)(6); (b)(7)(C) email address, (b)(6); (b)(7)(C)@ice.dhs.gov

Finance POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

This modification to the unit prices of the contract. Continuation (b)(6); (b)(7)(C)

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

15A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Executive VP Contract Administration

15B. CONTRACTOR (b)(6); (b)(7)(C) inc.

15C. DATE SIGNED 4/19/18

16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (b)(6); (b)(7)(C)

16B. DATE SIGNED (b)(6); (b)(7)(C)

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00011

PAGE 2 OF 4

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>This modification does not obligate funds. There are no funds associated with this contract. All funds obligated are through the issuance of a task order.</p> <p>The CLINs with unit price that are amended are as follows:</p> <ol style="list-style-type: none"> 1. CLIN 2001A from (b)(4) per day to (b)(4) per day. 2. CLIN 2001B from (b)(4) per day to (b)(4) per day. 3. CLIN 2002A from (b)(4) per month to (b)(4) per month. 4. CLIN 2002E from (b)(4) per hour to (b)(4) per hour. 5. CLIN 2002F from (b)(4) per month to (b)(4) per month. 6. CLIN 3001A from (b)(4) per day to (b)(4) per day. 7. CLIN 3001B from (b)(4) per day to (b)(4) per day. 8. CLIN 3002A from (b)(4) per month to (b)(4) per month. 9. CLIN 3002E from (b)(4) per hour to (b)(4) per hour. 10. CLIN 3002F from (b)(4) per month to (b)(4) per month. 11. CLIN 4001A from (b)(4) per day to (b)(4) per day. 12. CLIN 4001B from (b)(4) per day to (b)(4) per day. 13. CLIN 4002A from (b)(4) per month to (b)(4) per month. 14. CLIN 4002E from (b)(4) per hour to (b)(4) per hour. <p>Continued ...</p>				

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00011

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
15.	CLIN 4002F from (b)(4) per month to (b)(4) per month.				
16.	CLIN 5001A from (b)(4) per day to (b)(4) per day.				
17.	CLIN 5001B from (b)(4) per day to (b)(4) per day.				
18.	CLIN 5002A from (b)(4) per month to (b)(4) per month.				
19.	CLIN 5002E from (b)(4) per hour to (b)(4) per hour.				
20.	CLIN 5002F from (b)(4) per month to (b)(4) per month.				
21.	CLIN 6001A from (b)(4) per day to (b)(4) per day.				
22.	CLIN 6001B from (b)(4) per day to (b)(4) per day.				
22.	CLIN 6002A from (b)(4) per month to (b)(4) per month.				
23.	CLIN 6002E from (b)(4) per hour to (b)(4) per hour.				
24.	CLIN 6002F from (b)(4) per month to (b)(4) per month.				
25.	CLIN 7001A from (b)(4) per day to (b)(4) per day.				
26.	CLIN 7001B from (b)(4) per day to (b)(4) per day.				
27.	CLIN 7002A from (b)(4) per month to (b)(4) per month.				
28.	CLIN 7002E from (b)(4) per hour to (b)(4) per hour.				
29.	CLIN 7002F from (b)(4) per month to (b)(4) per month.				
30.	CLIN 8001A from (b)(4) per day to (b)(4) per day.				
	Continued ...				

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00011

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4 4

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	per day.				
31.	CLIN 8001B from (b)(4) per day to (b)(4) per day.				
32.	CLIN 8002A from (b)(4) per month to (b)(4) per month.				
33.	CLIN 8002E from (b)(4) per hour to (b)(4) per hour.				
34.	CLIN 8002F from (b)(4) per month to (b)(4) per month.				
35.	CLIN 9001A from (b)(4) per day to (b)(4) per day.				
36.	CLIN 9001B from (b)(4) per day to (b)(4) per day.				
37.	CLIN 9002A from (b)(4) per month to (b)(4) per month.				
38.	CLIN 9002E from (b)(4) per hour to (b)(4) per hour.				
39.	CLIN 9002F from (b)(4) per month to (b)(4) per month.				
40.	CLIN 9004A from (b)(4) per day to (b)(4) per day .				
41.	CLIN 9004B from (b)(4) per day to (b)(4) per day.				
42.	CLIN 9005A. from (b)(4) per month to (b)(4) per month.				
43.	CLIN 9005E from (b)(4) per hour to (b)(4) per hour.				
44.	CLIN 9005F from (b)(4) per month to (b)(4) per month.				
	Exempt Action: Y Sensitive Award: NONE				
	Discount Terms: (b)(4)				
	FOB: Destination				
	Period of Performance: 09/28/2017 to 09/27/2019				

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CCDE	PAGE OF PAGES 3
2. AMENDMENT/MODIFICATION NO. P00012	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ NO	5. PROJECT NO. (if applicable)
6. ISSUED BY ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6) Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DX/DC-LAGUNA	7. ADMINISTERED BY (if other than item 6) ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6) Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DX/DC-LAGUNA
8. NAME AND ADDRESS OF CONTRACTOR (No street county State and ZIP Code) GEO GROUP INC THE 621 NW 53RD ST (b)(6) BOCA RATON FL 334878242		(x) 9A. AMENDMENT OF SOLICITATION NO.	9B. DATED (SEE ITEM 11)
CODE (b)(7)(E)	FACILITY CODE	x 10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015	10B. DATED (SEE ITEM 13) 09/24/2015

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

12. ACCOUNTING AND APPROPRIATION DATA (If required)

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

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) FAR 51.017-9 - Option to Extend the Term of the Contract and FAR 43.103(a) Bilateral Modification.

E. IMPORTANT: Contractor is required to sign this document and return _____ 1 _____ copies to the issuing office.

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

DUNS Number: 612706465

COR POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

Alternate COR POC: (b)(6); (b)(7)(C) email address, (b)(6); (b)(7)(C)@ice.dhs.gov

Finance POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

This (b)(6); (b)(7)(C)

Continued

Executive VP, Contract Administration

15A. NAME AND TITLE OF SIGNER (Type or print) The Geo Group, Inc.		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (b)(6); (b)(7)(C)	
15B. CONTRACT NO. (b)(6); (b)(7)(C)	15C. DATE SIGNED 4/12/18	(b)(6); (b)(7)(C)	16C. DATE SIGNED

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>1. Exercise the Third (3rd) Option Period of the contract under the FAR clause 52.217-9 Option to Extend the Term of the Contract for the period of September 28, 2018 through September 27, 2019. CLINS in the Third (3rd) Option Period are:</p> <ul style="list-style-type: none"> a. CLIN 3001A b. CLIN 3001B c. CLIN 2002A d. CLIN 2002B e. CLIN 2002C f. CLIN 2002D g. CLIN 2002E h. CLIN 2002F i. CLIN 2003 <p>2. Replace attachment 2 of the Contract with the following new Department of Labor Wage Determination No. 2015-5539, Revision No. 7, Date of Revision, 01/10/2018; Department of Labor Wage Determination No. 2015-5563, Revision No 5, Date of Revision, 01/10/2018; Department of Labor Wage Determination No. 2015-5543, Revision No. 5, Date of Revision, 01/10/2018; and Department of Labor Wage Determination No. 2015-5571, Revision No. 5, Date of Revision, 01/10/2018. The Department of Labor Wage Determinations are attached and are effective September 28, 2018.</p> <p>In accordance with FAR 52.222-43, Fair Labor Standards Act and Service Contract Act - Price Adjustments (Multiple Year and Option Contracts) (f) "The Contractor shall notify the Contracting Officer of any increase claimed under this clause within 30 days after receiving a new wage determination unless this notification period is extended in writing by the Contracting Officer. The Contractor shall promptly notify the Contracting Officer of any decrease under this clause, but nothing in the clause shall preclude the Government from asserting a claim within the period permitted by law. The notice shall contain a statement of the amount claimed and the change in fixed hourly rates (if this is a time-and-materials or labor-hour contract), and any relevant supporting data, including payroll records, that the Contracting Officer may reasonably require. Upon agreement of the parties, the contract price, contract unit price</p> <p>Continued ...</p>				

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00012

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>labor rates, or fixed hourly rates shall be modified in writing. The Contractor shall continue performance pending agreement on or determination of any such adjustment and its effective date."</p> <p>.</p> <p>Exempt Action: Y Sensitive Award: NONE</p> <p>Discount Terms:</p> <p>(b)(4)</p> <p>FOB: Destination</p> <p>Period of Performance: 09/28/2018 to 09/27/2019</p>				

Attachments

WD 15-5539 (Rev.-7) was first posted on www.wdol.gov on 01/16/2018

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5539
Revision No.: 7
Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: Washington

Area: Washington County of Pierce

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.99
01012 - Accounting Clerk II		17.95
01013 - Accounting Clerk III		20.08
01020 - Administrative Assistant		27.73
01035 - Court Reporter		19.57
01041 - Customer Service Representative I		13.58
01042 - Customer Service Representative II		15.27
01043 - Customer Service Representative III		16.66
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		16.46
01090 - Duplicating Machine Operator		16.46
01111 - General Clerk I		13.73
01112 - General Clerk II		14.98
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		15.28
01191 - Order Clerk I		15.99
01192 - Order Clerk II		17.45
01261 - Personnel Assistant (Employment) I		16.87
01262 - Personnel Assistant (Employment) II		18.88
01263 - Personnel Assistant (Employment) III		21.05
01270 - Production Control Clerk		23.15
01290 - Rental Clerk		16.18
01300 - Scheduler, Maintenance		17.49
01311 - Secretary I		17.49
01312 - Secretary II		19.57
01313 - Secretary III		21.81

01320 - Service Order Dispatcher	19.14
01410 - Supply Technician	27.73
01420 - Survey Worker	19.50
01460 - Switchboard Operator/Receptionist	14.47
01531 - Travel Clerk I	13.68
01532 - Travel Clerk II	14.90
01533 - Travel Clerk III	16.03
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	19.90
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.65
07041 - Cook I	14.77
07042 - Cook II	17.17
07070 - Dishwasher	11.14
07130 - Food Service Worker	11.57
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	12.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.20
09040 - Furniture Handler	16.86
09080 - Furniture Refinisher	19.20
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer, Minor	18.01
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.72
11060 - Elevator Operator	14.50
11090 - Gardener	18.74
11122 - Housekeeping Aide	15.80
11150 - Janitor	15.80
11210 - Laborer, Grounds Maintenance	15.34
11240 - Maid or Houseman	11.48
11260 - Pruner	14.20
11270 - Tractor Operator	17.62
11330 - Trail Maintenance Worker	15.34
11360 - Window Cleaner	17.07
12000 - Health Occupations	
12010 - Ambulance Driver	25.73
12011 - Breath Alcohol Technician	21.74
12012 - Certified Occupational Therapist Assistant	29.85
12015 - Certified Physical Therapist Assistant	27.97
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	32.94

12035	- Electroneurodiagnostic Technologist	32.94
12040	- Emergency Medical Technician	25.73
12071	- Licensed Practical Nurse I	19.43
12072	- Licensed Practical Nurse II	21.74
12073	- Licensed Practical Nurse III	24.23
12100	- Medical Assistant	17.83
12130	- Medical Laboratory Technician	20.78
12160	- Medical Record Clerk	17.96
12190	- Medical Record Technician	19.78
12195	- Medical Transcriptionist	19.48
12210	- Nuclear Medicine Technologist	44.63
12221	- Nursing Assistant I	12.06
12222	- Nursing Assistant II	13.58
12223	- Nursing Assistant III	14.80
12224	- Nursing Assistant IV	16.61
12235	- Optical Dispenser	19.98
12236	- Optical Technician	19.43
12250	- Pharmacy Technician	20.32
12280	- Phlebotomist	17.38
12305	- Radiologic Technologist	34.31
12311	- Registered Nurse I	29.46
12312	- Registered Nurse II	36.05
12313	- Registered Nurse II, Specialist	36.05
12314	- Registered Nurse III	43.61
12315	- Registered Nurse III, Anesthetist	43.61
12316	- Registered Nurse IV	52.28
12317	- Scheduler (Drug and Alcohol Testing)	26.93
12320	- Substance Abuse Treatment Counselor	20.77
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	24.34
13012	- Exhibits Specialist II	30.16
13013	- Exhibits Specialist III	36.90
13041	- Illustrator I	24.34
13042	- Illustrator II	30.16
13043	- Illustrator III	36.90
13047	- Librarian	33.40
13050	- Library Aide/Clerk	15.45
13054	- Library Information Technology Systems Administrator	30.16
13058	- Library Technician	22.21
13061	- Media Specialist I	21.77
13062	- Media Specialist II	24.34
13063	- Media Specialist III	27.14
13071	- Photographer I	20.35
13072	- Photographer II	22.76
13073	- Photographer III	28.20
13074	- Photographer IV	34.50
13075	- Photographer V	41.74
13090	- Technical Order Library Clerk	19.40
13110	- Video Teleconference Technician	22.47
14000	- Information Technology Occupations	
14041	- Computer Operator I	18.22
14042	- Computer Operator II	20.39
14043	- Computer Operator III	22.73
14044	- Computer Operator IV	25.25
14045	- Computer Operator V	27.97
14071	- Computer Programmer I	24.47
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		18.22
14160 - Personal Computer Support Technician		25.25
14170 - System Support Specialist		28.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		30.07
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.34
15086 - Maintenance Test Pilot, Rotary Wing		40.34
15088 - Non-Maintenance Test/Co-Pilot		40.34
15090 - Technical Instructor		26.41
15095 - Technical Instructor/Course Developer		31.46
15110 - Test Proctor		21.33
15120 - Tutor		21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.95
16030 - Counter Attendant		11.95
16040 - Dry Cleaner		14.08
16070 - Finisher, Flatwork, Machine		11.95
16090 - Presser, Hand		11.95
16110 - Presser, Machine, Drycleaning		11.95
16130 - Presser, Machine, Shirts		11.95
16160 - Presser, Machine, Wearing Apparel, Laundry		11.95
16190 - Sewing Machine Operator		14.67
16220 - Tailor		15.26
16250 - Washer, Machine		12.90
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		30.48
19040 - Tool And Die Maker		34.52
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.87
21030 - Material Coordinator		23.15
21040 - Material Expediter		23.15
21050 - Material Handling Laborer		16.29
21071 - Order Filler		15.96
21080 - Production Line Worker (Food Processing)		19.87
21110 - Shipping Packer		18.13
21130 - Shipping/Receiving Clerk		18.13
21140 - Store Worker I		16.69
21150 - Stock Clerk		21.08
21210 - Tools And Parts Attendant		19.87
21410 - Warehouse Specialist		19.87
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.63
23019 - Aircraft Logs and Records Technician		27.70
23021 - Aircraft Mechanic I		31.61
23022 - Aircraft Mechanic II		32.63
23023 - Aircraft Mechanic III		33.59
23040 - Aircraft Mechanic Helper		24.54
23050 - Aircraft, Painter		30.54
23060 - Aircraft Servicer		27.70
23070 - Aircraft Survival Flight Equipment Technician		30.54
23080 - Aircraft Worker		29.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		29.27

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.61
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	17.92
23125 - Cable Splicer	34.40
23130 - Carpenter, Maintenance	27.65
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	28.34
23181 - Electronics Technician Maintenance I	32.41
23182 - Electronics Technician Maintenance II	33.82
23183 - Electronics Technician Maintenance III	35.00
23260 - Fabric Worker	26.58
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	25.05
23311 - Fuel Distribution System Mechanic	31.90
23312 - Fuel Distribution System Operator	28.74
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	31.61
23381 - Ground Support Equipment Servicer	27.70
23382 - Ground Support Equipment Worker	29.27
23391 - Gunsmith I	25.05
23392 - Gunsmith II	18.28
23393 - Gunsmith III	30.33
23410 - Heating, Ventilation And Air-Conditioning Mechanic	32.55
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	33.60
23430 - Heavy Equipment Mechanic	29.38
23440 - Heavy Equipment Operator	31.46
23460 - Instrument Mechanic	30.33
23465 - Laboratory/Shelter Mechanic	29.31
23470 - Laborer	15.63
23510 - Locksmith	28.17
23530 - Machinery Maintenance Mechanic	27.89
23550 - Machinist, Maintenance	28.61
23580 - Maintenance Trades Helper	17.92
23591 - Metrology Technician I	30.33
23592 - Metrology Technician II	31.31
23593 - Metrology Technician III	32.23
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	36.03
23810 - Plumber, Maintenance	33.18
23820 - Pneudraulic Systems Mechanic	30.33
23850 - Rigger	30.33
23870 - Scale Mechanic	28.08
23890 - Sheet-Metal Worker, Maintenance	34.44
23910 - Small Engine Mechanic	23.95
23931 - Telecommunications Mechanic I	27.86
23932 - Telecommunications Mechanic II	28.76
23950 - Telephone Lineman	26.96
23960 - Welder, Combination, Maintenance	26.32
23965 - Well Driller	32.28
23970 - Woodcraft Worker	30.33
23980 - Woodworker	25.05
24000 - Personal Needs Occupations	
24550 - Case Manager	16.91
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	12.55

24620 - Family Readiness And Support Services Coordinator	16.91
24630 - Homemaker	18.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	31.04
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	22.54
25210 - Water Treatment Plant Operator	31.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.81
27007 - Baggage Inspector	15.87
27008 - Corrections Officer	27.84
27010 - Court Security Officer	32.97
27030 - Detection Dog Handler	18.59
27040 - Detention Officer	27.84
27070 - Firefighter	37.31
27101 - Guard I	15.87
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.25
28042 - Carnival Equipment Repairer	15.17
28043 - Carnival Worker	11.49
28210 - Gate Attendant/Gate Tender	16.19
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.90
28510 - Recreation Aide/Health Facility Attendant	13.18
28515 - Recreation Specialist	22.17
28630 - Sports Official	14.25
28690 - Swimming Pool Operator	17.00
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.06
29020 - Hatch Tender	31.06
29030 - Line Handler	31.06
29041 - Stevedore I	29.39
29042 - Stevedore II	32.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.51
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.94
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.77
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	24.91
30023 - Archeological Technician III	30.86
30030 - Cartographic Technician	30.86
30040 - Civil Engineering Technician	32.81
30051 - Cryogenic Technician I	26.54
30052 - Cryogenic Technician II	29.32
30061 - Drafter/CAD Operator I	22.27
30062 - Drafter/CAD Operator II	24.91
30063 - Drafter/CAD Operator III	27.78
30064 - Drafter/CAD Operator IV	34.17
30081 - Engineering Technician I	20.07
30082 - Engineering Technician II	22.53
30083 - Engineering Technician III	25.20
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.19
30086 - Engineering Technician VI	46.21
30090 - Environmental Technician	28.91
30095 - Evidence Control Specialist	23.97

30210 - Laboratory Technician	25.04
30221 - Latent Fingerprint Technician I	28.19
30222 - Latent Fingerprint Technician II	31.14
30240 - Mathematical Technician	30.86
30361 - Paralegal/Legal Assistant I	22.87
30362 - Paralegal/Legal Assistant II	28.34
30363 - Paralegal/Legal Assistant III	32.99
30364 - Paralegal/Legal Assistant IV	36.96
30375 - Petroleum Supply Specialist	29.32
30390 - Photo-Optics Technician	30.86
30395 - Radiation Control Technician	29.32
30461 - Technical Writer I	26.15
30462 - Technical Writer II	31.99
30463 - Technical Writer III	38.71
30491 - Unexploded Ordnance (UXO) Technician I	25.75
30492 - Unexploded Ordnance (UXO) Technician II	31.15
30493 - Unexploded Ordnance (UXO) Technician III	37.34
30494 - Unexploded (UXO) Safety Escort	25.75
30495 - Unexploded (UXO) Sweep Personnel	25.75
30501 - Weather Forecaster I	29.19
30502 - Weather Forecaster II	35.52
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.99
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.15
31020 - Bus Aide	16.63
31030 - Bus Driver	21.55
31043 - Driver Courier	17.98
31260 - Parking and Lot Attendant	11.87
31290 - Shuttle Bus Driver	19.13
31310 - Taxi Driver	14.02
31361 - Truckdriver, Light	19.13
31362 - Truckdriver, Medium	21.42
31363 - Truckdriver, Heavy	22.77
31364 - Truckdriver, Tractor-Trailer	22.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.19
99030 - Cashier	12.33
99050 - Desk Clerk	12.47
99095 - Embalmer	28.38
99130 - Flight Follower	25.75
99251 - Laboratory Animal Caretaker I	14.03
99252 - Laboratory Animal Caretaker II	14.92
99260 - Marketing Analyst	22.52
99310 - Mortician	28.38
99410 - Pest Controller	21.55
99510 - Photofinishing Worker	13.73
99710 - Recycling Laborer	25.80
99711 - Recycling Specialist	29.62
99730 - Refuse Collector	23.87
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	18.89
99830 - Survey Party Chief	32.43
99831 - Surveying Aide	18.61
99832 - Surveying Technician	25.50
99840 - Vending Machine Attendant	16.39
99841 - Vending Machine Repairer	19.80
99842 - Vending Machine Repairer Helper	17.90

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month*

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

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

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

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

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

determination.

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and clearing 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)).

WD 15-5563 (Rev.-5) was first posted on www.wdol.gov on 01/16/2018

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.: 2015-5563
Revision No.: 5
Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Columbia, Multnomah, Washington, Yamhill
Washington Counties of Clark, Skamania

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.42
01012 - Accounting Clerk II		17.31
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		26.22
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		13.73
01042 - Customer Service Representative II		15.43
01043 - Customer Service Representative III		16.83
01051 - Data Entry Operator I		13.12
01052 - Data Entry Operator II		14.32
01060 - Dispatcher, Motor Vehicle		19.88
01070 - Document Preparation Clerk		15.77
01090 - Duplicating Machine Operator		15.77
01111 - General Clerk I		13.64
01112 - General Clerk II		14.88
01113 - General Clerk III		17.33
01120 - Housing Referral Assistant		20.42
01141 - Messenger Courier		17.08
01191 - Order Clerk I		15.72
01192 - Order Clerk II		17.15
01261 - Personnel Assistant (Employment) I		15.87
01262 - Personnel Assistant (Employment) II		19.59
01263 - Personnel Assistant (Employment) III		20.55
01270 - Production Control Clerk		22.29
01290 - Rental Clerk		15.98
01300 - Scheduler, Maintenance		16.38
01311 - Secretary I		16.38
01312 - Secretary II		18.32

01313 - Secretary III	20.42
01320 - Service Order Dispatcher	17.40
01410 - Supply Technician	26.22
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	14.41
01531 - Travel Clerk I	13.60
01532 - Travel Clerk II	14.80
01533 - Travel Clerk III	15.93
01611 - Word Processor I	15.04
01612 - Word Processor II	16.89
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	20.49
05040 - Automotive Glass Installer	19.29
05070 - Automotive Worker	19.29
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal Mechanic	21.66
05160 - Motor Equipment Metal Worker	19.29
05190 - Motor Vehicle Mechanic	21.66
05220 - Motor Vehicle Mechanic Helper	16.04
05250 - Motor Vehicle Upholstery Worker	18.15
05280 - Motor Vehicle Wrecker	19.29
05310 - Painter, Automotive	20.49
05340 - Radiator Repair Specialist	19.29
05370 - Tire Repairer	14.74
05400 - Transmission Repair Specialist	21.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.95
07041 - Cook I	14.56
07042 - Cook II	16.55
07070 - Dishwasher	10.72
07130 - Food Service Worker	11.40
07210 - Meat Cutter	18.03
07260 - Waiter/Waitress	10.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.58
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	16.58
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.14
11060 - Elevator Operator	12.95
11090 - Gardener	18.24
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer, Grounds Maintenance	14.48
11240 - Maid or Houseman	11.64
11260 - Pruner	13.27
11270 - Tractor Operator	17.64
11330 - Trail Maintenance Worker	14.48
11360 - Window Cleaner	14.18
12000 - Health Occupations	
12010 - Ambulance Driver	22.41
12011 - Breath Alcohol Technician	21.73
12012 - Certified Occupational Therapist Assistant	27.26
12015 - Certified Physical Therapist Assistant	26.60
12020 - Dental Assistant	20.76
12025 - Dental Hygienist	36.70

12030 - EKG Technician	34.80
12035 - Electroneurodiagnostic Technologist	34.80
12040 - Emergency Medical Technician	22.41
12071 - Licensed Practical Nurse I	19.65
12072 - Licensed Practical Nurse II	21.98
12073 - Licensed Practical Nurse III	24.51
12100 - Medical Assistant	17.90
12130 - Medical Laboratory Technician	21.08
12160 - Medical Record Clerk	17.33
12190 - Medical Record Technician	19.38
12195 - Medical Transcriptionist	19.98
12210 - Nuclear Medicine Technologist	43.09
12221 - Nursing Assistant I	11.39
12222 - Nursing Assistant II	12.79
12223 - Nursing Assistant III	13.95
12224 - Nursing Assistant IV	15.68
12235 - Optical Dispenser	17.86
12236 - Optical Technician	15.09
12250 - Pharmacy Technician	18.43
12280 - Phlebotomist	15.68
12305 - Radiologic Technologist	34.53
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II, Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III, Anesthetist	42.99
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol Testing)	26.92
12320 - Substance Abuse Treatment Counselor	20.16
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.12
13012 - Exhibits Specialist II	27.40
13013 - Exhibits Specialist III	33.51
13041 - Illustrator I	18.44
13042 - Illustrator II	22.84
13043 - Illustrator III	27.94
13047 - Librarian	30.34
13050 - Library Aide/Clerk	16.24
13054 - Library Information Technology Systems Administrator	27.40
13058 - Library Technician	18.09
13061 - Media Specialist I	19.77
13062 - Media Specialist II	22.12
13063 - Media Specialist III	24.65
13071 - Photographer I	17.66
13072 - Photographer II	19.76
13073 - Photographer III	24.47
13074 - Photographer IV	29.94
13075 - Photographer V	36.23
13090 - Technical Order Library Clerk	20.40
13110 - Video Teleconference Technician	19.06
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.61
14042 - Computer Operator II	18.58
14043 - Computer Operator III	20.71
14044 - Computer Operator IV	23.01
14045 - Computer Operator V	25.49
14071 - Computer Programmer I	(see 1) 21.49
14072 - Computer Programmer II	(see 1) 26.62
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.61
14160 - Personal Computer Support Technician		23.01
14170 - System Support Specialist		28.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.95
15020 - Aircrew Training Devices Instructor (Rated)		35.03
15030 - Air Crew Training Devices Instructor (Pilot)		41.98
15050 - Computer Based Training Specialist / Instructor		28.95
15060 - Educational Technologist		33.06
15070 - Flight Instructor (Pilot)		41.98
15080 - Graphic Artist		25.01
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		41.98
15086 - Maintenance Test Pilot, Rotary Wing		41.98
15088 - Non-Maintenance Test/Co-Pilot		41.98
15090 - Technical Instructor		23.93
15095 - Technical Instructor/Course Developer		29.27
15110 - Test Proctor		19.32
15120 - Tutor		19.32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.95
16030 - Counter Attendant		11.95
16040 - Dry Cleaner		14.08
16070 - Finisher, Flatwork, Machine		11.95
16090 - Presser, Hand		11.95
16110 - Presser, Machine, Drycleaning		11.95
16130 - Presser, Machine, Shirts		11.95
16160 - Presser, Machine, Wearing Apparel, Laundry		11.95
16190 - Sewing Machine Operator		14.67
16220 - Tailor		15.26
16250 - Washer, Machine		12.90
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.20
19040 - Tool And Die Maker		28.21
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.02
21030 - Material Coordinator		22.29
21040 - Material Expediter		22.29
21050 - Material Handling Laborer		13.59
21071 - Order Filler		14.13
21080 - Production Line Worker (Food Processing)		18.02
21110 - Shipping Packer		15.66
21130 - Shipping/Receiving Clerk		15.66
21140 - Store Worker I		13.72
21150 - Stock Clerk		18.05
21210 - Tools And Parts Attendant		18.02
21410 - Warehouse Specialist		18.02
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.91
23019 - Aircraft Logs and Records Technician		24.59
23021 - Aircraft Mechanic I		29.34
23022 - Aircraft Mechanic II		30.91
23023 - Aircraft Mechanic III		32.49
23040 - Aircraft Mechanic Helper		21.40
23050 - Aircraft, Painter		27.36
23060 - Aircraft Servicer		24.59
23070 - Aircraft Survival Flight Equipment Technician		27.36
23080 - Aircraft Worker		26.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		26.13

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	29.34
II		
23110	- Appliance Mechanic	17.48
23120	- Bicycle Repairer	13.76
23125	- Cable Splicer	38.21
23130	- Carpenter, Maintenance	23.52
23140	- Carpet Layer	21.76
23160	- Electrician, Maintenance	34.12
23181	- Electronics Technician Maintenance I	25.99
23182	- Electronics Technician Maintenance II	28.21
23183	- Electronics Technician Maintenance III	29.82
23260	- Fabric Worker	22.59
23290	- Fire Alarm System Mechanic	23.07
23310	- Fire Extinguisher Repairer	21.48
23311	- Fuel Distribution System Mechanic	26.01
23312	- Fuel Distribution System Operator	20.38
23370	- General Maintenance Worker	19.49
23380	- Ground Support Equipment Mechanic	29.34
23381	- Ground Support Equipment Servicer	24.59
23382	- Ground Support Equipment Worker	26.13
23391	- Gunsmith I	21.48
23392	- Gunsmith II	24.41
23393	- Gunsmith III	27.41
23410	- Heating, Ventilation And Air-Conditioning Mechanic	23.42
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.70
23430	- Heavy Equipment Mechanic	24.95
23440	- Heavy Equipment Operator	28.42
23460	- Instrument Mechanic	29.44
23465	- Laboratory/Shelter Mechanic	25.94
23470	- Laborer	13.59
23510	- Locksmith	18.24
23530	- Machinery Maintenance Mechanic	27.50
23550	- Machinist, Maintenance	25.12
23580	- Maintenance Trades Helper	14.74
23591	- Metrology Technician I	29.44
23592	- Metrology Technician II	31.01
23593	- Metrology Technician III	32.60
23640	- Millwright	28.28
23710	- Office Appliance Repairer	20.53
23760	- Painter, Maintenance	18.24
23790	- Pipefitter, Maintenance	36.53
23810	- Plumber, Maintenance	33.43
23820	- Pneudraulic Systems Mechanic	27.41
23850	- Rigger	27.21
23870	- Scale Mechanic	24.41
23890	- Sheet-Metal Worker, Maintenance	24.40
23910	- Small Engine Mechanic	16.69
23931	- Telecommunications Mechanic I	28.57
23932	- Telecommunications Mechanic II	30.12
23950	- Telephone Lineman	24.08
23960	- Welder, Combination, Maintenance	21.16
23965	- Well Driller	27.06
23970	- Woodcraft Worker	27.41
23980	- Woodworker	17.67
24000	- Personal Needs Occupations	
24550	- Case Manager	16.63
24570	- Child Care Attendant	11.32
24580	- Child Care Center Clerk	14.34

24610 - Chore Aide	11.27
24620 - Family Readiness And Support Services Coordinator	16.63
24630 - Homemaker	16.63
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.37
25040 - Sewage Plant Operator	26.87
25070 - Stationary Engineer	31.37
25190 - Ventilation Equipment Tender	22.88
25210 - Water Treatment Plant Operator	26.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.77
27007 - Baggage Inspector	13.70
27008 - Corrections Officer	28.66
27010 - Court Security Officer	30.82
27030 - Detection Dog Handler	16.79
27040 - Detention Officer	28.66
27070 - Firefighter	28.92
27101 - Guard I	13.70
27102 - Guard II	16.79
27131 - Police Officer I	31.52
27132 - Police Officer II	35.03
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.26
28042 - Carnival Equipment Repairer	15.20
28043 - Carnival Worker	11.07
28210 - Gate Attendant/Gate Tender	16.16
28310 - Lifeguard	12.65
28350 - Park Attendant (Aide)	18.07
28510 - Recreation Aide/Health Facility Attendant	12.93
28515 - Recreation Specialist	20.42
28630 - Sports Official	14.40
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.47
29020 - Hatch Tender	27.47
29030 - Line Handler	27.47
29041 - Stevedore I	25.85
29042 - Stevedore II	29.18
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.76
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.43
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.20
30021 - Archeological Technician I	16.79
30022 - Archeological Technician II	18.78
30023 - Archeological Technician III	23.28
30030 - Cartographic Technician	23.28
30040 - Civil Engineering Technician	29.84
30051 - Cryogenic Technician I	25.77
30052 - Cryogenic Technician II	28.46
30061 - Drafter/CAD Operator I	16.79
30062 - Drafter/CAD Operator II	18.78
30063 - Drafter/CAD Operator III	20.94
30064 - Drafter/CAD Operator IV	25.77
30081 - Engineering Technician I	16.14
30082 - Engineering Technician II	18.13
30083 - Engineering Technician III	20.29
30084 - Engineering Technician IV	25.76
30085 - Engineering Technician V	31.76
30086 - Engineering Technician VI	37.19
30090 - Environmental Technician	25.71

30095 - Evidence Control Specialist	23.28
30210 - Laboratory Technician	19.22
30221 - Latent Fingerprint Technician I	29.82
30222 - Latent Fingerprint Technician II	32.93
30240 - Mathematical Technician	23.28
30361 - Paralegal/Legal Assistant I	17.68
30362 - Paralegal/Legal Assistant II	22.18
30363 - Paralegal/Legal Assistant III	27.13
30364 - Paralegal/Legal Assistant IV	32.84
30375 - Petroleum Supply Specialist	28.46
30390 - Photo-Optics Technician	23.28
30395 - Radiation Control Technician	28.46
30461 - Technical Writer I	24.36
30462 - Technical Writer II	31.19
30463 - Technical Writer III	36.05
30491 - Unexploded Ordnance (UXO) Technician I	25.27
30492 - Unexploded Ordnance (UXO) Technician II	30.58
30493 - Unexploded Ordnance (UXO) Technician III	36.65
30494 - Unexploded (UXO) Safety Escort	25.27
30495 - Unexploded (UXO) Sweep Personnel	25.27
30501 - Weather Forecaster I	25.77
30502 - Weather Forecaster II	31.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.94
30621 - Weather Observer, Senior	(see 2) 23.28
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.58
31020 - Bus Aide	15.35
31030 - Bus Driver	21.65
31043 - Driver Courier	14.64
31260 - Parking and Lot Attendant	10.90
31290 - Shuttle Bus Driver	15.73
31310 - Taxi Driver	12.27
31361 - Truckdriver, Light	15.73
31362 - Truckdriver, Medium	18.77
31363 - Truckdriver, Heavy	21.40
31364 - Truckdriver, Tractor-Trailer	21.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.91
99030 - Cashier	12.12
99050 - Desk Clerk	11.50
99095 - Embalmer	27.05
99130 - Flight Follower	25.27
99251 - Laboratory Animal Caretaker I	13.54
99252 - Laboratory Animal Caretaker II	14.53
99260 - Marketing Analyst	29.99
99310 - Mortician	27.05
99410 - Pest Controller	17.96
99510 - Photofinishing Worker	16.58
99710 - Recycling Laborer	23.46
99711 - Recycling Specialist	27.50
99730 - Refuse Collector	21.37
99810 - Sales Clerk	13.43
99820 - School Crossing Guard	13.99
99830 - Survey Party Chief	31.53
99831 - Surveying Aide	18.59
99832 - Surveying Technician	25.45
99840 - Vending Machine Attendant	16.64
99841 - Vending Machine Repairer	19.64
99842 - Vending Machine Repairer Helper	16.94

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month*

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

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

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

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

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

conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

WD 15-5543 (Rev.-5) was first posted on www.wdol.gov on 01/16/2018

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.: 2015-5543
Revision No.: 5
Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: Washington

Area: Washington County of Yakima

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.46
01013 - Accounting Clerk III		18.41
01020 - Administrative Assistant		25.50
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		13.51
01042 - Customer Service Representative II		15.19
01043 - Customer Service Representative III		16.58
01051 - Data Entry Operator I		14.31
01052 - Data Entry Operator II		15.62
01060 - Dispatcher, Motor Vehicle		18.77
01070 - Document Preparation Clerk		14.23
01090 - Duplicating Machine Operator		14.23
01111 - General Clerk I		13.10
01112 - General Clerk II		14.30
01113 - General Clerk III		16.05
01120 - Housing Referral Assistant		20.52
01141 - Messenger Courier		11.95
01191 - Order Clerk I		15.03
01192 - Order Clerk II		16.41
01261 - Personnel Assistant (Employment) I		17.21
01262 - Personnel Assistant (Employment) II		19.25
01263 - Personnel Assistant (Employment) III		21.47
01270 - Production Control Clerk		26.54
01290 - Rental Clerk		15.00
01300 - Scheduler, Maintenance		16.45
01311 - Secretary I		16.45
01312 - Secretary II		18.40
01313 - Secretary III		20.52
01320 - Service Order Dispatcher		18.84

01410 - Supply Technician	25.50
01420 - Survey Worker	17.45
01460 - Switchboard Operator/Receptionist	14.24
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.71
05010 - Automotive Electrician	18.82
05040 - Automotive Glass Installer	17.82
05070 - Automotive Worker	17.82
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.80
05160 - Motor Equipment Metal Worker	17.82
05190 - Motor Vehicle Mechanic	19.80
05220 - Motor Vehicle Mechanic Helper	14.82
05250 - Motor Vehicle Upholstery Worker	16.81
05280 - Motor Vehicle Wrecker	17.82
05310 - Painter, Automotive	18.82
05340 - Radiator Repair Specialist	17.82
05370 - Tire Repairer	15.51
05400 - Transmission Repair Specialist	19.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	15.72
07042 - Cook II	18.34
07070 - Dishwasher	10.95
07130 - Food Service Worker	11.06
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.54
09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	20.54
09090 - Furniture Refinisher Helper	16.17
09110 - Furniture Repairer, Minor	18.34
09130 - Upholsterer	20.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.95
11060 - Elevator Operator	14.47
11090 - Gardener	16.89
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer, Grounds Maintenance	12.77
11240 - Maid or Houseman	11.18
11260 - Pruner	11.97
11270 - Tractor Operator	15.28
11330 - Trail Maintenance Worker	12.77
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	19.43
12011 - Breath Alcohol Technician	19.43
12012 - Certified Occupational Therapist Assistant	26.65
12015 - Certified Physical Therapist Assistant	26.65
12020 - Dental Assistant	16.96
12025 - Dental Hygienist	43.92
12030 - EKG Technician	31.79
12035 - Electroneurodiagnostic Technologist	31.79
12040 - Emergency Medical Technician	19.43

12071 - Licensed Practical Nurse I	17.37
12072 - Licensed Practical Nurse II	19.43
12073 - Licensed Practical Nurse III	21.65
12100 - Medical Assistant	15.88
12130 - Medical Laboratory Technician	19.37
12160 - Medical Record Clerk	16.36
12190 - Medical Record Technician	18.30
12195 - Medical Transcriptionist	20.91
12210 - Nuclear Medicine Technologist	44.26
12221 - Nursing Assistant I	10.97
12222 - Nursing Assistant II	12.33
12223 - Nursing Assistant III	13.46
12224 - Nursing Assistant IV	15.11
12235 - Optical Dispenser	19.63
12236 - Optical Technician	17.37
12250 - Pharmacy Technician	17.24
12280 - Phlebotomist	14.97
12305 - Radiologic Technologist	29.79
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II, Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III, Anesthetist	43.68
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol Testing)	24.06
12320 - Substance Abuse Treatment Counselor	19.41
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.56
13012 - Exhibits Specialist II	26.69
13013 - Exhibits Specialist III	32.65
13041 - Illustrator I	21.56
13042 - Illustrator II	26.69
13043 - Illustrator III	32.65
13047 - Librarian	29.56
13050 - Library Aide/Clerk	15.60
13054 - Library Information Technology Systems Administrator	26.69
13058 - Library Technician	19.91
13061 - Media Specialist I	19.26
13062 - Media Specialist II	21.56
13063 - Media Specialist III	24.02
13071 - Photographer I	18.27
13072 - Photographer II	20.44
13073 - Photographer III	25.31
13074 - Photographer IV	30.98
13075 - Photographer V	37.47
13090 - Technical Order Library Clerk	17.16
13110 - Video Teleconference Technician	19.26
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.45
14042 - Computer Operator II	21.76
14043 - Computer Operator III	24.28
14044 - Computer Operator IV	26.98
14045 - Computer Operator V	29.87
14071 - Computer Programmer I	(see 1) 22.85
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.45

14160 - Personal Computer Support Technician	26.98
14170 - System Support Specialist	28.83
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.62
15020 - Aircrew Training Devices Instructor (Rated)	37.04
15030 - Air Crew Training Devices Instructor (Pilot)	44.39
15050 - Computer Based Training Specialist / Instructor	30.62
15060 - Educational Technologist	37.11
15070 - Flight Instructor (Pilot)	44.39
15080 - Graphic Artist	21.49
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	36.69
15086 - Maintenance Test Pilot, Rotary Wing	36.69
15088 - Non-Maintenance Test/Co-Pilot	36.69
15090 - Technical Instructor	28.36
15095 - Technical Instructor/Course Developer	32.54
15110 - Test Proctor	21.49
15120 - Tutor	21.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	13.19
16030 - Counter Attendant	13.19
16040 - Dry Cleaner	16.65
16070 - Finisher, Flatwork, Machine	13.19
16090 - Presser, Hand	13.19
16110 - Presser, Machine, Drycleaning	13.19
16130 - Presser, Machine, Shirts	13.19
16160 - Presser, Machine, Wearing Apparel, Laundry	13.19
16190 - Sewing Machine Operator	17.80
16220 - Tailor	18.96
16250 - Washer, Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.95
19040 - Tool And Die Maker	29.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.29
21030 - Material Coordinator	26.54
21040 - Material Expediter	26.54
21050 - Material Handling Laborer	13.19
21071 - Order Filler	13.22
21080 - Production Line Worker (Food Processing)	17.29
21110 - Shipping Packer	14.54
21130 - Shipping/Receiving Clerk	14.54
21140 - Store Worker I	11.73
21150 - Stock Clerk	16.73
21210 - Tools And Parts Attendant	17.29
21410 - Warehouse Specialist	17.29
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.36
23019 - Aircraft Logs and Records Technician	20.38
23021 - Aircraft Mechanic I	25.04
23022 - Aircraft Mechanic II	26.36
23023 - Aircraft Mechanic III	27.91
23040 - Aircraft Mechanic Helper	17.80
23050 - Aircraft, Painter	23.48
23060 - Aircraft Servicer	20.38
23070 - Aircraft Survival Flight Equipment Technician	23.48
23080 - Aircraft Worker	21.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.04
23110 - Appliance Mechanic	23.48
23120 - Bicycle Repairer	17.47

23125 - Cable Splicer	37.57
23130 - Carpenter, Maintenance	22.89
23140 - Carpet Layer	21.92
23160 - Electrician, Maintenance	30.09
23181 - Electronics Technician Maintenance I	26.22
23182 - Electronics Technician Maintenance II	28.08
23183 - Electronics Technician Maintenance III	29.95
23260 - Fabric Worker	20.38
23290 - Fire Alarm System Mechanic	25.04
23310 - Fire Extinguisher Repairer	18.79
23311 - Fuel Distribution System Mechanic	25.43
23312 - Fuel Distribution System Operator	19.09
23370 - General Maintenance Worker	19.13
23380 - Ground Support Equipment Mechanic	25.04
23381 - Ground Support Equipment Servicer	20.38
23382 - Ground Support Equipment Worker	21.92
23391 - Gunsmith I	18.79
23392 - Gunsmith II	21.92
23393 - Gunsmith III	25.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.00
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.15
23430 - Heavy Equipment Mechanic	25.42
23440 - Heavy Equipment Operator	26.15
23460 - Instrument Mechanic	26.61
23465 - Laboratory/Shelter Mechanic	23.48
23470 - Laborer	12.28
23510 - Locksmith	22.53
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist, Maintenance	22.88
23580 - Maintenance Trades Helper	17.23
23591 - Metrology Technician I	26.61
23592 - Metrology Technician II	28.00
23593 - Metrology Technician III	29.66
23640 - Millwright	30.04
23710 - Office Appliance Repairer	22.32
23760 - Painter, Maintenance	19.88
23790 - Pipefitter, Maintenance	29.30
23810 - Plumber, Maintenance	27.84
23820 - Pneudraulic Systems Mechanic	25.04
23850 - Rigger	25.04
23870 - Scale Mechanic	21.92
23890 - Sheet-Metal Worker, Maintenance	30.57
23910 - Small Engine Mechanic	20.03
23931 - Telecommunications Mechanic I	30.81
23932 - Telecommunications Mechanic II	32.42
23950 - Telephone Lineman	25.04
23960 - Welder, Combination, Maintenance	21.15
23965 - Well Driller	25.04
23970 - Woodcraft Worker	25.04
23980 - Woodworker	18.79
24000 - Personal Needs Occupations	
24550 - Case Manager	15.52
24570 - Child Care Attendant	11.05
24580 - Child Care Center Clerk	13.78
24610 - Chore Aide	12.04
24620 - Family Readiness And Support Services Coordinator	15.52
24630 - Homemaker	15.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.31

25040 - Sewage Plant Operator	24.35
25070 - Stationary Engineer	27.31
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant Operator	24.35
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.15
27007 - Baggage Inspector	17.55
27008 - Corrections Officer	25.85
27010 - Court Security Officer	25.24
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	25.85
27070 - Firefighter	25.75
27101 - Guard I	17.55
27102 - Guard II	22.01
27131 - Police Officer I	30.65
27132 - Police Officer II	34.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.64
28042 - Carnival Equipment Repairer	16.71
28043 - Carnival Worker	11.72
28210 - Gate Attendant/Gate Tender	16.95
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	18.95
28510 - Recreation Aide/Health Facility Attendant	13.74
28515 - Recreation Specialist	23.32
28630 - Sports Official	15.09
28690 - Swimming Pool Operator	22.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.81
29020 - Hatch Tender	27.81
29030 - Line Handler	27.81
29041 - Stevedore I	25.82
29042 - Stevedore II	29.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	16.70
30022 - Archeological Technician II	18.69
30023 - Archeological Technician III	24.07
30030 - Cartographic Technician	25.48
30040 - Civil Engineering Technician	25.32
30051 - Cryogenic Technician I	25.63
30052 - Cryogenic Technician II	28.31
30061 - Drafter/CAD Operator I	16.70
30062 - Drafter/CAD Operator II	18.69
30063 - Drafter/CAD Operator III	20.83
30064 - Drafter/CAD Operator IV	25.63
30081 - Engineering Technician I	16.35
30082 - Engineering Technician II	18.35
30083 - Engineering Technician III	20.53
30084 - Engineering Technician IV	25.43
30085 - Engineering Technician V	31.11
30086 - Engineering Technician VI	38.46
30090 - Environmental Technician	23.15
30095 - Evidence Control Specialist	23.15
30210 - Laboratory Technician	23.90
30221 - Latent Fingerprint Technician I	25.63
30222 - Latent Fingerprint Technician II	28.31
30240 - Mathematical Technician	23.15
30361 - Paralegal/Legal Assistant I	18.70
30362 - Paralegal/Legal Assistant II	23.15

30363 - Paralegal/Legal Assistant III	28.32
30364 - Paralegal/Legal Assistant IV	34.27
30375 - Petroleum Supply Specialist	28.31
30390 - Photo-Optics Technician	22.36
30395 - Radiation Control Technician	28.31
30461 - Technical Writer I	23.15
30462 - Technical Writer II	28.31
30463 - Technical Writer III	34.26
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	25.63
30502 - Weather Forecaster II	31.18
30620 - Weather Observer, Combined Upper Air Or	(see 2) 20.83
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 22.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	12.35
31030 - Bus Driver	17.81
31043 - Driver Courier	15.15
31260 - Parking and Lot Attendant	11.89
31290 - Shuttle Bus Driver	16.52
31310 - Taxi Driver	12.18
31361 - Truckdriver, Light	16.52
31362 - Truckdriver, Medium	17.91
31363 - Truckdriver, Heavy	21.02
31364 - Truckdriver, Tractor-Trailer	21.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	11.37
99050 - Desk Clerk	11.00
99095 - Embalmer	24.57
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	13.85
99252 - Laboratory Animal Caretaker II	15.10
99260 - Marketing Analyst	25.20
99310 - Mortician	24.57
99410 - Pest Controller	21.74
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	16.23
99711 - Recycling Specialist	19.82
99730 - Refuse Collector	14.49
99810 - Sales Clerk	12.51
99820 - School Crossing Guard	14.43
99830 - Survey Party Chief	23.63
99831 - Surveying Aide	14.85
99832 - Surveying Technician	20.32
99840 - Vending Machine Attendant	18.38
99841 - Vending Machine Repairer	23.39
99842 - Vending Machine Repairer Helper	18.38

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees

with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.

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

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

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

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

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

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

specifications;

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

WD 15-5571 (Rev.-5) was first posted on www.wdol.gov on 01/16/2018

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.: 2015-5571
Revision No.: 5
Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: Oregon

Area: Oregon County of Jackson

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.31
01012 - Accounting Clerk II		14.95
01013 - Accounting Clerk III		16.72
01020 - Administrative Assistant		22.11
01035 - Court Reporter		17.05
01041 - Customer Service Representative I		11.38
01042 - Customer Service Representative II		12.80
01043 - Customer Service Representative III		13.97
01051 - Data Entry Operator I		13.32
01052 - Data Entry Operator II		14.58
01060 - Dispatcher, Motor Vehicle		18.24
01070 - Document Preparation Clerk		12.71
01090 - Duplicating Machine Operator		12.71
01111 - General Clerk I		12.63
01112 - General Clerk II		13.79
01113 - General Clerk III		15.48
01120 - Housing Referral Assistant		18.99
01141 - Messenger Courier		13.03
01191 - Order Clerk I		13.88
01192 - Order Clerk II		15.14
01261 - Personnel Assistant (Employment) I		14.55
01262 - Personnel Assistant (Employment) II		16.04
01263 - Personnel Assistant (Employment) III		17.87
01270 - Production Control Clerk		18.99
01290 - Rental Clerk		13.90
01300 - Scheduler, Maintenance		15.23
01311 - Secretary I		15.23
01312 - Secretary II		17.05
01313 - Secretary III		18.99

01320 - Service Order Dispatcher	16.24
01410 - Supply Technician	22.11
01420 - Survey Worker	15.38
01460 - Switchboard Operator/Receptionist	13.22
01531 - Travel Clerk I	13.72
01532 - Travel Clerk II	14.84
01533 - Travel Clerk III	15.96
01611 - Word Processor I	13.57
01612 - Word Processor II	15.23
01613 - Word Processor III	17.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.79
05010 - Automotive Electrician	17.35
05040 - Automotive Glass Installer	16.16
05070 - Automotive Worker	16.54
05110 - Mobile Equipment Servicer	14.57
05130 - Motor Equipment Metal Mechanic	18.14
05160 - Motor Equipment Metal Worker	16.54
05190 - Motor Vehicle Mechanic	18.14
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.72
05280 - Motor Vehicle Wrecker	16.54
05310 - Painter, Automotive	18.65
05340 - Radiator Repair Specialist	16.54
05370 - Tire Repairer	14.23
05400 - Transmission Repair Specialist	18.14
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.63
07041 - Cook I	11.63
07042 - Cook II	13.17
07070 - Dishwasher	10.55
07130 - Food Service Worker	10.70
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	10.78
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.82
09040 - Furniture Handler	11.65
09080 - Furniture Refinisher	16.83
09090 - Furniture Refinisher Helper	13.12
09110 - Furniture Repairer, Minor	14.99
09130 - Upholsterer	15.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.71
11060 - Elevator Operator	11.71
11090 - Gardener	16.91
11122 - Housekeeping Aide	12.18
11150 - Janitor	12.18
11210 - Laborer, Grounds Maintenance	13.58
11240 - Maid or Houseman	11.63
11260 - Pruner	12.52
11270 - Tractor Operator	15.80
11330 - Trail Maintenance Worker	13.58
11360 - Window Cleaner	13.26
12000 - Health Occupations	
12010 - Ambulance Driver	22.36
12011 - Breath Alcohol Technician	20.72
12012 - Certified Occupational Therapist Assistant	28.45
12015 - Certified Physical Therapist Assistant	27.50
12020 - Dental Assistant	21.00
12025 - Dental Hygienist	41.90
12030 - EKG Technician	34.08

12035 - Electroneurodiagnostic Technologist	34.08
12040 - Emergency Medical Technician	22.36
12071 - Licensed Practical Nurse I	18.54
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.12
12100 - Medical Assistant	16.71
12130 - Medical Laboratory Technician	19.67
12160 - Medical Record Clerk	15.29
12190 - Medical Record Technician	17.10
12195 - Medical Transcriptionist	18.78
12210 - Nuclear Medicine Technologist	45.57
12221 - Nursing Assistant I	10.69
12222 - Nursing Assistant II	12.02
12223 - Nursing Assistant III	13.12
12224 - Nursing Assistant IV	14.73
12235 - Optical Dispenser	16.59
12236 - Optical Technician	18.54
12250 - Pharmacy Technician	18.62
12280 - Phlebotomist	16.46
12305 - Radiologic Technologist	28.82
12311 - Registered Nurse I	22.98
12312 - Registered Nurse II	28.11
12313 - Registered Nurse II, Specialist	28.11
12314 - Registered Nurse III	34.01
12315 - Registered Nurse III, Anesthetist	34.01
12316 - Registered Nurse IV	40.76
12317 - Scheduler (Drug and Alcohol Testing)	25.69
12320 - Substance Abuse Treatment Counselor	18.44
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.45
13012 - Exhibits Specialist II	24.11
13013 - Exhibits Specialist III	29.49
13041 - Illustrator I	19.45
13042 - Illustrator II	24.11
13043 - Illustrator III	29.49
13047 - Librarian	26.69
13050 - Library Aide/Clerk	14.56
13054 - Library Information Technology Systems Administrator	24.11
13058 - Library Technician	17.40
13061 - Media Specialist I	17.39
13062 - Media Specialist II	19.45
13063 - Media Specialist III	21.70
13071 - Photographer I	16.33
13072 - Photographer II	18.27
13073 - Photographer III	22.63
13074 - Photographer IV	27.04
13075 - Photographer V	32.74
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	17.46
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.85
14042 - Computer Operator II	17.17
14043 - Computer Operator III	19.10
14044 - Computer Operator IV	21.21
14045 - Computer Operator V	23.56
14071 - Computer Programmer I	(see 1) 19.56
14072 - Computer Programmer II	(see 1) 24.77
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		15.85
14160 - Personal Computer Support Technician		25.15
14170 - System Support Specialist		28.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.36
15020 - Aircrew Training Devices Instructor (Rated)		34.30
15030 - Air Crew Training Devices Instructor (Pilot)		41.11
15050 - Computer Based Training Specialist / Instructor		28.36
15060 - Educational Technologist		34.16
15070 - Flight Instructor (Pilot)		41.11
15080 - Graphic Artist		22.64
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		41.11
15086 - Maintenance Test Pilot, Rotary Wing		41.11
15088 - Non-Maintenance Test/Co-Pilot		41.11
15090 - Technical Instructor		20.39
15095 - Technical Instructor/Course Developer		25.17
15110 - Test Proctor		16.61
15120 - Tutor		16.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.68
16030 - Counter Attendant		11.68
16040 - Dry Cleaner		13.45
16070 - Finisher, Flatwork, Machine		11.68
16090 - Presser, Hand		11.68
16110 - Presser, Machine, Drycleaning		11.68
16130 - Presser, Machine, Shirts		11.68
16160 - Presser, Machine, Wearing Apparel, Laundry		11.68
16190 - Sewing Machine Operator		14.53
16220 - Tailor		15.68
16250 - Washer, Machine		12.24
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.60
19040 - Tool And Die Maker		27.72
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.37
21030 - Material Coordinator		18.46
21040 - Material Expediter		18.46
21050 - Material Handling Laborer		12.69
21071 - Order Filler		12.42
21080 - Production Line Worker (Food Processing)		16.37
21110 - Shipping Packer		15.79
21130 - Shipping/Receiving Clerk		15.79
21140 - Store Worker I		13.25
21150 - Stock Clerk		17.17
21210 - Tools And Parts Attendant		16.37
21410 - Warehouse Specialist		16.37
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.71
23019 - Aircraft Logs and Records Technician		20.80
23021 - Aircraft Mechanic I		24.45
23022 - Aircraft Mechanic II		25.71
23023 - Aircraft Mechanic III		26.98
23040 - Aircraft Mechanic Helper		18.07
23050 - Aircraft, Painter		23.18
23060 - Aircraft Servicer		20.80
23070 - Aircraft Survival Flight Equipment Technician		23.18
23080 - Aircraft Worker		21.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		21.90

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.45
23110 - Appliance Mechanic	20.45
23120 - Bicycle Repairer	13.83
23125 - Cable Splicer	24.74
23130 - Carpenter, Maintenance	22.27
23140 - Carpet Layer	21.51
23160 - Electrician, Maintenance	28.66
23181 - Electronics Technician Maintenance I	23.66
23182 - Electronics Technician Maintenance II	25.03
23183 - Electronics Technician Maintenance III	26.41
23260 - Fabric Worker	20.88
23290 - Fire Alarm System Mechanic	23.52
23310 - Fire Extinguisher Repairer	19.56
23311 - Fuel Distribution System Mechanic	22.34
23312 - Fuel Distribution System Operator	17.67
23370 - General Maintenance Worker	16.80
23380 - Ground Support Equipment Mechanic	24.45
23381 - Ground Support Equipment Servicer	20.80
23382 - Ground Support Equipment Worker	21.90
23391 - Gunsmith I	19.56
23392 - Gunsmith II	22.16
23393 - Gunsmith III	24.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.67
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.73
23430 - Heavy Equipment Mechanic	25.14
23440 - Heavy Equipment Operator	23.27
23460 - Instrument Mechanic	24.74
23465 - Laboratory/Shelter Mechanic	23.44
23470 - Laborer	11.52
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	25.78
23550 - Machinist, Maintenance	21.90
23580 - Maintenance Trades Helper	13.73
23591 - Metrology Technician I	24.74
23592 - Metrology Technician II	26.01
23593 - Metrology Technician III	27.30
23640 - Millwright	24.74
23710 - Office Appliance Repairer	21.89
23760 - Painter, Maintenance	15.28
23790 - Pipefitter, Maintenance	33.59
23810 - Plumber, Maintenance	31.30
23820 - Pneudraulic Systems Mechanic	24.74
23850 - Rigger	24.74
23870 - Scale Mechanic	22.16
23890 - Sheet-Metal Worker, Maintenance	24.88
23910 - Small Engine Mechanic	22.16
23931 - Telecommunications Mechanic I	29.21
23932 - Telecommunications Mechanic II	30.70
23950 - Telephone Lineman	24.74
23960 - Welder, Combination, Maintenance	18.38
23965 - Well Driller	24.00
23970 - Woodcraft Worker	24.74
23980 - Woodworker	19.56
24000 - Personal Needs Occupations	
24550 - Case Manager	16.84
24570 - Child Care Attendant	11.30
24580 - Child Care Center Clerk	14.09
24610 - Chore Aide	10.99

24620 - Family Readiness And Support Services Coordinator	16.84
24630 - Homemaker	17.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.74
25040 - Sewage Plant Operator	28.34
25070 - Stationary Engineer	24.74
25190 - Ventilation Equipment Tender	18.29
25210 - Water Treatment Plant Operator	28.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.92
27007 - Baggage Inspector	12.75
27008 - Corrections Officer	26.22
27010 - Court Security Officer	26.22
27030 - Detection Dog Handler	15.86
27040 - Detention Officer	26.22
27070 - Firefighter	24.73
27101 - Guard I	12.75
27102 - Guard II	15.86
27131 - Police Officer I	29.83
27132 - Police Officer II	33.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.96
28042 - Carnival Equipment Repairer	16.00
28043 - Carnival Worker	11.81
28210 - Gate Attendant/Gate Tender	14.18
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.86
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	19.64
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	18.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.16
29020 - Hatch Tender	22.16
29030 - Line Handler	22.16
29041 - Stevedore I	20.88
29042 - Stevedore II	23.44
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	16.29
30022 - Archeological Technician II	18.22
30023 - Archeological Technician III	22.57
30030 - Cartographic Technician	22.57
30040 - Civil Engineering Technician	28.56
30051 - Cryogenic Technician I	21.24
30052 - Cryogenic Technician II	23.46
30061 - Drafter/CAD Operator I	16.29
30062 - Drafter/CAD Operator II	18.22
30063 - Drafter/CAD Operator III	20.32
30064 - Drafter/CAD Operator IV	25.00
30081 - Engineering Technician I	15.92
30082 - Engineering Technician II	17.87
30083 - Engineering Technician III	19.99
30084 - Engineering Technician IV	24.76
30085 - Engineering Technician V	30.29
30086 - Engineering Technician VI	36.65
30090 - Environmental Technician	22.57
30095 - Evidence Control Specialist	19.18

30210 - Laboratory Technician	20.32
30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	22.57
30361 - Paralegal/Legal Assistant I	19.17
30362 - Paralegal/Legal Assistant II	23.75
30363 - Paralegal/Legal Assistant III	29.05
30364 - Paralegal/Legal Assistant IV	35.16
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	22.57
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	18.44
30462 - Technical Writer II	22.56
30463 - Technical Writer III	27.29
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	25.00
30502 - Weather Forecaster II	30.41
30620 - Weather Observer, Combined Upper Air Or	(see 2) 20.32
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 22.57
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	14.53
31030 - Bus Driver	19.30
31043 - Driver Courier	13.61
31260 - Parking and Lot Attendant	12.27
31290 - Shuttle Bus Driver	14.56
31310 - Taxi Driver	12.67
31361 - Truckdriver, Light	14.56
31362 - Truckdriver, Medium	16.83
31363 - Truckdriver, Heavy	20.25
31364 - Truckdriver, Tractor-Trailer	20.25
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	11.01
99050 - Desk Clerk	11.48
99095 - Embalmer	23.85
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	12.99
99252 - Laboratory Animal Caretaker II	13.89
99260 - Marketing Analyst	25.72
99310 - Mortician	23.85
99410 - Pest Controller	21.10
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	17.32
99711 - Recycling Specialist	20.15
99730 - Refuse Collector	15.91
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	23.75
99831 - Surveying Aide	14.92
99832 - Surveying Technician	20.31
99840 - Vending Machine Attendant	18.48
99841 - Vending Machine Repairer	22.39
99842 - Vending Machine Repairer Helper	18.48

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month*

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

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

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

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

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

determination.

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

2. AMENDMENT/MODIFICATION NO. P00013
 3. EFFECTIVE DATE See Block 16C
 4. REQUISITION/PURCHASE REQ. NO.
 5. PROJECT NO. (If applicable)

6. ISSUED BY CODE ICE/DM/DC-LAGUNA
 ICE/Detent Mngt/Detent Contract-LAG
 Immigration and Customs Enforcement
 Office of Acquisition Management
 24000 Avila Road, (b)(6):
 Attn: (b)(6); (b)(7)(C)
 Laguna Niguel CA 92677
 7. ADMINISTERED BY (If other than Item 6) CODE ICE/DM/DC-LAGUNA
 ICE/Detent Mngt/Detent Contract-LAG
 Immigration and Customs Enforcement
 Office of Acquisition Management
 24000 Avila Road, (b)(6):
 Attn: (b)(6); (b)(7)(C)
 Laguna Niguel CA 92677

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)
 GEO GROUP INC THE
 621 NW 53RD ST (b)(6)
 BOCA RATON FL 334878242
 9A. AMENDMENT OF SOLICITATION NO. (x)
 9B. DATED (SEE ITEM 11)
 10A. MODIFICATION OF CONTRACT/ORDER NO. x
 HSCEDM-15-D-00015
 10B. DATED (SEE ITEM 13)
 09/24/2015
 CODE (b)(7)(E) FACILITY CODE

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

12. ACCOUNTING AND APPROPRIATION DATA (If required)
 NA

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

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

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)
 DUNS Number: 612706465

COR POC: (b)(6); (b)(7)(C) e-mail address,
 (b)(6); (b)(7)(C)@ice.dhs.gov

Alternate COR POC: (b)(6); (b)(7)(C) email address,
 (b)(6); (b)(7)(C)@ice.dhs.gov

Finance POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

This modification is to change the contract statement in paragraph, XII. Detainee Services
 Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print) (b)(6); (b)(7)(C) EVP
 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (b)(6); (b)(7)(C)
 15B. CONTRACTOR/OFFEROR (b)(6); (b)(7)(C)
 15C. DATE SIGNED 6/21/2018
 16C. DATE SIGNED (b)(6); (b)(7)(C)
 (Signature of person authorized to sign)

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00013

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2 2

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Program, H. Physical Plant, 4. Additional Requirement, d. Visitation and Holding Space. The statement currently reads:</p> <p>d. Visitation and Holding Space</p> <p>Sufficient space shall be provided for contact and non-contact visitation and group and individual holding rooms, including designated space to permit appropriate screening and searching of both detainees and visitors in visitation areas. The Contractor shall provide at a minimum 25 non-contact rooms (at least 60 square feet each) and a minimum of 10 private, non-monitored attorney-client (detainee) rooms (at least 100 square feet each). Additionally, four attorney-client offices (at least 100 square feet each) shall be provided for dedicated use by Citizenship and Immigration Services Asylum Officers. Space shall be provided for the storage of visitors' personal items not allowed into the visiting area.</p> <p>The statement is hereby revised to read:</p> <p>d. Visitation and Holding Space.</p> <p>Sufficient space shall be provided for contact and non-contact visitation and group and individual holding rooms, including designated space to permit appropriate screening and searching of both detainees and visitors in visitation areas. The Contractor shall provide at a minimum 19 non-contact rooms (at least 48 square feet each) and a minimum of 7 private, non-monitored attorney-client (detainee) rooms (at least 42 square feet each). Additionally, two (2) attorney-client offices (at least 96 square feet each) shall be provided for dedicated use by Citizenship and Immigration Services Asylum Officers. Space shall be provided for the storage of visitors' personal items not allowed into the visiting area.</p> <p>.</p>				

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 2
2. AMENDMENT/MODIFICATION NO. P00016	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA	7. ADMINISTERED BY (If other than Item 6) ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 621 NW 53RD ST STE 700 BOCA RATON FL 334878242		(x)	9A. AMENDMENT OF SOLICITATION NO.
CODE (b)(7)(E)			9B. DATED (SEE ITEM 11)
FACILITY CODE		x	10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015
			10B. DATED (SEE ITEM 13) 09/24/2015

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

12. ACCOUNTING AND APPROPRIATION DATA (If required)

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

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

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

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

DUNS Number: 612706465

COR POC: (b)(6); (b)(7)(C) e-mail address,

(b)(6); (b)(7)(C) ice.dhs.gov

Finance POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C) ice.dhs.gov

The purpose of this modification is to incorporate the following in the contract.

- Classifications and hourly wage rates.

Classification / Wage Rate:

Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print) (b)(6); (b)(7)(C)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (b)(6); (b)(7)(C)
15B. CONTRACTOR (b)(6); (b)(7)(C)	16B. UNITED STATES OF AMERICA (b)(6); (b)(7)(C)
15C. DATE SIGNED 4/22/19	16C. DATE SIGNED

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
 HSCEDM-15-D-00015/P00016

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 2 2

NAME OF OFFEROR OR CONTRACTOR
 GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Food Service Production Supervisor: (b)(4) Sergeants: (b)(4)</p> <p>On November 6, 2018, the Department of Labor approved the request for conformance of these two (2) classifications and wage rates not listed in the Wage Determination (WD) No 2015-5539 (Rev. 5), dated September 3, 2017. The work will be performed at the Tacoma, Peirce County Washington. The conformed classifications and wage rate are in addition to the fringe benefits rate of \$4.41 listed on the applicable WD.</p> <p>The per diem rate increase of (b)(4) on 1,181 beds, guaranteed minimum is effective September 28, 2017.</p> <p>2. An Additional (b) Detention Officers, Full Time Equivalents (FTEs), assigned to Pod F & G of the Detention Center with a per diem rate increase of (b)(4) on 1,181 beds, guaranteed minimum effective January 6, 2019.</p> <p>3. The revised CLIN rates are outline in attachment 1.</p> <p>4. The total amount of increase to this contract is (b)(4) from (b)(4) to (b)(4)</p> <p>There are no obligated funds in this contract. Funds are obligated in the issuance of a task order.</p> <p>All other terms and conditions remain the same.</p> <p>.</p> <p>Discount Terms: (b)(4)</p>				

Attachment 1

CLIN	Title	Period of Performance	Current Rate	DOL Conformance Increase	(b)(4); (b)(7)(E)	New Rate
2001A	1,181 Detention Beds Days, Guaranteed Minimum,	September 28, 2017 - September 27, 2018	(b)(4)			
3001A *	1,181 Detention Beds Days, Guaranteed Minimum,	September 28, 2017 - January 5, 2019				
3001A **	1,181 Detention Beds Days, Guaranteed Minimum,	January 6, 2019 - September 27, 2019				
4001A	1,181 Detention Beds Days, Guaranteed Minimum,	September 28, 2019 - September 27, 2020				
5001A	1,181 Detention Beds Days, Guaranteed Minimum,	September 28, 2020 - September 27, 2021				
6001A	1,181 Detention Beds Days, Guaranteed Minimum,	September 28, 2021 - September 27, 2022				
7001A	1,181 Detention Beds Days, Guaranteed Minimum,	September 28, 2022 - September 27, 2023				
8001A	1,181 Detention Beds Days, Guaranteed Minimum,	September 28, 2023 - September 27, 2024				
9001A	1,181 Detention Beds Days, Guaranteed Minimum,	September 28, 2024 - September 27, 2025				
9004A	1,181 Detention Beds Days, Guaranteed Minimum,	September 28, 2025 - March 27, 2026				
* CLIN 3001A (b)(4) new rate is from September 28, 2018 - January 5, 2019						
** CLIN 3001A (b)(4) new rate is effective January 6, 2019						

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 2
2. AMENDMENT/MODIFICATION NO. P00017	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6): Attn: (b)(4); (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA	7. ADMINISTERED BY (If other than Item 6) ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(4): Attn: (b)(4); (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 621 NW 53RD ST (b)(4) BOCA RATON FL 334878242		(x) 9A. AMENDMENT OF SOLICITATION NO.	
		9B. DATED (SEE ITEM 11)	
		x 10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015	
		10B. DATED (SEE ITEM 13) 09/24/2015	
CODE (b)(7)(E)	FACILITY CODE		

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

12. ACCOUNTING AND APPROPRIATION DATA (If required)

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

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

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

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

DUNS Number: 612706465

COR POC: (b)(6); (b)(7)(C) e-mail address,

(b)(6); (b)(7)(C)@ice.dhs.gov

Finance POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

Alternate POC: (b)(6); (b)(7)(C), email address, (b)(6); (b)(7)(C)@ice.dhs.gov

This modification is to incorporate GEO's Request of Equitable Adjustment (REA) rate increase based on the replacement of the Wage Determination in modification P00015. The rate increases are outlined in attachment 1. This modification does not obligate funds.
Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (b)(6); Contracting Officer
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED
16B. UNITED STATES OF AMERICA (b)(6); (b)(7)(C)	16C. DATE SIGNED June 11, 2019

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00017

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2 2

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>There are no funds associated with this contract. All funds obligated are through the issuance of a task order. Discount Terms: (b)(4) Period of Performance: 09/28/2018 to 03/27/2026</p>				

Attachment 1

Modification P00017

Increase Rate Type	Amount of Increase
1 - 1181	(b)(4)
1181 - 1575	
Seattle & Portland Transportation	(b)(4)
Remote Post	
Yakima & Medford Transportation	

FROM, Date of Rate Increase	TO, Date Rate of Increase	CLIN	Rate Type	Current Rate	Increase Amount	New Rate
9/28/2018	1/5/2019	3001A	1- 1181	(b)(4)		
1/6/2019	9/27/2019	3001A	1 - 1181			
9/28/2018	9/27/2019	3001B	1182 - 1575			
9/28/2018	9/27/2019	3002A	Seattle & Portland Transportation	(b)(4)		
9/28/2018	9/27/2019	3002E	Remote Post			
9/28/2018	9/27/2019	3002F	Yakima & Medford Transportation			
Option Year 4						
FROM, Date of Rate Increase	TO, Date Rate of Increase	CLIN	Rate Type	Current Rate	Increase Amount	New Rate
9/28/2019	9/27/2020	4001A	1- 1181	(b)(4)		
9/28/2019	9/27/2020	4001B	1182 - 1575			
9/28/2019	9/27/2020	4002A	Seattle & Portland Transportation			
9/28/2019	9/27/2020	4002E	Remote Post	(b)(4)		
9/28/2019	9/27/2020	4002F	Yakima & Medford Transportation			
Option Year 5						
FROM, Date of Rate Increase	TO, Date Rate of Increase	CLIN	Rate Type	Current Rate	Increase Amount	New Rate
9/28/2020	9/27/2021	5001A	1- 1181	(b)(4)		
9/28/2020	9/27/2021	5001B	1182 - 1575			
9/28/2020	9/27/2021	5002A	Seattle & Portland Transportation	(b)(4)		
9/28/2020	9/27/2021	5002E	Remote Post			

9/28/2020	9/27/2021	5002F	Yakima & Medford Transportation	(b)(4)		
Option Year 6						
FROM, Date of Rate Increase	TO, Date Rate of Increase	CLIN	Rate Type	Current Rate	Increase Amount	New Rate
9/28/2021	9/27/2022	6001A	1- 1181	(b)(4)		
9/28/2021	9/27/2022	6001B	1182 - 1575	(b)(4)		
9/28/2021	9/27/2022	6002A	Seattle & Portland Transportation	(b)(4)		
9/28/2021	9/27/2022	6002E	Remote Post			
9/28/2021	9/27/2022	6002F	Yakima & Medford Transportation			
Option Year 7						
FROM, Date of Rate Increase	TO, Date Rate of Increase	CLIN	Rate Type	Current Rate	Increase Amount	New Rate
9/28/2022	9/27/2023	7001A	1- 1181	(b)(4)		
9/28/2022	9/27/2023	7001B	1182 - 1575	(b)(4)		
9/28/2022	9/27/2023	7002A	Seattle & Portland Transportation	(b)(4)		
9/28/2022	9/27/2023	7002E	Remote Post			
9/28/2022	9/27/2023	7002F	Yakima & Medford Transportation			
Option Year 8						
FROM, Date of Rate Increase	TO, Date Rate of Increase	CLIN	Rate Type	Current Rate	Increase Amount	New Rate
9/28/2023	9/27/2024	8001A	1- 1181	(b)(4)		
9/28/2023	9/27/2024	8001B	1182 - 1575	(b)(4)		
9/28/2023	9/27/2024	8002A	Seattle & Portland Transportation	(b)(4)		
9/28/2023	9/27/2024	8002E	Remote Post			
9/28/2023	9/27/2024	8002F	Yakima & Medford Transportation			
Option Year 9						
FROM, Date of Rate Increase	TO, Date Rate of Increase	CLIN	Rate Type	Current Rate	Increase Amount	New Rate
9/28/2024	9/27/2025	9001A	1- 1181	(b)(4)		
9/28/2024	9/27/2025	9001B	1182 - 1575	(b)(4)		
9/28/2024	9/27/2025	9002A	Seattle & Portland Transportation	(b)(4)		

9/28/2024	9/27/2025	9002E	Remote Post	(b)(4)		
9/28/2024	9/27/2025	9002F	Yakima & Medford Transportation	(b)(4)		
Option Year in accordance with FAR 52.217 - 8						
FROM, Date of Rate Increase	TO, Date Rate of Increase	CLIN	Rate Type	Current Rate	Increase Amount	New Rate
9/28/2025	3/27/2026	9004A	1- 1181	(b)(4)		
9/28/2025	3/27/2026	9004B	1182 - 1575	(b)(4)		
9/28/2025	3/27/2026	9005A	Seattle & Portland Transportation	(b)(4)		
9/28/2025	3/27/2026	9005E	Remote Post	(b)(4)		
9/28/2025	3/27/2026	9005F	Yakima & Medford Transportation	(b)(4)		

2. AMENDMENT/MODIFICATION NO. P00018	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	7. ADMINISTERED BY (If other than Item 6) ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 621 NW 53RD ST (b)(6); BOCA RATON FL 334878242	9A. AMENDMENT OF SOLICITATION NO. (x)
	9B. DATED (SEE ITEM 11)
	x 10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015
	10B. DATED (SEE ITEM 13) 09/24/2015

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

12. ACCOUNTING AND APPROPRIATION DATA (If required)

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

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) FAR 52.217-9 - Option to Extend the Term of the Contract

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

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

DUNS Number: 612706465
COR POC: (b)(6); (b)(7)(C) e-mail address, jackie.m.duncan-murray@ice.dhs.gov

Finance POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

Alternate POC: (b)(6); (b)(7)(C) email address, (b)(6); (b)(7)(C)@ice.dhs.gov

This modification is to:

1. Exercise the Fourth (4th) Option Period of the contract under the FAR clause 52.217-9
Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (b)(6);
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED
	16B. UNITED STATES OF AMERICA (b)(6); (b)(7)(C) fficer
	16C. DATE SIGNED June 18, 2019

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Option to Extend the Term of the Contract for the period of September 28, 2019 through September 27, 2020. CLINS in the Fourth (4th) Option Period are:</p> <ul style="list-style-type: none"> a. CLIN 4001A b. CLIN 4001B c. CLIN 4002A d. CLIN 4002B e. CLIN 4002C f. CLIN 4002D g. CLIN 4002E h. CLIN 4002F i. CLIN 4003 <p>2. Replace attachment 2 of the Contract with the following new Department of Labor Wage Determination No. 2015-5539, Revision No. 9, Date of Revision, 12/26/2018; Department of Labor Wage Determination No. 2015-5564, Revision No 7, Date of Revision, 12/26/2018; Department of Labor Wage Determination No. 2015-5544, Revision No. 7, Date of Revision, 12/26/2018; and Department of Labor Wage Determination No. 2015-5572, Revision No. 7, Date of Revision, 12/26/2018. The Department of Labor Wage Determinations are attached and are effective September 28, 2019.</p> <p>In accordance with FAR 52.222-43, Fair Labor Standards Act and Service Contract Act - Price Adjustments (Multiple Year and Option Contracts) (f) "The Contractor shall notify the Contracting Officer of any increase claimed under this clause within 30 days after receiving a new wage determination unless this notification period is extended in writing by the Contracting Officer. The Contractor shall promptly notify the Contracting Officer of any decrease under this clause, but nothing in the clause shall preclude the Government from asserting a claim within the period permitted by law. The notice shall contain a statement of the amount claimed and the change in fixed hourly rates (if this is a time-and-materials or labor-hour contract), and any relevant supporting data, including payroll records, that the Contracting Officer may reasonably require. Upon agreement of the parties, the contract price, contract unit price labor rates, or fixed hourly rates shall be modified in writing. The Contractor shall continue performance pending agreement on or Continued ...</p>				

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00018

PAGE OF
3 3

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	determination of any such adjustment and its effective date." . Discount Terms: (b)(4) Period of Performance: 09/28/2019 to 09/27/2020				

Attachment 2

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210
|
|
|
| Wage Determination No.: 2015-5539
Daniel W. Simms Division of | Revision No.: 9
Director Wage Determinations | Date Of Last Revision: 12/26/2018

—
Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

—
State: Washington

Area: Washington County of Pierce

—

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
16.15	
01012 - Accounting Clerk II	
18.12	
01013 - Accounting Clerk III	
20.27	
01020 - Administrative Assistant	
27.73	
01035 - Court Reporter	
19.57	
01041 - Customer Service Representative I	
13.70	
01042 - Customer Service Representative II	
15.40	
01043 - Customer Service Representative III	
16.81	
01051 - Data Entry Operator I	
14.37	
01052 - Data Entry Operator II	
15.69	
01060 - Dispatcher Motor Vehicle	
22.39	
01070 - Document Preparation Clerk	
17.28	
01090 - Duplicating Machine Operator	
17.28	
01111 - General Clerk I	
14.26	
01112 - General Clerk II	
15.57	

01113 - General Clerk III
17.47

01120 - Housing Referral Assistant
21.81

01141 - Messenger Courier
16.81

01191 - Order Clerk I
15.99

01192 - Order Clerk II
17.45

01261 - Personnel Assistant (Employment) I
16.87

01262 - Personnel Assistant (Employment) II
18.88

01263 - Personnel Assistant (Employment) III
21.05

01270 - Production Control Clerk
23.15

01290 - Rental Clerk
16.18

01300 - Scheduler Maintenance
17.49

01311 - Secretary I
17.49

01312 - Secretary II
19.57

01313 - Secretary III
21.81

01320 - Service Order Dispatcher
19.14

01410 - Supply Technician
27.73

01420 - Survey Worker
19.50

01460 - Switchboard Operator/Receptionist
14.53

01531 - Travel Clerk I

14.56

01532 - Travel Clerk II

15.86

01533 - Travel Clerk III

17.06

01611 - Word Processor I

17.01

01612 - Word Processor II

19.09

01613 - Word Processor III

21.35

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer Fiberglass

23.34

05010 - Automotive Electrician

22.06

05040 - Automotive Glass Installer

20.66

05070 - Automotive Worker

21.36

05110 - Mobile Equipment Servicer

19.93

05130 - Motor Equipment Metal Mechanic

22.82

05160 - Motor Equipment Metal Worker

21.36

05190 - Motor Vehicle Mechanic

22.78

05220 - Motor Vehicle Mechanic Helper

19.20

05250 - Motor Vehicle Upholstery Worker

20.65

05280 - Motor Vehicle Wrecker

21.36

05310 - Painter Automotive

22.06

05340 - Radiator Repair Specialist

21.36
05370 - Tire Repairer

14.81
05400 - Transmission Repair Specialist

22.82
07000 - Food Preparation And Service Occupations
07010 - Baker

15.65
07041 - Cook I

15.17
07042 - Cook II

17.17
07070 - Dishwasher

11.62
07130 - Food Service Worker

11.99
07210 - Meat Cutter

21.24
07260 - Waiter/Waitress

12.34
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter

19.20
09040 - Furniture Handler

16.86
09080 - Furniture Refinisher

19.20
09090 - Furniture Refinisher Helper

16.86
09110 - Furniture Repairer Minor

18.01
09130 - Upholsterer

19.86
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles

13.53
11060 - Elevator Operator

15.95
11090 - Gardener

19.52
11122 - Housekeeping Aide

16.39
11150 - Janitor

16.39
11210 - Laborer Grounds Maintenance

15.98
11240 - Maid or Houseman

12.00
11260 - Pruner

14.63
11270 - Tractor Operator

18.35
11330 - Trail Maintenance Worker

15.98
11360 - Window Cleaner

17.90
12000 - Health Occupations
12010 - Ambulance Driver

28.30
12011 - Breath Alcohol Technician

23.44
12012 - Certified Occupational Therapist Assistant

29.85
12015 - Certified Physical Therapist Assistant

27.97
12020 - Dental Assistant

18.72
12025 - Dental Hygienist

45.08
12030 - EKG Technician

35.52
12035 - Electroneurodiagnostic Technologist

35.52
12040 - Emergency Medical Technician

28.30
12071 - Licensed Practical Nurse I

20.96
12072 - Licensed Practical Nurse II

23.44
12073 - Licensed Practical Nurse III

26.13
12100 - Medical Assistant

19.07
12130 - Medical Laboratory Technician

22.86
12160 - Medical Record Clerk

17.96
12190 - Medical Record Technician

19.89
12195 - Medical Transcriptionist

19.48
12210 - Nuclear Medicine Technologist

44.77
12221 - Nursing Assistant I

12.06
12222 - Nursing Assistant II

13.58
12223 - Nursing Assistant III

14.80
12224 - Nursing Assistant IV

16.61
12235 - Optical Dispenser

21.35
12236 - Optical Technician

19.43
12250 - Pharmacy Technician

20.32
12280 - Phlebotomist

17.78
12305 - Radiologic Technologist

34.31

12311 - Registered Nurse I
29.46

12312 - Registered Nurse II
36.05

12313 - Registered Nurse II Specialist
36.05

12314 - Registered Nurse III
43.61

12315 - Registered Nurse III Anesthetist
43.61

12316 - Registered Nurse IV
52.28

12317 - Scheduler (Drug and Alcohol Testing)
29.03

12320 - Substance Abuse Treatment Counselor
20.77

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I
25.24

13012 - Exhibits Specialist II
31.26

13013 - Exhibits Specialist III
38.24

13041 - Illustrator I
25.24

13042 - Illustrator II
31.26

13043 - Illustrator III
38.24

13047 - Librarian
34.62

13050 - Library Aide/Clerk
16.28

13054 - Library Information Technology Systems
31.26

Administrator

13058 - Library Technician

22.53

13061 - Media Specialist I

22.56

13062 - Media Specialist II

25.24

13063 - Media Specialist III

28.13

13071 - Photographer I

20.35

13072 - Photographer II

22.76

13073 - Photographer III

28.20

13074 - Photographer IV

34.50

13075 - Photographer V

41.74

13090 - Technical Order Library Clerk

20.44

13110 - Video Teleconference Technician

23.70

14000 - Information Technology Occupations

14041 - Computer Operator I

18.22

14042 - Computer Operator II

20.39

14043 - Computer Operator III

22.73

14044 - Computer Operator IV

25.25

14045 - Computer Operator V

27.97

14071 - Computer Programmer I

24.47

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
 18.22
 14160 - Personal Computer Support Technician
 25.25
 14170 - System Support Specialist
 29.71
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 34.20
 15020 - Aircrew Training Devices Instructor (Rated)
 41.38
 15030 - Air Crew Training Devices Instructor (Pilot)
 49.60
 15050 - Computer Based Training Specialist / Instructor
 34.20
 15060 - Educational Technologist
 30.07
 15070 - Flight Instructor (Pilot)
 49.60
 15080 - Graphic Artist
 27.76
 15085 - Maintenance Test Pilot Fixed Jet/Prop 40.48
 15086 - Maintenance Test Pilot Rotary Wing
 40.48
 15088 - Non-Maintenance Test/Co-Pilot
 40.48
 15090 - Technical Instructor
 27.96

15095 - Technical Instructor/Course Developer
 34.21
 15110 - Test Proctor
 22.58
 15120 - Tutor
 22.58
 16000 - Laundry Dry-Cleaning Pressing And Related Occupations
 16010 - Assembler
 13.13
 16030 - Counter Attendant
 13.13
 16040 - Dry Cleaner
 15.02
 16070 - Finisher Flatwork Machine 13.13
 16090 - Presser Hand
 13.13
 16110 - Presser Machine Drycleaning 13.13
 16130 - Presser Machine Shirts 13.13
 16160 - Presser Machine Wearing Apparel Laundry 13.13
 16190 - Sewing Machine Operator
 15.65
 16220 - Tailor
 16.28
 16250 - Washer Machine
 13.76
 19000 - Machine Tool Operation And Repair Occupations
 19010 - Machine-Tool Operator (Tool Room)
 31.41
 19040 - Tool And Die Maker
 35.58
 21000 - Materials Handling And Packing Occupations
 21020 - Forklift Operator
 19.87
 21030 - Material Coordinator
 23.15
 21040 - Material Expediter
 23.15

21050 - Material Handling Laborer
16.29

21071 - Order Filler
15.96

21080 - Production Line Worker (Food Processing)
19.87

21110 - Shipping Packer
18.33

21130 - Shipping/Receiving Clerk
18.33

21140 - Store Worker I
17.05

21150 - Stock Clerk
21.53

21210 - Tools And Parts Attendant
19.87

21410 - Warehouse Specialist
19.87

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder
33.62

23019 - Aircraft Logs and Records Technician
28.54

23021 - Aircraft Mechanic I
32.57

23022 - Aircraft Mechanic II
33.62

23023 - Aircraft Mechanic III
34.61

23040 - Aircraft Mechanic Helper
25.28

23050 - Aircraft Painter
31.47

23060 - Aircraft Servicer
28.54

23070 - Aircraft Survival Flight Equipment Technician
31.47

23080 - Aircraft Worker
30.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
30.15
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
32.57
II
23110 - Appliance Mechanic
24.65
23120 - Bicycle Repairer
19.71
23125 - Cable Splicer
35.26
23130 - Carpenter Maintenance
27.65
23140 - Carpet Layer
24.79
23160 - Electrician Maintenance
28.34
23181 - Electronics Technician Maintenance I
32.67
23182 - Electronics Technician Maintenance II
34.10
23183 - Electronics Technician Maintenance III
35.29
23260 - Fabric Worker
26.58
23290 - Fire Alarm System Mechanic
26.78
23310 - Fire Extinguisher Repairer
25.05
23311 - Fuel Distribution System Mechanic
34.87
23312 - Fuel Distribution System Operator
28.80
23370 - General Maintenance Worker

24.19
23380 - Ground Support Equipment Mechanic

32.57
23381 - Ground Support Equipment Servicer

28.54
23382 - Ground Support Equipment Worker

30.15
23391 - Gunsmith I

25.05
23392 - Gunsmith II

20.11
23393 - Gunsmith III

30.33
23410 - Heating Ventilation And Air-Conditioning

32.55
Mechanic
23411 - Heating Ventilation And Air Contidioning

33.60
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic

31.54
23440 - Heavy Equipment Operator

34.61
23460 - Instrument Mechanic

30.33
23465 - Laboratory/Shelter Mechanic

29.31
23470 - Laborer

15.63
23510 - Locksmith

28.76
23530 - Machinery Maintenance Mechanic

29.30
23550 - Machinist Maintenance

28.61
23580 - Maintenance Trades Helper

19.71

23591 - Metrology Technician I
30.33

23592 - Metrology Technician II
31.31

23593 - Metrology Technician III
32.23

23640 - Millwright
27.73

23710 - Office Appliance Repairer
25.88

23760 - Painter Maintenance
25.88

23790 - Pipefitter Maintenance
36.03

23810 - Plumber Maintenance
33.24

23820 - Pneudraulic Systems Mechanic
30.33

23850 - Rigger
30.33

23870 - Scale Mechanic
28.08

23890 - Sheet-Metal Worker Maintenance
34.44

23910 - Small Engine Mechanic
23.95

23931 - Telecommunications Mechanic I
28.09

23932 - Telecommunications Mechanic II
29.00

23950 - Telephone Lineman
28.33

23960 - Welder Combination Maintenance 26.32

23965 - Well Driller
32.28

23970 - Woodcraft Worker
30.33

23980 - Woodworker
25.05
24000 - Personal Needs Occupations
24550 - Case Manager
18.60
24570 - Child Care Attendant
12.31
24580 - Child Care Center Clerk
15.35
24610 - Chore Aide
12.75
24620 - Family Readiness And Support Services
18.60
Coordinator
24630 - Homemaker
18.60
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
30.30
25040 - Sewage Plant Operator
31.04
25070 - Stationary Engineer
30.30
25190 - Ventilation Equipment Tender
23.52
25210 - Water Treatment Plant Operator
31.04
27000 - Protective Service Occupations
27004 - Alarm Monitor
30.59
27007 - Baggage Inspector
15.87
27008 - Corrections Officer
28.28
27010 - Court Security Officer
33.63
27030 - Detection Dog Handler

20.45
27040 - Detention Officer

28.28
27070 - Firefighter

38.97
27101 - Guard I

15.87
27102 - Guard II

22.54
27131 - Police Officer I

36.49
27132 - Police Officer II

40.55
28000 - Recreation Occupations
28041 - Carnival Equipment Operator

15.55
28042 - Carnival Equipment Repairer

16.54
28043 - Carnival Worker

12.40
28210 - Gate Attendant/Gate Tender

17.02
28310 - Lifeguard

12.47
28350 - Park Attendant (Aide)

19.04
28510 - Recreation Aide/Health Facility Attendant

13.89
28515 - Recreation Specialist

23.58
28630 - Sports Official

15.16
28690 - Swimming Pool Operator

18.54
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer

31.06

29020 - Hatch Tender
31.06

29030 - Line Handler
31.06

29041 - Stevedore I
29.39

29042 - Stevedore II
32.41

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2)
41.37

30011 - Air Traffic Control Specialist Station (HFO) (see 2)
28.53

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)
31.42

30021 - Archeological Technician I
22.27

30022 - Archeological Technician II
24.91

30023 - Archeological Technician III
30.86

30030 - Cartographic Technician
30.86

30040 - Civil Engineering Technician
33.04

30051 - Cryogenic Technician I
29.19

30052 - Cryogenic Technician II
32.25

30061 - Drafter/CAD Operator I
22.27

30062 - Drafter/CAD Operator II
24.91

30063 - Drafter/CAD Operator III
27.78

30064 - Drafter/CAD Operator IV
34.17

30081 - Engineering Technician I
20.07

30082 - Engineering Technician II
22.53

30083 - Engineering Technician III
25.20

30084 - Engineering Technician IV
31.22

30085 - Engineering Technician V
38.19

30086 - Engineering Technician VI
46.21

30090 - Environmental Technician
30.76

30095 - Evidence Control Specialist
26.37

30210 - Laboratory Technician
25.04

30221 - Latent Fingerprint Technician I
28.19

30222 - Latent Fingerprint Technician II
31.14

30240 - Mathematical Technician
30.86

30361 - Paralegal/Legal Assistant I
22.87

30362 - Paralegal/Legal Assistant II
28.34

30363 - Paralegal/Legal Assistant III
32.99

30364 - Paralegal/Legal Assistant IV
36.96

30375 - Petroleum Supply Specialist
32.25

30390 - Photo-Optics Technician
30.86

30395 - Radiation Control Technician

32.25

30461 - Technical Writer I

27.23

30462 - Technical Writer II

33.32

30463 - Technical Writer III

40.31

30491 - Unexploded Ordnance (UXO) Technician I

26.29

30492 - Unexploded Ordnance (UXO) Technician II

31.81

30493 - Unexploded Ordnance (UXO) Technician III

38.13

30494 - Unexploded (UXO) Safety Escort

26.29

30495 - Unexploded (UXO) Sweep Personnel

26.29

30501 - Weather Forecaster I

30.16

30502 - Weather Forecaster II

36.69

30620 - Weather Observer Combined Upper Air Or (see 2)

23.99

Surface Programs

30621 - Weather Observer Senior (see 2)

27.77

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot

31.81

31020 - Bus Aide

16.71

31030 - Bus Driver

21.65

31043 - Driver Courier

17.98

31260 - Parking and Lot Attendant

12.80

31290 - Shuttle Bus Driver
19.13

31310 - Taxi Driver
14.02

31361 - Truckdriver Light
19.13

31362 - Truckdriver Medium
21.42

31363 - Truckdriver Heavy
22.88

31364 - Truckdriver Tractor-Trailer
22.88

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist
15.51

99030 - Cashier
12.33

99050 - Desk Clerk
12.52

99095 - Embalmer
28.38

99130 - Flight Follower
26.29

99251 - Laboratory Animal Caretaker I
14.68

99252 - Laboratory Animal Caretaker II
15.62

99260 - Marketing Analyst
24.68

99310 - Mortician
28.38

99410 - Pest Controller
21.55

99510 - Photofinishing Worker
13.82

99710 - Recycling Laborer
28.38

99711 - Recycling Specialist
32.58
99730 - Refuse Collector
26.26
99810 - Sales Clerk
13.82
99820 - School Crossing Guard
20.78
99830 - Survey Party Chief
32.43
99831 - Surveying Aide
18.61
99832 - Surveying Technician
25.50
99840 - Vending Machine Attendant
16.39
99841 - Vending Machine Repairer
19.80
99842 - Vending Machine Repairer Helper
17.90

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees

with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour or \$167.20 per week or \$724.53 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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per

week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.

400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees.

For

example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective

bargaining
agreement providing for a different amount or the furnishing of contrary
affirmative proof as to the actual cost) reimburse all employees for such
cleaning
and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in
those instances where the uniforms furnished are made of "wash and wear"
materials may be routinely washed and dried with other personal garments and do
not require any special treatment such as dry cleaning daily washing or
commercial
laundering in order to meet the cleanliness or appearance standards set by the
terms
of the Government contract by the contractor by law or by the nature of the work
there is no requirement that employees be reimbursed for uniform maintenance
costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is

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

The process for preparing a conformance request is as follows:

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

- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each

proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

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

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

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

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

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

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

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210
|
|
|
| Wage Determination No.: 2015-5564
Daniel W. Simms Division of | Revision No.: 7
Director Wage Determinations | Date Of Last Revision: 12/26/2018

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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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States: Oregon Washington

Area: Oregon Counties of Clackamas Columbia Multnomah Washington Yamhill

Washington Counties of Clark Skamania

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE
RATE	
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
15.85	
01012 - Accounting Clerk II	
17.79	
01013 - Accounting Clerk III	
19.91	
01020 - Administrative Assistant	
27.57	
01035 - Court Reporter	
19.88	
01041 - Customer Service Representative I	
14.20	
01042 - Customer Service Representative II	
15.97	
01043 - Customer Service Representative III	
17.42	
01051 - Data Entry Operator I	
14.32	
01052 - Data Entry Operator II	
15.63	
01060 - Dispatcher Motor Vehicle	
19.88	
01070 - Document Preparation Clerk	
15.77	
01090 - Duplicating Machine Operator	
15.77	
01111 - General Clerk I	
13.94	

01112 - General Clerk II
15.21

01113 - General Clerk III
17.33

01120 - Housing Referral Assistant
21.08

01141 - Messenger Courier
18.44

01191 - Order Clerk I
16.74

01192 - Order Clerk II
18.27

01261 - Personnel Assistant (Employment) I
16.27

01262 - Personnel Assistant (Employment) II
19.59

01263 - Personnel Assistant (Employment) III
20.55

01270 - Production Control Clerk
22.41

01290 - Rental Clerk
15.98

01300 - Scheduler Maintenance
16.91

01311 - Secretary I
16.91

01312 - Secretary II
18.91

01313 - Secretary III
21.08

01320 - Service Order Dispatcher
17.40

01410 - Supply Technician
27.57

01420 - Survey Worker
19.88

01460 - Switchboard Operator/Receptionist

14.88

01531 - Travel Clerk I

13.82

01532 - Travel Clerk II

15.04

01533 - Travel Clerk III

16.19

01611 - Word Processor I

15.43

01612 - Word Processor II

17.32

01613 - Word Processor III

19.59

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer Fiberglass

19.95

05010 - Automotive Electrician

22.54

05040 - Automotive Glass Installer

21.22

05070 - Automotive Worker

21.22

05110 - Mobile Equipment Servicer

18.76

05130 - Motor Equipment Metal Mechanic

23.83

05160 - Motor Equipment Metal Worker

21.22

05190 - Motor Vehicle Mechanic

23.83

05220 - Motor Vehicle Mechanic Helper

17.64

05250 - Motor Vehicle Upholstery Worker

19.97

05280 - Motor Vehicle Wrecker

21.22

05310 - Painter Automotive

22.54
05340 - Radiator Repair Specialist

21.22
05370 - Tire Repairer

15.49
05400 - Transmission Repair Specialist

23.83
07000 - Food Preparation And Service Occupations
07010 - Baker

13.95
07041 - Cook I

15.42
07042 - Cook II

17.52
07070 - Dishwasher

11.28
07130 - Food Service Worker

11.97
07210 - Meat Cutter

18.67
07260 - Waiter/Waitress

11.33
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter

16.58
09040 - Furniture Handler

11.96
09080 - Furniture Refinisher

16.85
09090 - Furniture Refinisher Helper

13.62
09110 - Furniture Repairer Minor

15.32
09130 - Upholsterer

16.58
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles

12.23

11060 - Elevator Operator

13.45

11090 - Gardener

20.06

11122 - Housekeeping Aide

13.45

11150 - Janitor

13.45

11210 - Laborer Grounds Maintenance

15.93

11240 - Maid or Houseman

11.75

11260 - Pruner

14.60

11270 - Tractor Operator

19.22

11330 - Trail Maintenance Worker

15.93

11360 - Window Cleaner

14.73

12000 - Health Occupations

12010 - Ambulance Driver

23.65

12011 - Breath Alcohol Technician

21.77

12012 - Certified Occupational Therapist Assistant

29.55

12015 - Certified Physical Therapist Assistant

28.11

12020 - Dental Assistant

21.24

12025 - Dental Hygienist

40.37

12030 - EKG Technician

35.87

12035 - Electroneurodiagnostic Technologist

35.87

12040 - Emergency Medical Technician

23.65

12071 - Licensed Practical Nurse I

19.65

12072 - Licensed Practical Nurse II

21.98

12073 - Licensed Practical Nurse III

24.51

12100 - Medical Assistant

18.70

12130 - Medical Laboratory Technician

23.19

12160 - Medical Record Clerk

19.06

12190 - Medical Record Technician

21.32

12195 - Medical Transcriptionist

19.98

12210 - Nuclear Medicine Technologist

43.09

12221 - Nursing Assistant I

12.20

12222 - Nursing Assistant II

13.72

12223 - Nursing Assistant III

14.97

12224 - Nursing Assistant IV

16.81

12235 - Optical Dispenser

18.51

12236 - Optical Technician

15.09

12250 - Pharmacy Technician

19.44

12280 - Phlebotomist

17.25

12305 - Radiologic Technologist
35.49

12311 - Registered Nurse I
29.04

12312 - Registered Nurse II
35.53

12313 - Registered Nurse II Specialist
35.53

12314 - Registered Nurse III
42.99

12315 - Registered Nurse III Anesthetist
42.99

12316 - Registered Nurse IV
51.52

12317 - Scheduler (Drug and Alcohol Testing)
26.97

12320 - Substance Abuse Treatment Counselor
22.18

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I
22.88

13012 - Exhibits Specialist II
28.34

13013 - Exhibits Specialist III
34.67

13041 - Illustrator I
18.44

13042 - Illustrator II
22.84

13043 - Illustrator III
27.94

13047 - Librarian
32.14

13050 - Library Aide/Clerk
17.86

13054 - Library Information Technology Systems
29.02

Administrator
13058 - Library Technician
18.66
13061 - Media Specialist I
20.94
13062 - Media Specialist II
23.43
13063 - Media Specialist III
26.11
13071 - Photographer I
17.66
13072 - Photographer II
19.76
13073 - Photographer III
24.47
13074 - Photographer IV
29.94
13075 - Photographer V
36.23
13090 - Technical Order Library Clerk
22.44
13110 - Video Teleconference Technician
20.85
14000 - Information Technology Occupations
14041 - Computer Operator I
16.61
14042 - Computer Operator II
18.58
14043 - Computer Operator III
20.71
14044 - Computer Operator IV
23.01
14045 - Computer Operator V
25.49
14071 - Computer Programmer I (see 1)
22.94
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
 16.61
 14160 - Personal Computer Support Technician
 23.01
 14170 - System Support Specialist
 28.39
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 30.38
 15020 - Aircrew Training Devices Instructor (Rated)
 36.76
 15030 - Air Crew Training Devices Instructor (Pilot)
 44.06
 15050 - Computer Based Training Specialist / Instructor
 30.38
 15060 - Educational Technologist
 33.06
 15070 - Flight Instructor (Pilot)
 44.06
 15080 - Graphic Artist
 26.85
 15085 - Maintenance Test Pilot Fixed Jet/Prop 44.06
 15086 - Maintenance Test Pilot Rotary Wing
 44.06
 15088 - Non-Maintenance Test/Co-Pilot
 44.06

15090 - Technical Instructor	
25.78	
15095 - Technical Instructor/Course Developer	
31.54	
15110 - Test Proctor	
20.81	
15120 - Tutor	
20.81	
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	
13.13	
16030 - Counter Attendant	
13.13	
16040 - Dry Cleaner	
15.02	
16070 - Finisher Flatwork Machine	13.13
16090 - Presser Hand	
13.13	
16110 - Presser Machine Drycleaning	13.13
16130 - Presser Machine Shirts	13.13
16160 - Presser Machine Wearing Apparel Laundry	13.13
16190 - Sewing Machine Operator	
15.65	
16220 - Tailor	
16.28	
16250 - Washer Machine	
13.76	
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	
23.20	
19040 - Tool And Die Maker	
28.21	
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	
18.13	
21030 - Material Coordinator	
22.41	

21040 - Material Expediter
22.41

21050 - Material Handling Laborer
14.10

21071 - Order Filler
14.20

21080 - Production Line Worker (Food Processing)
18.13

21110 - Shipping Packer
16.79

21130 - Shipping/Receiving Clerk
16.79

21140 - Store Worker I
13.98

21150 - Stock Clerk
18.39

21210 - Tools And Parts Attendant
18.13

21410 - Warehouse Specialist
18.13

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder
31.70

23019 - Aircraft Logs and Records Technician
25.21

23021 - Aircraft Mechanic I
30.08

23022 - Aircraft Mechanic II
31.70

23023 - Aircraft Mechanic III
33.32

23040 - Aircraft Mechanic Helper
21.94

23050 - Aircraft Painter
28.46

23060 - Aircraft Servicer
25.21

23070 - Aircraft Survival Flight Equipment Technician
28.46

23080 - Aircraft Worker
26.79

23091 - Aircrew Life Support Equipment (ALSE) Mechanic
26.79

I

23092 - Aircrew Life Support Equipment (ALSE) Mechanic
30.08

II

23110 - Appliance Mechanic
17.48

23120 - Bicycle Repairer
14.00

23125 - Cable Splicer
42.03

23130 - Carpenter Maintenance
24.23

23140 - Carpet Layer
22.24

23160 - Electrician Maintenance
35.43

23181 - Electronics Technician Maintenance I
27.29

23182 - Electronics Technician Maintenance II
28.99

23183 - Electronics Technician Maintenance III
30.64

23260 - Fabric Worker
22.59

23290 - Fire Alarm System Mechanic
23.07

23310 - Fire Extinguisher Repairer
21.97

23311 - Fuel Distribution System Mechanic
28.61

23312 - Fuel Distribution System Operator

22.42
23370 - General Maintenance Worker

19.49
23380 - Ground Support Equipment Mechanic

30.08
23381 - Ground Support Equipment Servicer

25.21
23382 - Ground Support Equipment Worker

26.79
23391 - Gunsmith I

21.97
23392 - Gunsmith II

24.97
23393 - Gunsmith III

28.04
23410 - Heating Ventilation And Air-Conditioning
Mechanic

23.42
23411 - Heating Ventilation And Air Contidioning
Mechanic (Research Facility)

24.70
23430 - Heavy Equipment Mechanic

25.70
23440 - Heavy Equipment Operator

28.86
23460 - Instrument Mechanic

29.44
23465 - Laboratory/Shelter Mechanic

26.53
23470 - Laborer

14.10
23510 - Locksmith

18.24
23530 - Machinery Maintenance Mechanic

27.50
23550 - Machinist Maintenance

25.12

23580 - Maintenance Trades Helper	
15.30	
23591 - Metrology Technician I	
29.44	
23592 - Metrology Technician II	
31.02	
23593 - Metrology Technician III	
32.61	
23640 - Millwright	
30.91	
23710 - Office Appliance Repairer	
20.53	
23760 - Painter Maintenance	
18.24	
23790 - Pipefitter Maintenance	
36.53	
23810 - Plumber Maintenance	
34.29	
23820 - Pneudraulic Systems Mechanic	
28.04	
23850 - Rigger	
28.37	
23870 - Scale Mechanic	
24.97	
23890 - Sheet-Metal Worker Maintenance	
24.40	
23910 - Small Engine Mechanic	
17.14	
23931 - Telecommunications Mechanic I	
29.55	
23932 - Telecommunications Mechanic II	
31.14	
23950 - Telephone Lineman	
26.21	
23960 - Welder Combination Maintenance	21.65
23965 - Well Driller	
29.77	

23970 - Woodcraft Worker
28.04
23980 - Woodworker
19.44
24000 - Personal Needs Occupations
24550 - Case Manager
17.19
24570 - Child Care Attendant
11.81
24580 - Child Care Center Clerk
14.73
24610 - Chore Aide
12.01
24620 - Family Readiness And Support Services
17.19
Coordinator
24630 - Homemaker
17.19
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
32.39
25040 - Sewage Plant Operator
29.56
25070 - Stationary Engineer
32.39
25190 - Ventilation Equipment Tender
23.63
25210 - Water Treatment Plant Operator
29.56
27000 - Protective Service Occupations
27004 - Alarm Monitor
28.35
27007 - Baggage Inspector
13.70
27008 - Corrections Officer
30.39
27010 - Court Security Officer

33.90
27030 - Detection Dog Handler

16.79
27040 - Detention Officer

30.39
27070 - Firefighter

31.81
27101 - Guard I

13.70
27102 - Guard II

16.79
27131 - Police Officer I

32.37
27132 - Police Officer II

35.98
28000 - Recreation Occupations

28041 - Carnival Equipment Operator

14.71
28042 - Carnival Equipment Repairer

15.80
28043 - Carnival Worker

11.40
28210 - Gate Attendant/Gate Tender

16.16
28310 - Lifeguard

12.65
28350 - Park Attendant (Aide)

18.07
28510 - Recreation Aide/Health Facility Attendant

12.93
28515 - Recreation Specialist

21.76
28630 - Sports Official

14.40
28690 - Swimming Pool Operator

19.18
29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer
29.52

29020 - Hatch Tender
29.52

29030 - Line Handler
29.52

29041 - Stevedore I
27.78

29042 - Stevedore II
31.36

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2)
40.52

30011 - Air Traffic Control Specialist Station (HFO) (see 2)
27.94

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)
30.77

30021 - Archeological Technician I
17.44

30022 - Archeological Technician II
19.51

30023 - Archeological Technician III
24.17

30030 - Cartographic Technician
24.17

30040 - Civil Engineering Technician
30.66

30051 - Cryogenic Technician I
26.77

30052 - Cryogenic Technician II
29.57

30061 - Drafter/CAD Operator I
17.44

30062 - Drafter/CAD Operator II
19.51

30063 - Drafter/CAD Operator III
21.75

30064 - Drafter/CAD Operator IV
26.77

30081 - Engineering Technician I
16.14

30082 - Engineering Technician II
18.13

30083 - Engineering Technician III
20.29

30084 - Engineering Technician IV
25.76

30085 - Engineering Technician V
31.76

30086 - Engineering Technician VI
37.19

30090 - Environmental Technician
26.35

30095 - Evidence Control Specialist
24.17

30210 - Laboratory Technician
19.32

30221 - Latent Fingerprint Technician I
29.82

30222 - Latent Fingerprint Technician II
32.93

30240 - Mathematical Technician
25.61

30361 - Paralegal/Legal Assistant I
17.68

30362 - Paralegal/Legal Assistant II
22.18

30363 - Paralegal/Legal Assistant III
27.13

30364 - Paralegal/Legal Assistant IV
32.84

30375 - Petroleum Supply Specialist
29.57

30390 - Photo-Optics Technician

24.17

30395 - Radiation Control Technician

29.57

30461 - Technical Writer I

26.02

30462 - Technical Writer II

31.83

30463 - Technical Writer III

38.50

30491 - Unexploded Ordnance (UXO) Technician I

25.75

30492 - Unexploded Ordnance (UXO) Technician II

31.15

30493 - Unexploded Ordnance (UXO) Technician III

37.34

30494 - Unexploded (UXO) Safety Escort

25.75

30495 - Unexploded (UXO) Sweep Personnel

25.75

30501 - Weather Forecaster I

26.77

30502 - Weather Forecaster II

32.57

30620 - Weather Observer Combined Upper Air Or (see 2)

21.75

Surface Programs

30621 - Weather Observer Senior (see 2)

24.17

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot

31.15

31020 - Bus Aide

16.89

31030 - Bus Driver

23.82

31043 - Driver Courier

15.47

31260 - Parking and Lot Attendant
11.77

31290 - Shuttle Bus Driver
16.62

31310 - Taxi Driver
12.47

31361 - Truckdriver Light
16.62

31362 - Truckdriver Medium
18.77

31363 - Truckdriver Heavy
22.14

31364 - Truckdriver Tractor-Trailer
22.14

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist
15.19

99030 - Cashier
12.12

99050 - Desk Clerk
11.71

99095 - Embalmer
27.05

99130 - Flight Follower
25.75

99251 - Laboratory Animal Caretaker I
14.89

99252 - Laboratory Animal Caretaker II
15.98

99260 - Marketing Analyst
32.89

99310 - Mortician
27.05

99410 - Pest Controller
17.96

99510 - Photofinishing Worker
18.24

99710 - Recycling Laborer
25.81
99711 - Recycling Specialist
30.25
99730 - Refuse Collector
23.51
99810 - Sales Clerk
13.43
99820 - School Crossing Guard
13.99
99830 - Survey Party Chief
33.35
99831 - Surveying Aide
19.66
99832 - Surveying Technician
26.92
99840 - Vending Machine Attendant
16.64
99841 - Vending Machine Repairer
19.64
99842 - Vending Machine Repairer Helper
16.94

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1

2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.48 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.18 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

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

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does

not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541.

Because

most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per

week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.

400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees.

For

example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives

and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

following standards as compliance:

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard

Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to

be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification.

Failure

to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

contractor.

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

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

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

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210
|
|
|
| Wage Determination No.: 2015-5544
Daniel W. Simms Division of | Revision No.: 7
Director Wage Determinations | Date Of Last Revision: 12/26/2018

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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Washington

Area: Washington County of Yakima

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I 14.66	
01012 - Accounting Clerk II 16.46	
01013 - Accounting Clerk III 18.41	
01020 - Administrative Assistant 25.50	
01035 - Court Reporter 18.59	
01041 - Customer Service Representative I 13.51	
01042 - Customer Service Representative II 15.19	
01043 - Customer Service Representative III 16.58	
01051 - Data Entry Operator I 14.31	
01052 - Data Entry Operator II 15.62	
01060 - Dispatcher Motor Vehicle 18.77	
01070 - Document Preparation Clerk 14.23	
01090 - Duplicating Machine Operator 14.23	
01111 - General Clerk I 13.66	
01112 - General Clerk II 14.90	

01113 - General Clerk III
16.72

01120 - Housing Referral Assistant
20.52

01141 - Messenger Courier
11.95

01191 - Order Clerk I
15.03

01192 - Order Clerk II
16.41

01261 - Personnel Assistant (Employment) I
17.79

01262 - Personnel Assistant (Employment) II
19.91

01263 - Personnel Assistant (Employment) III
22.20

01270 - Production Control Clerk
26.54

01290 - Rental Clerk
15.00

01300 - Scheduler Maintenance
16.45

01311 - Secretary I
16.45

01312 - Secretary II
18.40

01313 - Secretary III
20.52

01320 - Service Order Dispatcher
18.84

01410 - Supply Technician
25.50

01420 - Survey Worker
17.45

01460 - Switchboard Operator/Receptionist
14.75

01531 - Travel Clerk I

14.84

01532 - Travel Clerk II

15.95

01533 - Travel Clerk III

17.09

01611 - Word Processor I

15.07

01612 - Word Processor II

16.91

01613 - Word Processor III

18.91

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer Fiberglass

19.78

05010 - Automotive Electrician

18.82

05040 - Automotive Glass Installer

17.82

05070 - Automotive Worker

17.82

05110 - Mobile Equipment Servicer

15.82

05130 - Motor Equipment Metal Mechanic

19.80

05160 - Motor Equipment Metal Worker

17.82

05190 - Motor Vehicle Mechanic

19.80

05220 - Motor Vehicle Mechanic Helper

14.82

05250 - Motor Vehicle Upholstery Worker

16.81

05280 - Motor Vehicle Wrecker

17.82

05310 - Painter Automotive

18.82

05340 - Radiator Repair Specialist

17.82
05370 - Tire Repairer

16.47
05400 - Transmission Repair Specialist

19.80
07000 - Food Preparation And Service Occupations
07010 - Baker

17.23
07041 - Cook I

15.72
07042 - Cook II

18.34
07070 - Dishwasher

11.71
07130 - Food Service Worker

11.82
07210 - Meat Cutter

17.51
07260 - Waiter/Waitress

12.54
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter

20.54
09040 - Furniture Handler

13.45
09080 - Furniture Refinisher

20.54
09090 - Furniture Refinisher Helper

16.17
09110 - Furniture Repairer Minor

18.34
09130 - Upholsterer

20.54
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles

11.95
11060 - Elevator Operator

15.92

11090 - Gardener

17.29

11122 - Housekeeping Aide

16.03

11150 - Janitor

16.03

11210 - Laborer Grounds Maintenance

12.90

11240 - Maid or Houseman

11.76

11260 - Pruner

11.97

11270 - Tractor Operator

15.85

11330 - Trail Maintenance Worker

12.90

11360 - Window Cleaner

18.02

12000 - Health Occupations

12010 - Ambulance Driver

19.56

12011 - Breath Alcohol Technician

19.56

12012 - Certified Occupational Therapist Assistant

26.83

12015 - Certified Physical Therapist Assistant

29.32

12020 - Dental Assistant

16.96

12025 - Dental Hygienist

43.92

12030 - EKG Technician

33.28

12035 - Electroneurodiagnostic Technologist

33.28

12040 - Emergency Medical Technician

19.56
12071 - Licensed Practical Nurse I

17.48
12072 - Licensed Practical Nurse II

19.56
12073 - Licensed Practical Nurse III

21.81
12100 - Medical Assistant

17.07
12130 - Medical Laboratory Technician

21.31
12160 - Medical Record Clerk

16.36
12190 - Medical Record Technician

18.30
12195 - Medical Transcriptionist

20.91
12210 - Nuclear Medicine Technologist

44.26
12221 - Nursing Assistant I

11.03
12222 - Nursing Assistant II

12.41
12223 - Nursing Assistant III

13.54
12224 - Nursing Assistant IV

15.20
12235 - Optical Dispenser

19.63
12236 - Optical Technician

17.48
12250 - Pharmacy Technician

18.20
12280 - Phlebotomist

16.47
12305 - Radiologic Technologist

29.79

12311 - Registered Nurse I
29.51

12312 - Registered Nurse II
36.10

12313 - Registered Nurse II Specialist
36.10

12314 - Registered Nurse III
43.68

12315 - Registered Nurse III Anesthetist
43.68

12316 - Registered Nurse IV
52.36

12317 - Scheduler (Drug and Alcohol Testing)
24.23

12320 - Substance Abuse Treatment Counselor
19.41

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I
21.65

13012 - Exhibits Specialist II
26.82

13013 - Exhibits Specialist III
32.80

13041 - Illustrator I
21.65

13042 - Illustrator II
26.82

13043 - Illustrator III
32.80

13047 - Librarian
29.70

13050 - Library Aide/Clerk
17.16

13054 - Library Information Technology Systems
26.82

Administrator

13058 - Library Technician

19.91

13061 - Media Specialist I

19.35

13062 - Media Specialist II

21.65

13063 - Media Specialist III

24.14

13071 - Photographer I

19.35

13072 - Photographer II

21.65

13073 - Photographer III

26.82

13074 - Photographer IV

32.80

13075 - Photographer V

39.69

13090 - Technical Order Library Clerk

18.88

13110 - Video Teleconference Technician

19.35

14000 - Information Technology Occupations

14041 - Computer Operator I

19.45

14042 - Computer Operator II

21.76

14043 - Computer Operator III

24.28

14044 - Computer Operator IV

26.98

14045 - Computer Operator V

29.87

14071 - Computer Programmer I

(see 1)

22.85

14072 - Computer Programmer II

(see

1)

14073 - Computer Programmer III

(see

1)
 14074 - Computer Programmer IV (see
 1)
 14101 - Computer Systems Analyst I (see
 1)
 14102 - Computer Systems Analyst II (see
 1)
 14103 - Computer Systems Analyst III (see
 1)
 14150 - Peripheral Equipment Operator
 19.45
 14160 - Personal Computer Support Technician
 26.98
 14170 - System Support Specialist
 31.28
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 30.62
 15020 - Aircrew Training Devices Instructor (Rated)
 37.04
 15030 - Air Crew Training Devices Instructor (Pilot)
 44.39
 15050 - Computer Based Training Specialist / Instructor
 30.62
 15060 - Educational Technologist
 37.11
 15070 - Flight Instructor (Pilot)
 44.39
 15080 - Graphic Artist
 21.49
 15085 - Maintenance Test Pilot Fixed Jet/Prop 37.54
 15086 - Maintenance Test Pilot Rotary Wing
 37.54
 15088 - Non-Maintenance Test/Co-Pilot
 37.54
 15090 - Technical Instructor
 28.36

15095 - Technical Instructor/Course Developer	
32.54	
15110 - Test Proctor	
21.49	
15120 - Tutor	
21.49	
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	
14.51	
16030 - Counter Attendant	
14.51	
16040 - Dry Cleaner	
18.32	
16070 - Finisher Flatwork Machine	14.51
16090 - Presser Hand	
14.51	
16110 - Presser Machine Drycleaning	14.51
16130 - Presser Machine Shirts	14.51
16160 - Presser Machine Wearing Apparel Laundry	14.51
16190 - Sewing Machine Operator	
19.58	
16220 - Tailor	
20.86	
16250 - Washer Machine	
15.75	
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	
23.95	
19040 - Tool And Die Maker	
29.50	
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	
17.29	
21030 - Material Coordinator	
26.54	
21040 - Material Expediter	
26.54	

21050 - Material Handling Laborer
13.19
21071 - Order Filler
13.22
21080 - Production Line Worker (Food Processing)
17.29
21110 - Shipping Packer
15.28
21130 - Shipping/Receiving Clerk
15.28
21140 - Store Worker I
11.98
21150 - Stock Clerk
17.13
21210 - Tools And Parts Attendant
17.29
21410 - Warehouse Specialist
17.29
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
26.36
23019 - Aircraft Logs and Records Technician
20.38
23021 - Aircraft Mechanic I
25.04
23022 - Aircraft Mechanic II
26.36
23023 - Aircraft Mechanic III
27.91
23040 - Aircraft Mechanic Helper
17.80
23050 - Aircraft Painter
23.48
23060 - Aircraft Servicer
20.38
23070 - Aircraft Survival Flight Equipment Technician
23.48

23080 - Aircraft Worker
21.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
21.92
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
25.04
II
23110 - Appliance Mechanic
23.48
23120 - Bicycle Repairer
17.47
23125 - Cable Splicer
37.57
23130 - Carpenter Maintenance
23.87
23140 - Carpet Layer
21.92
23160 - Electrician Maintenance
30.09
23181 - Electronics Technician Maintenance I
26.22
23182 - Electronics Technician Maintenance II
28.08
23183 - Electronics Technician Maintenance III
29.95
23260 - Fabric Worker
20.38
23290 - Fire Alarm System Mechanic
25.04
23310 - Fire Extinguisher Repairer
18.79
23311 - Fuel Distribution System Mechanic
25.43
23312 - Fuel Distribution System Operator
19.09
23370 - General Maintenance Worker

19.47

23380 - Ground Support Equipment Mechanic

25.04

23381 - Ground Support Equipment Servicer

20.38

23382 - Ground Support Equipment Worker

21.92

23391 - Gunsmith I

18.79

23392 - Gunsmith II

21.92

23393 - Gunsmith III

25.04

23410 - Heating Ventilation And Air-Conditioning

22.00

Mechanic

23411 - Heating Ventilation And Air Contidioning

23.15

Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic

25.42

23440 - Heavy Equipment Operator

26.15

23460 - Instrument Mechanic

26.61

23465 - Laboratory/Shelter Mechanic

23.48

23470 - Laborer

12.28

23510 - Locksmith

22.53

23530 - Machinery Maintenance Mechanic

25.56

23550 - Machinist Maintenance

22.88

23580 - Maintenance Trades Helper

17.23

23591 - Metrology Technician I	
26.61	
23592 - Metrology Technician II	
28.00	
23593 - Metrology Technician III	
29.66	
23640 - Millwright	
30.04	
23710 - Office Appliance Repairer	
22.32	
23760 - Painter Maintenance	
19.88	
23790 - Pipefitter Maintenance	
29.30	
23810 - Plumber Maintenance	
27.84	
23820 - Pneudraulic Systems Mechanic	
25.04	
23850 - Rigger	
25.04	
23870 - Scale Mechanic	
21.92	
23890 - Sheet-Metal Worker Maintenance	
30.57	
23910 - Small Engine Mechanic	
22.03	
23931 - Telecommunications Mechanic I	
30.81	
23932 - Telecommunications Mechanic II	
32.42	
23950 - Telephone Lineman	
25.04	
23960 - Welder Combination Maintenance	21.15
23965 - Well Driller	
25.04	
23970 - Woodcraft Worker	
25.04	

23980 - Woodworker
18.79
24000 - Personal Needs Occupations
24550 - Case Manager
15.52
24570 - Child Care Attendant
12.09
24580 - Child Care Center Clerk
15.08
24610 - Chore Aide
12.99
24620 - Family Readiness And Support Services
15.52
Coordinator
24630 - Homemaker
15.52
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
27.31
25040 - Sewage Plant Operator
24.35
25070 - Stationary Engineer
27.31
25190 - Ventilation Equipment Tender
20.58
25210 - Water Treatment Plant Operator
24.35
27000 - Protective Service Occupations
27004 - Alarm Monitor
22.66
27007 - Baggage Inspector
17.55
27008 - Corrections Officer
26.64
27010 - Court Security Officer
25.24
27030 - Detection Dog Handler

22.01
27040 - Detention Officer

26.64
27070 - Firefighter

25.75
27101 - Guard I

17.55
27102 - Guard II

22.01
27131 - Police Officer I

32.10
27132 - Police Officer II

35.66
28000 - Recreation Occupations
28041 - Carnival Equipment Operator

16.26
28042 - Carnival Equipment Repairer

17.74
28043 - Carnival Worker

11.76
28210 - Gate Attendant/Gate Tender

18.65
28310 - Lifeguard

12.00
28350 - Park Attendant (Aide)

20.85
28510 - Recreation Aide/Health Facility Attendant

15.11
28515 - Recreation Specialist

25.65
28630 - Sports Official

16.60
28690 - Swimming Pool Operator

22.22
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer

27.81

29020 - Hatch Tender
27.81

29030 - Line Handler
27.81

29041 - Stevedore I
25.82

29042 - Stevedore II
29.78

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2)
38.15

30011 - Air Traffic Control Specialist Station (HFO) (see 2)
26.30

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)
28.97

30021 - Archeological Technician I
16.70

30022 - Archeological Technician II
18.69

30023 - Archeological Technician III
24.07

30030 - Cartographic Technician
25.48

30040 - Civil Engineering Technician
26.04

30051 - Cryogenic Technician I
25.63

30052 - Cryogenic Technician II
28.31

30061 - Drafter/CAD Operator I
16.70

30062 - Drafter/CAD Operator II
18.69

30063 - Drafter/CAD Operator III
20.83

30064 - Drafter/CAD Operator IV
25.63

30081 - Engineering Technician I
16.35

30082 - Engineering Technician II
18.35

30083 - Engineering Technician III
20.53

30084 - Engineering Technician IV
25.43

30085 - Engineering Technician V
31.11

30086 - Engineering Technician VI
38.46

30090 - Environmental Technician
23.15

30095 - Evidence Control Specialist
23.15

30210 - Laboratory Technician
23.90

30221 - Latent Fingerprint Technician I
25.63

30222 - Latent Fingerprint Technician II
28.31

30240 - Mathematical Technician
23.15

30361 - Paralegal/Legal Assistant I
18.70

30362 - Paralegal/Legal Assistant II
23.15

30363 - Paralegal/Legal Assistant III
28.32

30364 - Paralegal/Legal Assistant IV
34.27

30375 - Petroleum Supply Specialist
28.31

30390 - Photo-Optics Technician
22.36

30395 - Radiation Control Technician

28.31
30461 - Technical Writer I

23.15
30462 - Technical Writer II

28.31
30463 - Technical Writer III

34.26
30491 - Unexploded Ordnance (UXO) Technician I

24.24
30492 - Unexploded Ordnance (UXO) Technician II

29.33
30493 - Unexploded Ordnance (UXO) Technician III

35.16
30494 - Unexploded (UXO) Safety Escort

24.24
30495 - Unexploded (UXO) Sweep Personnel

24.24
30501 - Weather Forecaster I

25.63
30502 - Weather Forecaster II

31.18
30620 - Weather Observer Combined Upper Air Or (see 2)

20.83
Surface Programs
30621 - Weather Observer Senior (see 2)

22.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot

29.33
31020 - Bus Aide

12.55
31030 - Bus Driver

18.24
31043 - Driver Courier

15.68
31260 - Parking and Lot Attendant

11.89

31290 - Shuttle Bus Driver
17.11
31310 - Taxi Driver
12.18
31361 - Truckdriver Light
17.11
31362 - Truckdriver Medium
18.55
31363 - Truckdriver Heavy
21.02
31364 - Truckdriver Tractor-Trailer
21.02
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
14.30
99030 - Cashier
11.67
99050 - Desk Clerk
11.67
99095 - Embalmer
24.57
99130 - Flight Follower
24.24
99251 - Laboratory Animal Caretaker I
13.85
99252 - Laboratory Animal Caretaker II
15.10
99260 - Marketing Analyst
25.20
99310 - Mortician
24.57
99410 - Pest Controller
22.26
99510 - Photofinishing Worker
12.74
99710 - Recycling Laborer
17.85

99711 - Recycling Specialist
21.80
99730 - Refuse Collector
15.94
99810 - Sales Clerk
12.79
99820 - School Crossing Guard
14.43
99830 - Survey Party Chief
23.63
99831 - Surveying Aide
14.85
99832 - Surveying Technician
20.32
99840 - Vending Machine Attendant
18.82
99841 - Vending Machine Repairer
23.95
99842 - Vending Machine Repairer Helper
18.82

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees

with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.48 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.18 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 10 years and 5 weeks after 20 years.

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does

not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541.

Because

most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per

week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.

400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees.

For

example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives

and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

following standards as compliance:

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard

Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to

be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification.

Failure

to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

contractor.

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

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

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

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210
|
|
|
| Wage Determination No.: 2015-5572
Daniel W. Simms Division of | Revision No.: 7
Director Wage Determinations | Date Of Last Revision: 12/26/2018

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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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State: Oregon

Area: Oregon County of Jackson

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE
RATE	
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
13.76	
01012 - Accounting Clerk II	
15.44	
01013 - Accounting Clerk III	
17.28	
01020 - Administrative Assistant	
23.31	
01035 - Court Reporter	
17.70	
01041 - Customer Service Representative I	
11.59	
01042 - Customer Service Representative II	
13.04	
01043 - Customer Service Representative III	
14.22	
01051 - Data Entry Operator I	
13.32	
01052 - Data Entry Operator II	
14.58	
01060 - Dispatcher Motor Vehicle	
18.24	
01070 - Document Preparation Clerk	
13.98	
01090 - Duplicating Machine Operator	
13.98	
01111 - General Clerk I	
12.87	
01112 - General Clerk II	
14.04	

01113 - General Clerk III
15.76

01120 - Housing Referral Assistant
19.74

01141 - Messenger Courier
13.03

01191 - Order Clerk I
13.88

01192 - Order Clerk II
15.14

01261 - Personnel Assistant (Employment) I
14.61

01262 - Personnel Assistant (Employment) II
16.35

01263 - Personnel Assistant (Employment) III
18.23

01270 - Production Control Clerk
18.99

01290 - Rental Clerk
14.24

01300 - Scheduler Maintenance
15.82

01311 - Secretary I
15.82

01312 - Secretary II
17.70

01313 - Secretary III
19.74

01320 - Service Order Dispatcher
16.24

01410 - Supply Technician
23.31

01420 - Survey Worker
16.76

01460 - Switchboard Operator/Receptionist
13.95

01531 - Travel Clerk I

13.72

01532 - Travel Clerk II

14.84

01533 - Travel Clerk III

15.96

01611 - Word Processor I

14.09

01612 - Word Processor II

15.82

01613 - Word Processor III

17.70

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer Fiberglass

24.93

05010 - Automotive Electrician

17.35

05040 - Automotive Glass Installer

16.39

05070 - Automotive Worker

16.54

05110 - Mobile Equipment Servicer

14.57

05130 - Motor Equipment Metal Mechanic

18.30

05160 - Motor Equipment Metal Worker

16.54

05190 - Motor Vehicle Mechanic

18.30

05220 - Motor Vehicle Mechanic Helper

13.73

05250 - Motor Vehicle Upholstery Worker

15.72

05280 - Motor Vehicle Wrecker

16.54

05310 - Painter Automotive

18.65

05340 - Radiator Repair Specialist

16.54
05370 - Tire Repairer

14.37
05400 - Transmission Repair Specialist

18.30
07000 - Food Preparation And Service Occupations
07010 - Baker

13.77
07041 - Cook I

11.72
07042 - Cook II

13.37
07070 - Dishwasher

10.96
07130 - Food Service Worker

11.27
07210 - Meat Cutter

16.65
07260 - Waiter/Waitress

11.38
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter

18.50
09040 - Furniture Handler

11.70
09080 - Furniture Refinisher

17.59
09090 - Furniture Refinisher Helper

13.62
09110 - Furniture Repairer Minor

15.59
09130 - Upholsterer

15.95
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles

11.71
11060 - Elevator Operator

12.88

11090 - Gardener

17.35

11122 - Housekeeping Aide

13.40

11150 - Janitor

13.40

11210 - Laborer Grounds Maintenance

13.93

11240 - Maid or Houseman

11.73

11260 - Pruner

12.80

11270 - Tractor Operator

16.22

11330 - Trail Maintenance Worker

13.93

11360 - Window Cleaner

14.59

12000 - Health Occupations

12010 - Ambulance Driver

22.36

12011 - Breath Alcohol Technician

21.07

12012 - Certified Occupational Therapist Assistant

28.90

12015 - Certified Physical Therapist Assistant

28.82

12020 - Dental Assistant

21.67

12025 - Dental Hygienist

42.52

12030 - EKG Technician

34.08

12035 - Electroneurodiagnostic Technologist

34.08

12040 - Emergency Medical Technician

22.36

12071 - Licensed Practical Nurse I

18.83

12072 - Licensed Practical Nurse II

21.07

12073 - Licensed Practical Nurse III

23.49

12100 - Medical Assistant

17.32

12130 - Medical Laboratory Technician

21.64

12160 - Medical Record Clerk

15.42

12190 - Medical Record Technician

17.25

12195 - Medical Transcriptionist

19.14

12210 - Nuclear Medicine Technologist

46.30

12221 - Nursing Assistant I

11.08

12222 - Nursing Assistant II

12.47

12223 - Nursing Assistant III

13.60

12224 - Nursing Assistant IV

15.27

12235 - Optical Dispenser

16.71

12236 - Optical Technician

18.83

12250 - Pharmacy Technician

19.50

12280 - Phlebotomist

17.75

12305 - Radiologic Technologist

31.70

12311 - Registered Nurse I
22.98

12312 - Registered Nurse II
28.11

12313 - Registered Nurse II Specialist
28.11

12314 - Registered Nurse III
34.01

12315 - Registered Nurse III Anesthetist
34.01

12316 - Registered Nurse IV
40.76

12317 - Scheduler (Drug and Alcohol Testing)
26.10

12320 - Substance Abuse Treatment Counselor
20.28

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I
19.45

13012 - Exhibits Specialist II
24.11

13013 - Exhibits Specialist III
29.49

13041 - Illustrator I
19.45

13042 - Illustrator II
24.11

13043 - Illustrator III
29.49

13047 - Librarian
26.69

13050 - Library Aide/Clerk
14.56

13054 - Library Information Technology Systems
24.11

Administrator

13058 - Library Technician

18.06

13061 - Media Specialist I

17.39

13062 - Media Specialist II

19.45

13063 - Media Specialist III

21.70

13071 - Photographer I

16.33

13072 - Photographer II

18.27

13073 - Photographer III

22.63

13074 - Photographer IV

27.04

13075 - Photographer V

32.74

13090 - Technical Order Library Clerk

15.49

13110 - Video Teleconference Technician

17.46

14000 - Information Technology Occupations

14041 - Computer Operator I

15.85

14042 - Computer Operator II

17.17

14043 - Computer Operator III

19.10

14044 - Computer Operator IV

21.21

14045 - Computer Operator V

23.56

14071 - Computer Programmer I (see 1)

19.56

14072 - Computer Programmer II (see 1)

24.77

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
 15.85
 14160 - Personal Computer Support Technician
 25.15
 14170 - System Support Specialist
 28.53
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 28.36
 15020 - Aircrew Training Devices Instructor (Rated)
 34.30
 15030 - Air Crew Training Devices Instructor (Pilot)
 41.11
 15050 - Computer Based Training Specialist / Instructor
 28.36
 15060 - Educational Technologist
 34.16
 15070 - Flight Instructor (Pilot)
 41.11
 15080 - Graphic Artist
 22.84
 15085 - Maintenance Test Pilot Fixed Jet/Prop 41.11
 15086 - Maintenance Test Pilot Rotary Wing
 41.11
 15088 - Non-Maintenance Test/Co-Pilot
 41.11
 15090 - Technical Instructor
 20.39

15095 - Technical Instructor/Course Developer
25.17

15110 - Test Proctor
16.61

15120 - Tutor
16.61

16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler
12.24

16030 - Counter Attendant
12.24

16040 - Dry Cleaner
14.03

16070 - Finisher Flatwork Machine 12.24
16090 - Presser Hand
12.24

16110 - Presser Machine Drycleaning 12.24
16130 - Presser Machine Shirts 12.24
16160 - Presser Machine Wearing Apparel Laundry 12.24
16190 - Sewing Machine Operator

14.83
16220 - Tailor

16.01
16250 - Washer Machine

12.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)

23.76
19040 - Tool And Die Maker

29.00
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator

17.42
21030 - Material Coordinator

18.46
21040 - Material Expediter

18.46

21050 - Material Handling Laborer
12.69

21071 - Order Filler
12.42

21080 - Production Line Worker (Food Processing)
17.42

21110 - Shipping Packer
15.79

21130 - Shipping/Receiving Clerk
15.79

21140 - Store Worker I
13.47

21150 - Stock Clerk
17.45

21210 - Tools And Parts Attendant
17.42

21410 - Warehouse Specialist
17.42

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder
27.90

23019 - Aircraft Logs and Records Technician
22.30

23021 - Aircraft Mechanic I
26.54

23022 - Aircraft Mechanic II
27.90

23023 - Aircraft Mechanic III
29.30

23040 - Aircraft Mechanic Helper
19.48

23050 - Aircraft Painter
25.15

23060 - Aircraft Servicer
22.30

23070 - Aircraft Survival Flight Equipment Technician
25.15

23080 - Aircraft Worker
23.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
23.77
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
26.54
II
23110 - Appliance Mechanic
22.50
23120 - Bicycle Repairer
15.21
23125 - Cable Splicer
25.10
23130 - Carpenter Maintenance
22.27
23140 - Carpet Layer
22.48
23160 - Electrician Maintenance
28.66
23181 - Electronics Technician Maintenance I
23.66
23182 - Electronics Technician Maintenance II
25.03
23183 - Electronics Technician Maintenance III
26.41
23260 - Fabric Worker
21.09
23290 - Fire Alarm System Mechanic
25.10
23310 - Fire Extinguisher Repairer
19.71
23311 - Fuel Distribution System Mechanic
24.57
23312 - Fuel Distribution System Operator
19.44
23370 - General Maintenance Worker

16.80

23380 - Ground Support Equipment Mechanic

26.54

23381 - Ground Support Equipment Servicer

22.30

23382 - Ground Support Equipment Worker

23.77

23391 - Gunsmith I

19.71

23392 - Gunsmith II

22.48

23393 - Gunsmith III

25.10

23410 - Heating Ventilation And Air-Conditioning

20.67

Mechanic

23411 - Heating Ventilation And Air Contidioning

21.73

Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic

25.14

23440 - Heavy Equipment Operator

23.84

23460 - Instrument Mechanic

25.10

23465 - Laboratory/Shelter Mechanic

23.79

23470 - Laborer

12.11

23510 - Locksmith

23.79

23530 - Machinery Maintenance Mechanic

26.11

23550 - Machinist Maintenance

22.78

23580 - Maintenance Trades Helper

13.73

23591 - Metrology Technician I	
25.10	
23592 - Metrology Technician II	
26.38	
23593 - Metrology Technician III	
27.71	
23640 - Millwright	
25.10	
23710 - Office Appliance Repairer	
21.89	
23760 - Painter Maintenance	
15.67	
23790 - Pipefitter Maintenance	
36.95	
23810 - Plumber Maintenance	
34.43	
23820 - Pneudraulic Systems Mechanic	
25.10	
23850 - Rigger	
25.10	
23870 - Scale Mechanic	
22.48	
23890 - Sheet-Metal Worker Maintenance	
25.10	
23910 - Small Engine Mechanic	
22.48	
23931 - Telecommunications Mechanic I	
29.21	
23932 - Telecommunications Mechanic II	
30.70	
23950 - Telephone Lineman	
25.10	
23960 - Welder Combination Maintenance	18.60
23965 - Well Driller	
25.10	
23970 - Woodcraft Worker	
25.10	

23980 - Woodworker
19.71
24000 - Personal Needs Occupations
24550 - Case Manager
18.48
24570 - Child Care Attendant
11.30
24580 - Child Care Center Clerk
14.09
24610 - Chore Aide
11.74
24620 - Family Readiness And Support Services
18.48
Coordinator
24630 - Homemaker
18.48
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
24.74
25040 - Sewage Plant Operator
28.34
25070 - Stationary Engineer
24.74
25190 - Ventilation Equipment Tender
18.29
25210 - Water Treatment Plant Operator
28.34
27000 - Protective Service Occupations
27004 - Alarm Monitor
27.20
27007 - Baggage Inspector
12.86
27008 - Corrections Officer
28.84
27010 - Court Security Officer
28.84
27030 - Detection Dog Handler

15.86
27040 - Detention Officer

28.84
27070 - Firefighter

27.20
27101 - Guard I

12.86
27102 - Guard II

15.86
27131 - Police Officer I

31.11
27132 - Police Officer II

34.56
28000 - Recreation Occupations
28041 - Carnival Equipment Operator

14.96
28042 - Carnival Equipment Repairer

16.00
28043 - Carnival Worker

11.81
28210 - Gate Attendant/Gate Tender

15.59
28310 - Lifeguard

11.90
28350 - Park Attendant (Aide)

17.44
28510 - Recreation Aide/Health Facility Attendant

12.73
28515 - Recreation Specialist

21.60
28630 - Sports Official

13.89
28690 - Swimming Pool Operator

18.73
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer

22.48

29020 - Hatch Tender
22.48

29030 - Line Handler
22.48

29041 - Stevedore I
21.09

29042 - Stevedore II
23.79

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2)
38.15

30011 - Air Traffic Control Specialist Station (HFO) (see 2)
26.30

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)
28.97

30021 - Archeological Technician I
17.07

30022 - Archeological Technician II
19.10

30023 - Archeological Technician III
23.65

30030 - Cartographic Technician
23.65

30040 - Civil Engineering Technician
28.56

30051 - Cryogenic Technician I
23.36

30052 - Cryogenic Technician II
25.81

30061 - Drafter/CAD Operator I
17.07

30062 - Drafter/CAD Operator II
19.10

30063 - Drafter/CAD Operator III
21.29

30064 - Drafter/CAD Operator IV
26.20

30081 - Engineering Technician I
15.92

30082 - Engineering Technician II
17.87

30083 - Engineering Technician III
19.99

30084 - Engineering Technician IV
24.76

30085 - Engineering Technician V
30.29

30086 - Engineering Technician VI
36.65

30090 - Environmental Technician
23.65

30095 - Evidence Control Specialist
21.10

30210 - Laboratory Technician
21.01

30221 - Latent Fingerprint Technician I
23.36

30222 - Latent Fingerprint Technician II
25.81

30240 - Mathematical Technician
23.65

30361 - Paralegal/Legal Assistant I
19.17

30362 - Paralegal/Legal Assistant II
23.75

30363 - Paralegal/Legal Assistant III
29.05

30364 - Paralegal/Legal Assistant IV
35.16

30375 - Petroleum Supply Specialist
25.81

30390 - Photo-Optics Technician
23.65

30395 - Radiation Control Technician

25.81
30461 - Technical Writer I

20.28
30462 - Technical Writer II

24.82
30463 - Technical Writer III

30.02
30491 - Unexploded Ordnance (UXO) Technician I

24.24
30492 - Unexploded Ordnance (UXO) Technician II

29.33
30493 - Unexploded Ordnance (UXO) Technician III

35.16
30494 - Unexploded (UXO) Safety Escort

24.24
30495 - Unexploded (UXO) Sweep Personnel

24.24
30501 - Weather Forecaster I

26.20
30502 - Weather Forecaster II

31.87
30620 - Weather Observer Combined Upper Air Or (see 2)

21.29
Surface Programs
30621 - Weather Observer Senior (see 2)

23.65
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot

29.33
31020 - Bus Aide

14.53
31030 - Bus Driver

19.30
31043 - Driver Courier

13.94
31260 - Parking and Lot Attendant

12.51

31290 - Shuttle Bus Driver
14.91
31310 - Taxi Driver
12.67
31361 - Truckdriver Light
14.91
31362 - Truckdriver Medium
16.83
31363 - Truckdriver Heavy
20.25
31364 - Truckdriver Tractor-Trailer
20.25
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
14.30
99030 - Cashier
11.01
99050 - Desk Clerk
11.86
99095 - Embalmer
24.24
99130 - Flight Follower
24.24
99251 - Laboratory Animal Caretaker I
12.99
99252 - Laboratory Animal Caretaker II
13.89
99260 - Marketing Analyst
25.72
99310 - Mortician
24.24
99410 - Pest Controller
21.51
99510 - Photofinishing Worker
12.74
99710 - Recycling Laborer
17.32

99711 - Recycling Specialist
20.15
99730 - Refuse Collector
15.91
99810 - Sales Clerk
13.05
99820 - School Crossing Guard
13.52
99830 - Survey Party Chief
23.75
99831 - Surveying Aide
14.92
99832 - Surveying Technician
20.31
99840 - Vending Machine Attendant
18.79
99841 - Vending Machine Repairer
22.93
99842 - Vending Machine Repairer Helper
18.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees

with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.48 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.18 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does

not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541.

Because

most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per

week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.

400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees.

For

example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and

related to user or system design specifications;

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to

be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification.

Failure

to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

2. AMENDMENT/MODIFICATION NO. P00019	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); Attn: (b)(6);(b)(7)(C) Laguna Niguel CA 92677	7. ADMINISTERED BY (If other than Item 6) ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); Attn: (b)(6);(b)(7)(C) Laguna Niguel CA 92677
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 621 NW 53RD ST (b)(6); BOCA RATON FL 334878242	9A. AMENDMENT OF SOLICITATION NO. (x)
	9B. DATED (SEE ITEM 11)
	x 10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015
	10B. DATED (SEE ITEM 13) 09/24/2015

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

12. ACCOUNTING AND APPROPRIATION DATA (If required)

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

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

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

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

DUNS Number: 612706465
 COR POC: (b)(6);(b)(7)(C) e-mail address,
 (b)(6);(b)(7)(C)@ice.dhs.gov

Finance POC: (b)(6);(b)(7)(C) email address. (b)(6);(b)(7)(C)@ice.dhs.gov

This modification is to replace attachment 2 of the Contract with the attached State of Washington, County of Pierce, Department of Labor Wage Determination No. 2015 - 5539, Revision No. 10, Date of Revision 06/14/2019.

Period of Performance: 09/28/2019 to 09/27/2020

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

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (b)(6);
15B. CONTRACTOR/OFFEROR	16B. UN (b)(6);(b)(7)(C)
15C. DATE SIGNED	16C. DATE SIGNED July 15, 2019

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

|
|
|
| Wage Determination No.: 2015-5539
Daniel W. Simms Division of | Revision No.: 10
Director Wage Determinations | Date Of Last Revision: 06/14/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Washington

Area: Washington County of Pierce

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.74
01012 - Accounting Clerk II		19.91
01013 - Accounting Clerk III		22.29
01020 - Administrative Assistant		30.50
01035 - Court Reporter		19.57
01041 - Customer Service Representative I		15.07
01042 - Customer Service Representative II		16.94
01043 - Customer Service Representative III		18.49
01051 - Data Entry Operator I		15.81
01052 - Data Entry Operator II		17.26
01060 - Dispatcher Motor Vehicle		23.67
01070 - Document Preparation Clerk		17.28
01090 - Duplicating Machine Operator		17.28
01111 - General Clerk I		15.61
01112 - General Clerk II		17.03
01113 - General Clerk III		19.12
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		17.35
01191 - Order Clerk I		17.59
01192 - Order Clerk II		19.20
01261 - Personnel Assistant (Employment) I		17.56
01262 - Personnel Assistant (Employment) II		19.65
01263 - Personnel Assistant (Employment) III		21.90
01270 - Production Control Clerk		23.15
01290 - Rental Clerk		16.18
01300 - Scheduler Maintenance		17.49
01311 - Secretary I		17.49
01312 - Secretary II		19.57
01313 - Secretary III		21.81
01320 - Service Order Dispatcher		21.05
01410 - Supply Technician		30.50
01420 - Survey Worker		19.50
01460 - Switchboard Operator/Receptionist		15.98
01531 - Travel Clerk I		16.02

01532 - Travel Clerk II	17.45
01533 - Travel Clerk III	18.77
01611 - Word Processor I	18.71
01612 - Word Processor II	21.00
01613 - Word Processor III	23.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.03
05010 - Automotive Electrician	22.91
05040 - Automotive Glass Installer	21.95
05070 - Automotive Worker	21.95
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	23.71
05160 - Motor Equipment Metal Worker	21.95
05190 - Motor Vehicle Mechanic	23.71
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.77
05280 - Motor Vehicle Wrecker	21.95
05310 - Painter Automotive	22.91
05340 - Radiator Repair Specialist	21.95
05370 - Tire Repairer	15.09
05400 - Transmission Repair Specialist	23.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.65
07041 - Cook I	16.59
07042 - Cook II	18.59
07070 - Dishwasher	12.78
07130 - Food Service Worker	13.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	13.57
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.20
09040 - Furniture Handler	16.86
09080 - Furniture Refinisher	19.20
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer Minor	18.01
09130 - Upholsterer	21.85
11000 - General Services And Support Occupations	

11030 - Cleaner Vehicles	14.61
11060 - Elevator Operator	15.95
11090 - Gardener	21.47
11122 - Housekeeping Aide	16.39
11150 - Janitor	16.39
11210 - Laborer Grounds Maintenance	17.58
11240 - Maid or Houseman	13.20
11260 - Pruner	16.09
11270 - Tractor Operator	20.19
11330 - Trail Maintenance Worker	17.58
11360 - Window Cleaner	17.90
12000 - Health Occupations	
12010 - Ambulance Driver	31.13
12011 - Breath Alcohol Technician	25.18
12012 - Certified Occupational Therapist Assistant	30.71
12015 - Certified Physical Therapist Assistant	28.56
12020 - Dental Assistant	20.59
12025 - Dental Hygienist	45.51
12030 - EKG Technician	35.52
12035 - Electroneurodiagnostic Technologist	35.52
12040 - Emergency Medical Technician	31.13
12071 - Licensed Practical Nurse I	22.49
12072 - Licensed Practical Nurse II	25.18
12073 - Licensed Practical Nurse III	28.06
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	25.15
12160 - Medical Record Clerk	19.71
12190 - Medical Record Technician	21.88
12195 - Medical Transcriptionist	19.48
12210 - Nuclear Medicine Technologist	46.33
12221 - Nursing Assistant I	12.74
12222 - Nursing Assistant II	14.32
12223 - Nursing Assistant III	15.63
12224 - Nursing Assistant IV	17.55
12235 - Optical Dispenser	23.49
12236 - Optical Technician	19.43
12250 - Pharmacy Technician	20.82

12280 - Phlebotomist	18.51
12305 - Radiologic Technologist	34.89
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III Anesthetist	43.61
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol Testing)	31.18
12320 - Substance Abuse Treatment Counselor	21.33
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.24
13012 - Exhibits Specialist II	31.26
13013 - Exhibits Specialist III	38.24
13041 - Illustrator I	25.24
13042 - Illustrator II	31.26
13043 - Illustrator III	38.24
13047 - Librarian	36.93
13050 - Library Aide/Clerk	16.28
13054 - Library Information Technology Systems Administrator	33.35
13058 - Library Technician	22.93
13061 - Media Specialist I	24.05
13062 - Media Specialist II	26.92
13063 - Media Specialist III	30.01
13071 - Photographer I	20.35
13072 - Photographer II	22.76
13073 - Photographer III	28.20
13074 - Photographer IV	34.50
13075 - Photographer V	41.74
13090 - Technical Order Library Clerk	20.44
13110 - Video Teleconference Technician	23.70
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.22
14042 - Computer Operator II	20.39
14043 - Computer Operator III	22.73
14044 - Computer Operator IV	25.25

14045 - Computer Operator V	27.97
14071 - Computer Programmer I	26.92
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	18.22
14160 - Personal Computer Support Technician	25.25
14170 - System Support Specialist	32.68
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.20
15020 - Aircrew Training Devices Instructor (Rated)	41.38
15030 - Air Crew Training Devices Instructor (Pilot)	49.60
15050 - Computer Based Training Specialist / Instructor	34.20
15060 - Educational Technologist	33.08
15070 - Flight Instructor (Pilot)	49.60
15080 - Graphic Artist	30.22
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.53
15086 - Maintenance Test Pilot Rotary Wing	44.53
15088 - Non-Maintenance Test/Co-Pilot	44.53
15090 - Technical Instructor	30.17
15095 - Technical Instructor/Course Developer	36.90
15110 - Test Proctor	24.36
15120 - Tutor	24.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.44
16030 - Counter Attendant	14.44
16040 - Dry Cleaner	16.52
16070 - Finisher Flatwork Machine	14.44
16090 - Presser Hand	14.44
16110 - Presser Machine Drycleaning	14.44
16130 - Presser Machine Shirts	14.44
16160 - Presser Machine Wearing Apparel Laundry	14.44
16190 - Sewing Machine Operator	17.22
16220 - Tailor	17.91

16250 - Washer Machine	15.14
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	31.41
19040 - Tool And Die Maker	35.58
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.75
21030 - Material Coordinator	23.15
21040 - Material Expediter	23.15
21050 - Material Handling Laborer	16.29
21071 - Order Filler	16.52
21080 - Production Line Worker (Food Processing)	20.75
21110 - Shipping Packer	18.33
21130 - Shipping/Receiving Clerk	18.33
21140 - Store Worker I	17.42
21150 - Stock Clerk	22.00
21210 - Tools And Parts Attendant	20.75
21410 - Warehouse Specialist	20.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.62
23019 - Aircraft Logs and Records Technician	28.54
23021 - Aircraft Mechanic I	32.57
23022 - Aircraft Mechanic II	33.62
23023 - Aircraft Mechanic III	34.61
23040 - Aircraft Mechanic Helper	25.28
23050 - Aircraft Painter	31.47
23060 - Aircraft Servicer	28.54
23070 - Aircraft Survival Flight Equipment Technician	31.47
23080 - Aircraft Worker	30.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.57
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	19.71
23125 - Cable Splicer	38.79
23130 - Carpenter Maintenance	29.50
23140 - Carpet Layer	24.79

23160 - Electrician Maintenance	31.17
23181 - Electronics Technician Maintenance I	33.11
23182 - Electronics Technician Maintenance II	34.57
23183 - Electronics Technician Maintenance III	35.77
23260 - Fabric Worker	26.58
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	25.48
23311 - Fuel Distribution System Mechanic	37.04
23312 - Fuel Distribution System Operator	30.59
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	32.57
23381 - Ground Support Equipment Servicer	28.54
23382 - Ground Support Equipment Worker	30.15
23391 - Gunsmith I	25.48
23392 - Gunsmith II	22.12
23393 - Gunsmith III	30.85
23410 - Heating Ventilation And Air-Conditioning Mechanic	32.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	33.60
23430 - Heavy Equipment Mechanic	31.54
23440 - Heavy Equipment Operator	35.56
23460 - Instrument Mechanic	30.33
23465 - Laboratory/Shelter Mechanic	29.81
23470 - Laborer	16.28
23510 - Locksmith	28.76
23530 - Machinery Maintenance Mechanic	29.74
23550 - Machinist Maintenance	28.61
23580 - Maintenance Trades Helper	19.71
23591 - Metrology Technician I	30.33
23592 - Metrology Technician II	31.31
23593 - Metrology Technician III	32.23
23640 - Millwright	30.28
23710 - Office Appliance Repairer	25.88
23760 - Painter Maintenance	25.88
23790 - Pipefitter Maintenance	36.03
23810 - Plumber Maintenance	33.60

23820 - Pneudraulic Systems Mechanic	30.85
23850 - Rigger	31.90
23870 - Scale Mechanic	28.56
23890 - Sheet-Metal Worker Maintenance	34.44
23910 - Small Engine Mechanic	23.95
23931 - Telecommunications Mechanic I	30.90
23932 - Telecommunications Mechanic II	31.90
23950 - Telephone Lineman	31.16
23960 - Welder Combination Maintenance	26.32
23965 - Well Driller	32.28
23970 - Woodcraft Worker	30.85
23980 - Woodworker	25.48
24000 - Personal Needs Occupations	
24550 - Case Manager	19.14
24570 - Child Care Attendant	13.54
24580 - Child Care Center Clerk	16.89
24610 - Chore Aide	13.99
24620 - Family Readiness And Support Services Coordinator	19.14
24630 - Homemaker	19.14
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.33
25040 - Sewage Plant Operator	32.45
25070 - Stationary Engineer	33.33
25190 - Ventilation Equipment Tender	25.87
25210 - Water Treatment Plant Operator	32.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.85
27007 - Baggage Inspector	17.37
27008 - Corrections Officer	29.54
27010 - Court Security Officer	34.79
27030 - Detection Dog Handler	22.50
27040 - Detention Officer	29.54
27070 - Firefighter	40.04
27101 - Guard I	17.37
27102 - Guard II	22.54
27131 - Police Officer I	36.84

27132 - Police Officer II	40.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.45
28042 - Carnival Equipment Repairer	17.50
28043 - Carnival Worker	13.26
28210 - Gate Attendant/Gate Tender	18.72
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	20.94
28510 - Recreation Aide/Health Facility Attendant	15.28
28515 - Recreation Specialist	25.94
28630 - Sports Official	16.68
28690 - Swimming Pool Operator	19.61
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	34.17
29020 - Hatch Tender	34.17
29030 - Line Handler	34.17
29041 - Stevedore I	32.33
29042 - Stevedore II	35.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.26
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.09
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	24.91
30023 - Archeological Technician III	30.86
30030 - Cartographic Technician	30.86
30040 - Civil Engineering Technician	33.04
30051 - Cryogenic Technician I	29.19
30052 - Cryogenic Technician II	32.25
30061 - Drafter/CAD Operator I	22.27
30062 - Drafter/CAD Operator II	24.91
30063 - Drafter/CAD Operator III	27.78
30064 - Drafter/CAD Operator IV	34.17
30081 - Engineering Technician I	20.07
30082 - Engineering Technician II	22.53
30083 - Engineering Technician III	25.20
30084 - Engineering Technician IV	31.22

30085 - Engineering Technician V	38.19
30086 - Engineering Technician VI	46.21
30090 - Environmental Technician	30.76
30095 - Evidence Control Specialist	26.37
30210 - Laboratory Technician	25.04
30221 - Latent Fingerprint Technician I	29.49
30222 - Latent Fingerprint Technician II	32.57
30240 - Mathematical Technician	30.86
30361 - Paralegal/Legal Assistant I	22.87
30362 - Paralegal/Legal Assistant II	28.34
30363 - Paralegal/Legal Assistant III	32.99
30364 - Paralegal/Legal Assistant IV	36.96
30375 - Petroleum Supply Specialist	32.25
30390 - Photo-Optics Technician	30.86
30395 - Radiation Control Technician	32.25
30461 - Technical Writer I	28.43
30462 - Technical Writer II	34.77
30463 - Technical Writer III	42.06
30491 - Unexploded Ordnance (UXO) Technician I	26.86
30492 - Unexploded Ordnance (UXO) Technician II	32.49
30493 - Unexploded Ordnance (UXO) Technician III	38.95
30494 - Unexploded (UXO) Safety Escort	26.86
30495 - Unexploded (UXO) Sweep Personnel	26.86
30501 - Weather Forecaster I	30.16
30502 - Weather Forecaster II	36.69
30620 - Weather Observer Combined Upper Air Or	(see 2) 23.99
Surface Programs	
30621 - Weather Observer Senior	(see 2) 27.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.49
31020 - Bus Aide	18.38
31030 - Bus Driver	23.82
31043 - Driver Courier	18.04
31260 - Parking and Lot Attendant	14.08
31290 - Shuttle Bus Driver	19.19
31310 - Taxi Driver	15.42
31361 - Truckdriver Light	19.19

31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	23.90
31364 - Truckdriver Tractor-Trailer	23.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.84
99030 - Cashier	13.56
99050 - Desk Clerk	13.77
99095 - Embalmer	28.38
99130 - Flight Follower	26.86
99251 - Laboratory Animal Caretaker I	14.68
99252 - Laboratory Animal Caretaker II	15.62
99260 - Marketing Analyst	27.15
99310 - Mortician	28.38
99410 - Pest Controller	22.62
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	29.32
99711 - Recycling Specialist	33.66
99730 - Refuse Collector	27.13
99810 - Sales Clerk	14.90
99820 - School Crossing Guard	20.78
99830 - Survey Party Chief	32.43
99831 - Surveying Aide	18.61
99832 - Surveying Technician	25.50
99840 - Vending Machine Attendant	17.55
99841 - Vending Machine Repairer	20.93
99842 - Vending Machine Repairer Helper	17.90

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour or \$167.20 per week or \$724.53 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 5 years and 4 weeks after 15 years. Length of service

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

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

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

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

conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending drying 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))."

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 1
2. AMENDMENT/MODIFICATION NO. P00020	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA	7. ADMINISTERED BY (If other than Item 6) ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); (b)(7)(C) Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 4955 TECHNOLOGY WAY BOCA RATON FL 33431		(x) 9A. AMENDMENT OF SOLICITATION NO.	
		9B. DATED (SEE ITEM 11)	
		x 10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015	
		10B. DATED (SEE ITEM 13) 09/24/2015	
CODE (b)(7)(E)	FACILITY CODE		

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

12. ACCOUNTING AND APPROPRIATION DATA (If required)

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

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

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

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

DUNS Number: 612706465

COR POC: (b)(6); (b)(7)(C), e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

Finance POC: (b)(6); (b)(7)(C) email address. (b)(6); (b)(7)(C)@ice.dhs.gov

This modification is to update The GEO Group, Inc. new address and SAM records.

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

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (b)(6);
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	16B. UNITED STATES OF AMERICA (b)(6); (b)(7)(C) Officer
15C. DATE SIGNED	16C. DATE SIGNED July 18, 2019

2. AMENDMENT/MODIFICATION NO. P00021	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6) Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	7. ADMINISTERED BY (If other than Item 6) ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6) Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 4955 TECHNOLOGY WAY BOCA RATON FL 33431	9A. AMENDMENT OF SOLICITATION NO. 9B. DATED (SEE ITEM 11) 10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015 10B. DATED (SEE ITEM 13) 09/24/2015
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11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

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

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

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

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

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

DUNS Number: 612706465
COR POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov
Finance POC: (b)(6); (b)(7)(C) email address. (b)(6); (b)(7)(C)@ice.dhs.gov

This modification is to replace attachment 2 of the contract with the attached Department of Labor Wage Determination No. 2015-5539, Revision No. 11, Date of Revision, 07/16/2019; Department of Labor Wage Determination No. 2015-5544, Revision No 8, Date of Revision, 07/30/2019; Department of Labor Wage Determination No. 2015-5572, Revision No. 8, Date of Revision, 07/30/2019; and Department of Labor Wage Determination No. 2015-5564, Revision Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (b)(6); (b)(7)(C)
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED
	16B. (b)(6); (b)(7)(C) Officer
	16C. DATE SIGNED September 25, 2019

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00021

PAGE OF
2 2

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>No. 8, Date of Revision, 07/30/2019.</p> <p>.</p> <p>The Department of Labor Wage Determinations attached are effective September 28, 2019.</p> <p>.</p> <p>In accordance with FAR 52.222-43, Fair Labor Standards Act and Service Contract Act - Price Adjustments (Multiple Year and Option Contracts) (f) "The Contractor shall notify the Contracting Officer of any increase claimed under this clause within 30 days after receiving a new wage determination unless this notification period is extended in writing by the Contracting Officer. The Contractor shall promptly notify the Contracting Officer of any decrease under this clause, but nothing in the clause shall preclude the Government from asserting a claim within the period permitted by law. The notice shall contain a statement of the amount claimed and the change in fixed hourly rates (if this is a time-and-materials or labor-hour contract), and any relevant supporting data, including payroll records, that the Contracting Officer may reasonably require. Upon agreement of the parties, the contract price, contract unit price labor rates, or fixed hourly rates shall be modified in writing. The Contractor shall continue performance pending agreement on or determination of any such adjustment and its effective date."</p> <p>.</p> <p>Period of Performance: 09/28/2019 to 09/27/2020</p>				

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

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|
| Wage Determination No.: 2015-5539
Daniel W. Simms Division of | Revision No.: 11
Director Wage Determinations | Date Of Last Revision: 07/16/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Washington

Area: Washington County of Pierce

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.74
01012 - Accounting Clerk II		19.91
01013 - Accounting Clerk III		22.29
01020 - Administrative Assistant		30.50
01035 - Court Reporter		19.57
01041 - Customer Service Representative I		15.07
01042 - Customer Service Representative II		16.94
01043 - Customer Service Representative III		18.49
01051 - Data Entry Operator I		15.81
01052 - Data Entry Operator II		17.26
01060 - Dispatcher Motor Vehicle		23.67
01070 - Document Preparation Clerk		17.28
01090 - Duplicating Machine Operator		17.28
01111 - General Clerk I		15.61
01112 - General Clerk II		17.03
01113 - General Clerk III		19.12
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		17.35
01191 - Order Clerk I		17.59
01192 - Order Clerk II		19.20
01261 - Personnel Assistant (Employment) I		17.56
01262 - Personnel Assistant (Employment) II		19.65
01263 - Personnel Assistant (Employment) III		21.90
01270 - Production Control Clerk		23.15
01290 - Rental Clerk		16.18
01300 - Scheduler Maintenance		17.49
01311 - Secretary I		17.49
01312 - Secretary II		19.57
01313 - Secretary III		21.81
01320 - Service Order Dispatcher		21.05
01410 - Supply Technician		30.50
01420 - Survey Worker		19.50
01460 - Switchboard Operator/Receptionist		15.98
01531 - Travel Clerk I		16.02

01532 - Travel Clerk II	17.45
01533 - Travel Clerk III	18.77
01611 - Word Processor I	18.71
01612 - Word Processor II	21.00
01613 - Word Processor III	23.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.03
05010 - Automotive Electrician	22.91
05040 - Automotive Glass Installer	21.95
05070 - Automotive Worker	21.95
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	23.71
05160 - Motor Equipment Metal Worker	21.95
05190 - Motor Vehicle Mechanic	23.71
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.77
05280 - Motor Vehicle Wrecker	21.95
05310 - Painter Automotive	22.91
05340 - Radiator Repair Specialist	21.95
05370 - Tire Repairer	15.09
05400 - Transmission Repair Specialist	23.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.65
07041 - Cook I	16.59
07042 - Cook II	18.59
07070 - Dishwasher	12.78
07130 - Food Service Worker	13.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	13.57
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.20
09040 - Furniture Handler	16.86
09080 - Furniture Refinisher	19.20
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer Minor	18.01
09130 - Upholsterer	21.85
11000 - General Services And Support Occupations	

11030 - Cleaner Vehicles	14.61
11060 - Elevator Operator	15.95
11090 - Gardener	21.47
11122 - Housekeeping Aide	16.39
11150 - Janitor	16.39
11210 - Laborer Grounds Maintenance	17.58
11240 - Maid or Houseman	13.20
11260 - Pruner	16.09
11270 - Tractor Operator	20.19
11330 - Trail Maintenance Worker	17.58
11360 - Window Cleaner	17.90
12000 - Health Occupations	
12010 - Ambulance Driver	31.13
12011 - Breath Alcohol Technician	25.18
12012 - Certified Occupational Therapist Assistant	30.71
12015 - Certified Physical Therapist Assistant	28.56
12020 - Dental Assistant	20.59
12025 - Dental Hygienist	45.51
12030 - EKG Technician	35.52
12035 - Electroneurodiagnostic Technologist	35.52
12040 - Emergency Medical Technician	31.13
12071 - Licensed Practical Nurse I	22.49
12072 - Licensed Practical Nurse II	25.18
12073 - Licensed Practical Nurse III	28.06
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	25.15
12160 - Medical Record Clerk	19.71
12190 - Medical Record Technician	21.88
12195 - Medical Transcriptionist	19.48
12210 - Nuclear Medicine Technologist	46.33
12221 - Nursing Assistant I	12.74
12222 - Nursing Assistant II	14.32
12223 - Nursing Assistant III	15.63
12224 - Nursing Assistant IV	17.55
12235 - Optical Dispenser	23.49
12236 - Optical Technician	19.43
12250 - Pharmacy Technician	20.82

12280 - Phlebotomist	18.51
12305 - Radiologic Technologist	34.89
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III Anesthetist	43.61
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol Testing)	31.18
12320 - Substance Abuse Treatment Counselor	21.33
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.24
13012 - Exhibits Specialist II	31.26
13013 - Exhibits Specialist III	38.24
13041 - Illustrator I	25.24
13042 - Illustrator II	31.26
13043 - Illustrator III	38.24
13047 - Librarian	36.93
13050 - Library Aide/Clerk	16.28
13054 - Library Information Technology Systems Administrator	33.35
13058 - Library Technician	22.93
13061 - Media Specialist I	24.05
13062 - Media Specialist II	26.92
13063 - Media Specialist III	30.01
13071 - Photographer I	20.35
13072 - Photographer II	22.76
13073 - Photographer III	28.20
13074 - Photographer IV	34.50
13075 - Photographer V	41.74
13090 - Technical Order Library Clerk	20.44
13110 - Video Teleconference Technician	23.70
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.22
14042 - Computer Operator II	20.39
14043 - Computer Operator III	22.73
14044 - Computer Operator IV	25.25

14045 - Computer Operator V	27.97
14071 - Computer Programmer I	26.92
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	18.22
14160 - Personal Computer Support Technician	25.25
14170 - System Support Specialist	32.68
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.20
15020 - Aircrew Training Devices Instructor (Rated)	41.38
15030 - Air Crew Training Devices Instructor (Pilot)	49.60
15050 - Computer Based Training Specialist / Instructor	34.20
15060 - Educational Technologist	33.08
15070 - Flight Instructor (Pilot)	49.60
15080 - Graphic Artist	30.22
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.53
15086 - Maintenance Test Pilot Rotary Wing	44.53
15088 - Non-Maintenance Test/Co-Pilot	44.53
15090 - Technical Instructor	30.17
15095 - Technical Instructor/Course Developer	36.90
15110 - Test Proctor	24.36
15120 - Tutor	24.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.44
16030 - Counter Attendant	14.44
16040 - Dry Cleaner	16.52
16070 - Finisher Flatwork Machine	14.44
16090 - Presser Hand	14.44
16110 - Presser Machine Drycleaning	14.44
16130 - Presser Machine Shirts	14.44
16160 - Presser Machine Wearing Apparel Laundry	14.44
16190 - Sewing Machine Operator	17.22
16220 - Tailor	17.91

16250 - Washer Machine	15.14
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	31.41
19040 - Tool And Die Maker	35.58
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.75
21030 - Material Coordinator	23.15
21040 - Material Expediter	23.15
21050 - Material Handling Laborer	16.29
21071 - Order Filler	16.52
21080 - Production Line Worker (Food Processing)	20.75
21110 - Shipping Packer	18.33
21130 - Shipping/Receiving Clerk	18.33
21140 - Store Worker I	17.42
21150 - Stock Clerk	22.00
21210 - Tools And Parts Attendant	20.75
21410 - Warehouse Specialist	20.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.62
23019 - Aircraft Logs and Records Technician	28.54
23021 - Aircraft Mechanic I	32.57
23022 - Aircraft Mechanic II	33.62
23023 - Aircraft Mechanic III	34.61
23040 - Aircraft Mechanic Helper	25.28
23050 - Aircraft Painter	31.47
23060 - Aircraft Servicer	28.54
23070 - Aircraft Survival Flight Equipment Technician	31.47
23080 - Aircraft Worker	30.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.57
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	19.71
23125 - Cable Splicer	38.79
23130 - Carpenter Maintenance	29.50
23140 - Carpet Layer	24.79

23160 - Electrician Maintenance	31.17
23181 - Electronics Technician Maintenance I	33.11
23182 - Electronics Technician Maintenance II	34.57
23183 - Electronics Technician Maintenance III	35.77
23260 - Fabric Worker	26.58
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	25.48
23311 - Fuel Distribution System Mechanic	37.04
23312 - Fuel Distribution System Operator	30.59
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	32.57
23381 - Ground Support Equipment Servicer	28.54
23382 - Ground Support Equipment Worker	30.15
23391 - Gunsmith I	25.48
23392 - Gunsmith II	22.12
23393 - Gunsmith III	30.85
23410 - Heating Ventilation And Air-Conditioning Mechanic	32.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	33.60
23430 - Heavy Equipment Mechanic	31.54
23440 - Heavy Equipment Operator	35.56
23460 - Instrument Mechanic	30.33
23465 - Laboratory/Shelter Mechanic	29.81
23470 - Laborer	16.28
23510 - Locksmith	28.76
23530 - Machinery Maintenance Mechanic	29.74
23550 - Machinist Maintenance	28.61
23580 - Maintenance Trades Helper	19.71
23591 - Metrology Technician I	30.33
23592 - Metrology Technician II	31.31
23593 - Metrology Technician III	32.23
23640 - Millwright	30.28
23710 - Office Appliance Repairer	25.88
23760 - Painter Maintenance	25.88
23790 - Pipefitter Maintenance	36.03
23810 - Plumber Maintenance	33.60

23820 - Pneudraulic Systems Mechanic	30.85
23850 - Rigger	31.90
23870 - Scale Mechanic	28.56
23890 - Sheet-Metal Worker Maintenance	34.44
23910 - Small Engine Mechanic	23.95
23931 - Telecommunications Mechanic I	30.90
23932 - Telecommunications Mechanic II	31.90
23950 - Telephone Lineman	31.16
23960 - Welder Combination Maintenance	26.32
23965 - Well Driller	32.28
23970 - Woodcraft Worker	30.85
23980 - Woodworker	25.48
24000 - Personal Needs Occupations	
24550 - Case Manager	19.14
24570 - Child Care Attendant	13.54
24580 - Child Care Center Clerk	16.89
24610 - Chore Aide	13.99
24620 - Family Readiness And Support Services Coordinator	19.14
24630 - Homemaker	19.14
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.33
25040 - Sewage Plant Operator	32.45
25070 - Stationary Engineer	33.33
25190 - Ventilation Equipment Tender	25.87
25210 - Water Treatment Plant Operator	32.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.85
27007 - Baggage Inspector	17.37
27008 - Corrections Officer	29.54
27010 - Court Security Officer	34.79
27030 - Detection Dog Handler	22.50
27040 - Detention Officer	29.54
27070 - Firefighter	40.04
27101 - Guard I	17.37
27102 - Guard II	22.54
27131 - Police Officer I	36.84

27132 - Police Officer II	40.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.45
28042 - Carnival Equipment Repairer	17.50
28043 - Carnival Worker	13.26
28210 - Gate Attendant/Gate Tender	18.72
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	20.94
28510 - Recreation Aide/Health Facility Attendant	15.28
28515 - Recreation Specialist	25.94
28630 - Sports Official	16.68
28690 - Swimming Pool Operator	19.61
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	34.17
29020 - Hatch Tender	34.17
29030 - Line Handler	34.17
29041 - Stevedore I	32.33
29042 - Stevedore II	35.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.26
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.09
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	24.91
30023 - Archeological Technician III	30.86
30030 - Cartographic Technician	30.86
30040 - Civil Engineering Technician	33.04
30051 - Cryogenic Technician I	29.19
30052 - Cryogenic Technician II	32.25
30061 - Drafter/CAD Operator I	22.27
30062 - Drafter/CAD Operator II	24.91
30063 - Drafter/CAD Operator III	27.78
30064 - Drafter/CAD Operator IV	34.17
30081 - Engineering Technician I	20.07
30082 - Engineering Technician II	22.53
30083 - Engineering Technician III	25.20
30084 - Engineering Technician IV	31.22

30085 - Engineering Technician V	38.19
30086 - Engineering Technician VI	46.21
30090 - Environmental Technician	30.76
30095 - Evidence Control Specialist	26.37
30210 - Laboratory Technician	25.04
30221 - Latent Fingerprint Technician I	29.49
30222 - Latent Fingerprint Technician II	32.57
30240 - Mathematical Technician	30.86
30361 - Paralegal/Legal Assistant I	22.87
30362 - Paralegal/Legal Assistant II	28.34
30363 - Paralegal/Legal Assistant III	32.99
30364 - Paralegal/Legal Assistant IV	36.96
30375 - Petroleum Supply Specialist	32.25
30390 - Photo-Optics Technician	30.86
30395 - Radiation Control Technician	32.25
30461 - Technical Writer I	28.43
30462 - Technical Writer II	34.77
30463 - Technical Writer III	42.06
30491 - Unexploded Ordnance (UXO) Technician I	26.86
30492 - Unexploded Ordnance (UXO) Technician II	32.49
30493 - Unexploded Ordnance (UXO) Technician III	38.95
30494 - Unexploded (UXO) Safety Escort	26.86
30495 - Unexploded (UXO) Sweep Personnel	26.86
30501 - Weather Forecaster I	30.16
30502 - Weather Forecaster II	36.69
30620 - Weather Observer Combined Upper Air Or	(see 2) 23.99
Surface Programs	
30621 - Weather Observer Senior	(see 2) 27.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.49
31020 - Bus Aide	18.38
31030 - Bus Driver	23.82
31043 - Driver Courier	18.04
31260 - Parking and Lot Attendant	14.08
31290 - Shuttle Bus Driver	19.19
31310 - Taxi Driver	15.42
31361 - Truckdriver Light	19.19

31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	23.90
31364 - Truckdriver Tractor-Trailer	23.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.84
99030 - Cashier	13.56
99050 - Desk Clerk	13.77
99095 - Embalmer	28.38
99130 - Flight Follower	26.86
99251 - Laboratory Animal Caretaker I	14.68
99252 - Laboratory Animal Caretaker II	15.62
99260 - Marketing Analyst	27.15
99310 - Mortician	28.38
99410 - Pest Controller	22.62
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	29.32
99711 - Recycling Specialist	33.66
99730 - Refuse Collector	27.13
99810 - Sales Clerk	14.90
99820 - School Crossing Guard	20.78
99830 - Survey Party Chief	32.43
99831 - Surveying Aide	18.61
99832 - Surveying Technician	25.50
99840 - Vending Machine Attendant	17.55
99841 - Vending Machine Repairer	20.93
99842 - Vending Machine Repairer Helper	17.90

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

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

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard

Form 1444 (SF-1444) **

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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



"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

| Wage Determination No.: 2015-5544
Daniel W. Simms Division of | Revision No.: 8
Director Wage Determinations | Date Of Last Revision: 07/30/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Washington

Area: Washington County of Yakima

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.88
01012 - Accounting Clerk II		16.71
01013 - Accounting Clerk III		18.70
01020 - Administrative Assistant		25.50
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		13.70
01042 - Customer Service Representative II		15.40
01043 - Customer Service Representative III		16.80
01051 - Data Entry Operator I		14.80
01052 - Data Entry Operator II		16.15
01060 - Dispatcher Motor Vehicle		19.15
01070 - Document Preparation Clerk		14.23
01090 - Duplicating Machine Operator		14.23
01111 - General Clerk I		14.01
01112 - General Clerk II		15.28
01113 - General Clerk III		17.16
01120 - Housing Referral Assistant		20.52
01141 - Messenger Courier		11.95
01191 - Order Clerk I		15.03
01192 - Order Clerk II		16.41
01261 - Personnel Assistant (Employment) I		17.79
01262 - Personnel Assistant (Employment) II		19.91
01263 - Personnel Assistant (Employment) III		22.20
01270 - Production Control Clerk		26.54
01290 - Rental Clerk		15.00
01300 - Scheduler Maintenance		16.45
01311 - Secretary I		16.45
01312 - Secretary II		18.40
01313 - Secretary III		20.52
01320 - Service Order Dispatcher		18.84
01410 - Supply Technician		25.50
01420 - Survey Worker		17.45
01460 - Switchboard Operator/Receptionist		15.41
01531 - Travel Clerk I		14.84

01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.78
05010 - Automotive Electrician	18.82
05040 - Automotive Glass Installer	17.82
05070 - Automotive Worker	17.82
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.80
05160 - Motor Equipment Metal Worker	17.82
05190 - Motor Vehicle Mechanic	19.80
05220 - Motor Vehicle Mechanic Helper	14.82
05250 - Motor Vehicle Upholstery Worker	16.81
05280 - Motor Vehicle Wrecker	17.82
05310 - Painter Automotive	18.82
05340 - Radiator Repair Specialist	17.82
05370 - Tire Repairer	16.47
05400 - Transmission Repair Specialist	19.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	15.72
07042 - Cook II	18.34
07070 - Dishwasher	12.13
07130 - Food Service Worker	12.10
07210 - Meat Cutter	18.06
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.54
09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	20.54
09090 - Furniture Refinisher Helper	16.17
09110 - Furniture Repairer Minor	18.34
09130 - Upholsterer	20.54
11000 - General Services And Support Occupations	

11030 - Cleaner Vehicles	12.34
11060 - Elevator Operator	16.03
11090 - Gardener	18.92
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer Grounds Maintenance	14.06
11240 - Maid or Houseman	12.04
11260 - Pruner	12.49
11270 - Tractor Operator	17.34
11330 - Trail Maintenance Worker	14.06
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	21.52
12011 - Breath Alcohol Technician	21.52
12012 - Certified Occupational Therapist Assistant	29.51
12015 - Certified Physical Therapist Assistant	30.21
12020 - Dental Assistant	18.24
12025 - Dental Hygienist	43.98
12030 - EKG Technician	33.37
12035 - Electroneurodiagnostic Technologist	33.37
12040 - Emergency Medical Technician	21.52
12071 - Licensed Practical Nurse I	19.23
12072 - Licensed Practical Nurse II	21.52
12073 - Licensed Practical Nurse III	23.99
12100 - Medical Assistant	17.07
12130 - Medical Laboratory Technician	23.44
12160 - Medical Record Clerk	16.36
12190 - Medical Record Technician	18.30
12195 - Medical Transcriptionist	20.91
12210 - Nuclear Medicine Technologist	48.38
12221 - Nursing Assistant I	11.78
12222 - Nursing Assistant II	13.24
12223 - Nursing Assistant III	14.44
12224 - Nursing Assistant IV	16.21
12235 - Optical Dispenser	19.63
12236 - Optical Technician	19.23
12250 - Pharmacy Technician	19.88

12280 - Phlebotomist	16.80
12305 - Radiologic Technologist	31.19
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III Anesthetist	43.68
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol Testing)	26.65
12320 - Substance Abuse Treatment Counselor	19.41
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.85
13012 - Exhibits Specialist II	28.30
13013 - Exhibits Specialist III	34.62
13041 - Illustrator I	22.85
13042 - Illustrator II	28.30
13043 - Illustrator III	34.62
13047 - Librarian	31.35
13050 - Library Aide/Clerk	18.19
13054 - Library Information Technology Systems Administrator	28.30
13058 - Library Technician	19.91
13061 - Media Specialist I	20.42
13062 - Media Specialist II	22.85
13063 - Media Specialist III	25.46
13071 - Photographer I	20.42
13072 - Photographer II	22.85
13073 - Photographer III	28.30
13074 - Photographer IV	34.62
13075 - Photographer V	41.88
13090 - Technical Order Library Clerk	20.77
13110 - Video Teleconference Technician	20.42
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.45
14042 - Computer Operator II	21.76
14043 - Computer Operator III	24.28
14044 - Computer Operator IV	26.98

14045 - Computer Operator V		29.87
14071 - Computer Programmer I	(see 1)	22.85
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.45
14160 - Personal Computer Support Technician		26.98
14170 - System Support Specialist		34.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.62
15020 - Aircrew Training Devices Instructor (Rated)		37.04
15030 - Air Crew Training Devices Instructor (Pilot)		44.39
15050 - Computer Based Training Specialist / Instructor		30.62
15060 - Educational Technologist		37.11
15070 - Flight Instructor (Pilot)		44.39
15080 - Graphic Artist		21.77
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.14
15086 - Maintenance Test Pilot Rotary Wing		38.14
15088 - Non-Maintenance Test/Co-Pilot		38.14
15090 - Technical Instructor		28.36
15095 - Technical Instructor/Course Developer		32.54
15110 - Test Proctor		21.49
15120 - Tutor		21.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		15.96
16030 - Counter Attendant		15.96
16040 - Dry Cleaner		20.13
16070 - Finisher Flatwork Machine		15.96
16090 - Presser Hand		15.96
16110 - Presser Machine Drycleaning		15.96
16130 - Presser Machine Shirts		15.96
16160 - Presser Machine Wearing Apparel Laundry		15.96
16190 - Sewing Machine Operator		20.96
16220 - Tailor		21.79

16250 - Washer Machine	17.33
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.95
19040 - Tool And Die Maker	29.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.29
21030 - Material Coordinator	26.54
21040 - Material Expediter	26.54
21050 - Material Handling Laborer	13.19
21071 - Order Filler	13.86
21080 - Production Line Worker (Food Processing)	17.29
21110 - Shipping Packer	15.84
21130 - Shipping/Receiving Clerk	15.84
21140 - Store Worker I	12.50
21150 - Stock Clerk	17.43
21210 - Tools And Parts Attendant	17.29
21410 - Warehouse Specialist	17.29
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.36
23019 - Aircraft Logs and Records Technician	20.38
23021 - Aircraft Mechanic I	25.04
23022 - Aircraft Mechanic II	26.36
23023 - Aircraft Mechanic III	27.91
23040 - Aircraft Mechanic Helper	17.80
23050 - Aircraft Painter	23.48
23060 - Aircraft Servicer	20.38
23070 - Aircraft Survival Flight Equipment Technician	23.48
23080 - Aircraft Worker	21.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.04
23110 - Appliance Mechanic	23.48
23120 - Bicycle Repairer	17.47
23125 - Cable Splicer	37.57
23130 - Carpenter Maintenance	24.48
23140 - Carpet Layer	21.92

23160 - Electrician Maintenance	30.09
23181 - Electronics Technician Maintenance I	26.22
23182 - Electronics Technician Maintenance II	28.08
23183 - Electronics Technician Maintenance III	29.95
23260 - Fabric Worker	20.38
23290 - Fire Alarm System Mechanic	25.04
23310 - Fire Extinguisher Repairer	18.79
23311 - Fuel Distribution System Mechanic	25.43
23312 - Fuel Distribution System Operator	19.09
23370 - General Maintenance Worker	19.47
23380 - Ground Support Equipment Mechanic	25.04
23381 - Ground Support Equipment Servicer	20.38
23382 - Ground Support Equipment Worker	21.92
23391 - Gunsmith I	18.79
23392 - Gunsmith II	21.92
23393 - Gunsmith III	25.04
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.00
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.15
23430 - Heavy Equipment Mechanic	25.42
23440 - Heavy Equipment Operator	26.15
23460 - Instrument Mechanic	26.61
23465 - Laboratory/Shelter Mechanic	23.48
23470 - Laborer	12.65
23510 - Locksmith	22.53
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist Maintenance	22.88
23580 - Maintenance Trades Helper	17.23
23591 - Metrology Technician I	26.61
23592 - Metrology Technician II	28.00
23593 - Metrology Technician III	29.66
23640 - Millwright	30.04
23710 - Office Appliance Repairer	22.32
23760 - Painter Maintenance	20.08
23790 - Pipefitter Maintenance	29.30
23810 - Plumber Maintenance	27.84

23820 - Pneudraulic Systems Mechanic	25.04
23850 - Rigger	25.04
23870 - Scale Mechanic	21.92
23890 - Sheet-Metal Worker Maintenance	30.57
23910 - Small Engine Mechanic	22.03
23931 - Telecommunications Mechanic I	30.81
23932 - Telecommunications Mechanic II	32.42
23950 - Telephone Lineman	25.04
23960 - Welder Combination Maintenance	21.15
23965 - Well Driller	25.04
23970 - Woodcraft Worker	25.04
23980 - Woodworker	18.79
24000 - Personal Needs Occupations	
24550 - Case Manager	15.52
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.08
24610 - Chore Aide	13.80
24620 - Family Readiness And Support Services Coordinator	15.52
24630 - Homemaker	15.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.31
25040 - Sewage Plant Operator	24.35
25070 - Stationary Engineer	27.31
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant Operator	24.35
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.23
27007 - Baggage Inspector	17.55
27008 - Corrections Officer	28.92
27010 - Court Security Officer	27.76
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	28.92
27070 - Firefighter	27.91
27101 - Guard I	17.55
27102 - Guard II	22.01
27131 - Police Officer I	32.30

27132 - Police Officer II	35.90
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.91
28042 - Carnival Equipment Repairer	18.45
28043 - Carnival Worker	12.18
28210 - Gate Attendant/Gate Tender	18.65
28310 - Lifeguard	13.20
28350 - Park Attendant (Aide)	20.85
28510 - Recreation Aide/Health Facility Attendant	15.11
28515 - Recreation Specialist	25.65
28630 - Sports Official	16.60
28690 - Swimming Pool Operator	22.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.81
29020 - Hatch Tender	27.81
29030 - Line Handler	27.81
29041 - Stevedore I	25.82
29042 - Stevedore II	29.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	16.70
30022 - Archeological Technician II	18.69
30023 - Archeological Technician III	24.07
30030 - Cartographic Technician	25.48
30040 - Civil Engineering Technician	26.04
30051 - Cryogenic Technician I	25.63
30052 - Cryogenic Technician II	28.31
30061 - Drafter/CAD Operator I	16.70
30062 - Drafter/CAD Operator II	18.69
30063 - Drafter/CAD Operator III	20.83
30064 - Drafter/CAD Operator IV	25.63
30081 - Engineering Technician I	16.35
30082 - Engineering Technician II	18.35
30083 - Engineering Technician III	20.53
30084 - Engineering Technician IV	25.43

30085 - Engineering Technician V	31.11
30086 - Engineering Technician VI	38.46
30090 - Environmental Technician	23.15
30095 - Evidence Control Specialist	23.15
30210 - Laboratory Technician	23.90
30221 - Latent Fingerprint Technician I	25.63
30222 - Latent Fingerprint Technician II	28.31
30240 - Mathematical Technician	23.15
30361 - Paralegal/Legal Assistant I	18.70
30362 - Paralegal/Legal Assistant II	23.15
30363 - Paralegal/Legal Assistant III	28.32
30364 - Paralegal/Legal Assistant IV	34.27
30375 - Petroleum Supply Specialist	28.31
30390 - Photo-Optics Technician	22.36
30395 - Radiation Control Technician	28.31
30461 - Technical Writer I	23.15
30462 - Technical Writer II	28.31
30463 - Technical Writer III	34.26
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	25.63
30502 - Weather Forecaster II	31.18
30620 - Weather Observer Combined Upper Air Or	(see 2) 20.83
Surface Programs	
30621 - Weather Observer Senior	(see 2) 22.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	13.65
31030 - Bus Driver	19.91
31043 - Driver Courier	15.68
31260 - Parking and Lot Attendant	12.13
31290 - Shuttle Bus Driver	17.11
31310 - Taxi Driver	12.18
31361 - Truckdriver Light	17.11

31362 - Truckdriver Medium	18.55
31363 - Truckdriver Heavy	21.43
31364 - Truckdriver Tractor-Trailer	21.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	12.11
99050 - Desk Clerk	12.10
99095 - Embalmer	24.65
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	13.85
99252 - Laboratory Animal Caretaker II	15.10
99260 - Marketing Analyst	25.20
99310 - Mortician	24.65
99410 - Pest Controller	22.73
99510 - Photofinishing Worker	12.95
99710 - Recycling Laborer	19.64
99711 - Recycling Specialist	23.98
99730 - Refuse Collector	17.53
99810 - Sales Clerk	13.58
99820 - School Crossing Guard	14.43
99830 - Survey Party Chief	23.63
99831 - Surveying Aide	14.85
99832 - Surveying Technician	20.32
99840 - Vending Machine Attendant	19.22
99841 - Vending Machine Repairer	24.46
99842 - Vending Machine Repairer Helper	19.22

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.54 per hour computed on the basis of all hours worked up to 40 hours per week by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.22 per hour computed on the basis of all hours worked up to 40 hours per week by service employees employed on the covered contracts. *

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 10 years and 5 weeks after 20 years.

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

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

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

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

\$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

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

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



"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210
|
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|
| Wage Determination No.: 2015-5572
Daniel W. Simms Division of | Revision No.: 8
Director Wage Determinations | Date Of Last Revision: 07/30/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oregon

Area: Oregon County of Jackson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.06
01012 - Accounting Clerk II		15.79
01013 - Accounting Clerk III		17.67
01020 - Administrative Assistant		25.64
01035 - Court Reporter		17.70
01041 - Customer Service Representative I		12.75
01042 - Customer Service Representative II		14.34
01043 - Customer Service Representative III		15.64
01051 - Data Entry Operator I		14.05
01052 - Data Entry Operator II		15.33
01060 - Dispatcher Motor Vehicle		18.24
01070 - Document Preparation Clerk		13.98
01090 - Duplicating Machine Operator		13.98
01111 - General Clerk I		13.05
01112 - General Clerk II		14.24
01113 - General Clerk III		15.99
01120 - Housing Referral Assistant		19.74
01141 - Messenger Courier		13.80
01191 - Order Clerk I		14.12
01192 - Order Clerk II		15.41
01261 - Personnel Assistant (Employment) I		14.92
01262 - Personnel Assistant (Employment) II		16.69
01263 - Personnel Assistant (Employment) III		18.60
01270 - Production Control Clerk		19.32
01290 - Rental Clerk		14.24
01300 - Scheduler Maintenance		15.82
01311 - Secretary I		15.82
01312 - Secretary II		17.70
01313 - Secretary III		19.74
01320 - Service Order Dispatcher		16.24
01410 - Supply Technician		25.64
01420 - Survey Worker		18.20
01460 - Switchboard Operator/Receptionist		15.19
01531 - Travel Clerk I		13.72

01532 - Travel Clerk II	14.84
01533 - Travel Clerk III	15.96
01611 - Word Processor I	14.09
01612 - Word Processor II	15.82
01613 - Word Processor III	17.70
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.93
05010 - Automotive Electrician	18.46
05040 - Automotive Glass Installer	17.45
05070 - Automotive Worker	17.45
05110 - Mobile Equipment Servicer	15.29
05130 - Motor Equipment Metal Mechanic	19.48
05160 - Motor Equipment Metal Worker	17.45
05190 - Motor Vehicle Mechanic	19.48
05220 - Motor Vehicle Mechanic Helper	14.30
05250 - Motor Vehicle Upholstery Worker	16.36
05280 - Motor Vehicle Wrecker	17.45
05310 - Painter Automotive	18.65
05340 - Radiator Repair Specialist	17.45
05370 - Tire Repairer	15.81
05400 - Transmission Repair Specialist	19.48
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.77
07041 - Cook I	12.89
07042 - Cook II	14.71
07070 - Dishwasher	11.63
07130 - Food Service Worker	12.40
07210 - Meat Cutter	16.97
07260 - Waiter/Waitress	11.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.68
09040 - Furniture Handler	12.38
09080 - Furniture Refinisher	18.68
09090 - Furniture Refinisher Helper	14.47
09110 - Furniture Repairer Minor	16.56
09130 - Upholsterer	17.55
11000 - General Services And Support Occupations	

11030 - Cleaner Vehicles	12.33
11060 - Elevator Operator	14.17
11090 - Gardener	17.48
11122 - Housekeeping Aide	14.23
11150 - Janitor	14.23
11210 - Laborer Grounds Maintenance	13.98
11240 - Maid or Houseman	12.16
11260 - Pruner	12.85
11270 - Tractor Operator	16.35
11330 - Trail Maintenance Worker	13.98
11360 - Window Cleaner	15.49
12000 - Health Occupations	
12010 - Ambulance Driver	22.36
12011 - Breath Alcohol Technician	21.86
12012 - Certified Occupational Therapist Assistant	29.99
12015 - Certified Physical Therapist Assistant	28.82
12020 - Dental Assistant	21.70
12025 - Dental Hygienist	42.52
12030 - EKG Technician	37.49
12035 - Electroneurodiagnostic Technologist	37.49
12040 - Emergency Medical Technician	22.36
12071 - Licensed Practical Nurse I	19.54
12072 - Licensed Practical Nurse II	21.86
12073 - Licensed Practical Nurse III	24.36
12100 - Medical Assistant	17.91
12130 - Medical Laboratory Technician	23.80
12160 - Medical Record Clerk	16.96
12190 - Medical Record Technician	18.98
12195 - Medical Transcriptionist	21.05
12210 - Nuclear Medicine Technologist	48.02
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.87
12223 - Nursing Assistant III	14.04
12224 - Nursing Assistant IV	15.76
12235 - Optical Dispenser	17.27
12236 - Optical Technician	19.54
12250 - Pharmacy Technician	19.50

12280 - Phlebotomist	17.75
12305 - Radiologic Technologist	34.13
12311 - Registered Nurse I	23.47
12312 - Registered Nurse II	28.71
12313 - Registered Nurse II Specialist	28.71
12314 - Registered Nurse III	37.41
12315 - Registered Nurse III Anesthetist	37.41
12316 - Registered Nurse IV	41.62
12317 - Scheduler (Drug and Alcohol Testing)	27.07
12320 - Substance Abuse Treatment Counselor	21.80
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.45
13012 - Exhibits Specialist II	24.11
13013 - Exhibits Specialist III	29.49
13041 - Illustrator I	19.45
13042 - Illustrator II	24.11
13043 - Illustrator III	29.49
13047 - Librarian	26.69
13050 - Library Aide/Clerk	14.56
13054 - Library Information Technology Systems Administrator	24.11
13058 - Library Technician	19.39
13061 - Media Specialist I	17.39
13062 - Media Specialist II	19.45
13063 - Media Specialist III	21.70
13071 - Photographer I	16.33
13072 - Photographer II	18.27
13073 - Photographer III	22.63
13074 - Photographer IV	27.04
13075 - Photographer V	32.74
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	18.85
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.85
14042 - Computer Operator II	17.17
14043 - Computer Operator III	19.10
14044 - Computer Operator IV	21.21

14045 - Computer Operator V		23.56
14071 - Computer Programmer I	(see 1)	19.56
14072 - Computer Programmer II	(see 1)	24.77
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		15.85
14160 - Personal Computer Support Technician		25.15
14170 - System Support Specialist		28.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.36
15020 - Aircrew Training Devices Instructor (Rated)		34.30
15030 - Air Crew Training Devices Instructor (Pilot)		41.11
15050 - Computer Based Training Specialist / Instructor		28.36
15060 - Educational Technologist		34.16
15070 - Flight Instructor (Pilot)		41.11
15080 - Graphic Artist		22.84
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.11
15086 - Maintenance Test Pilot Rotary Wing		41.11
15088 - Non-Maintenance Test/Co-Pilot		41.11
15090 - Technical Instructor		22.43
15095 - Technical Instructor/Course Developer		27.69
15110 - Test Proctor		18.27
15120 - Tutor		18.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.35
16030 - Counter Attendant		13.35
16040 - Dry Cleaner		15.27
16070 - Finisher Flatwork Machine		13.35
16090 - Presser Hand		13.35
16110 - Presser Machine Drycleaning		13.35
16130 - Presser Machine Shirts		13.35
16160 - Presser Machine Wearing Apparel Laundry		13.35
16190 - Sewing Machine Operator		15.97
16220 - Tailor		16.61

16250 - Washer Machine	13.99
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.76
19040 - Tool And Die Maker	29.00
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.16
21030 - Material Coordinator	19.32
21040 - Material Expediter	19.32
21050 - Material Handling Laborer	13.96
21071 - Order Filler	13.53
21080 - Production Line Worker (Food Processing)	19.16
21110 - Shipping Packer	15.79
21130 - Shipping/Receiving Clerk	15.79
21140 - Store Worker I	13.70
21150 - Stock Clerk	17.82
21210 - Tools And Parts Attendant	19.16
21410 - Warehouse Specialist	19.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.64
23019 - Aircraft Logs and Records Technician	22.88
23021 - Aircraft Mechanic I	27.24
23022 - Aircraft Mechanic II	28.64
23023 - Aircraft Mechanic III	30.07
23040 - Aircraft Mechanic Helper	20.00
23050 - Aircraft Painter	25.81
23060 - Aircraft Servicer	22.88
23070 - Aircraft Survival Flight Equipment Technician	25.81
23080 - Aircraft Worker	24.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.24
23110 - Appliance Mechanic	22.50
23120 - Bicycle Repairer	16.73
23125 - Cable Splicer	25.10
23130 - Carpenter Maintenance	22.27
23140 - Carpet Layer	22.48

23160 - Electrician Maintenance	28.66
23181 - Electronics Technician Maintenance I	23.66
23182 - Electronics Technician Maintenance II	25.03
23183 - Electronics Technician Maintenance III	26.41
23260 - Fabric Worker	21.09
23290 - Fire Alarm System Mechanic	25.10
23310 - Fire Extinguisher Repairer	19.71
23311 - Fuel Distribution System Mechanic	24.57
23312 - Fuel Distribution System Operator	19.44
23370 - General Maintenance Worker	16.80
23380 - Ground Support Equipment Mechanic	27.24
23381 - Ground Support Equipment Servicer	22.88
23382 - Ground Support Equipment Worker	24.40
23391 - Gunsmith I	19.71
23392 - Gunsmith II	22.48
23393 - Gunsmith III	25.10
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.73
23430 - Heavy Equipment Mechanic	25.14
23440 - Heavy Equipment Operator	24.23
23460 - Instrument Mechanic	25.10
23465 - Laboratory/Shelter Mechanic	23.79
23470 - Laborer	13.32
23510 - Locksmith	23.79
23530 - Machinery Maintenance Mechanic	26.11
23550 - Machinist Maintenance	22.78
23580 - Maintenance Trades Helper	13.73
23591 - Metrology Technician I	25.10
23592 - Metrology Technician II	26.38
23593 - Metrology Technician III	27.71
23640 - Millwright	25.10
23710 - Office Appliance Repairer	21.89
23760 - Painter Maintenance	15.67
23790 - Pipefitter Maintenance	36.95
23810 - Plumber Maintenance	34.43

23820 - Pneudraulic Systems Mechanic	25.10
23850 - Rigger	25.10
23870 - Scale Mechanic	22.48
23890 - Sheet-Metal Worker Maintenance	25.10
23910 - Small Engine Mechanic	22.48
23931 - Telecommunications Mechanic I	29.21
23932 - Telecommunications Mechanic II	30.70
23950 - Telephone Lineman	25.10
23960 - Welder Combination Maintenance	18.65
23965 - Well Driller	25.10
23970 - Woodcraft Worker	25.10
23980 - Woodworker	19.71
24000 - Personal Needs Occupations	
24550 - Case Manager	18.48
24570 - Child Care Attendant	11.30
24580 - Child Care Center Clerk	14.09
24610 - Chore Aide	12.21
24620 - Family Readiness And Support Services Coordinator	18.48
24630 - Homemaker	18.48
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.74
25040 - Sewage Plant Operator	29.79
25070 - Stationary Engineer	24.74
25190 - Ventilation Equipment Tender	18.29
25210 - Water Treatment Plant Operator	29.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.92
27007 - Baggage Inspector	13.77
27008 - Corrections Officer	29.62
27010 - Court Security Officer	29.62
27030 - Detection Dog Handler	15.86
27040 - Detention Officer	29.62
27070 - Firefighter	29.62
27101 - Guard I	13.77
27102 - Guard II	15.86
27131 - Police Officer I	33.24

27132 - Police Officer II	36.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.96
28042 - Carnival Equipment Repairer	16.00
28043 - Carnival Worker	11.81
28210 - Gate Attendant/Gate Tender	15.59
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	17.44
28510 - Recreation Aide/Health Facility Attendant	12.73
28515 - Recreation Specialist	21.60
28630 - Sports Official	13.89
28690 - Swimming Pool Operator	18.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.48
29020 - Hatch Tender	22.48
29030 - Line Handler	22.48
29041 - Stevedore I	21.09
29042 - Stevedore II	23.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	17.07
30022 - Archeological Technician II	19.10
30023 - Archeological Technician III	23.65
30030 - Cartographic Technician	23.65
30040 - Civil Engineering Technician	28.68
30051 - Cryogenic Technician I	24.23
30052 - Cryogenic Technician II	26.76
30061 - Drafter/CAD Operator I	17.07
30062 - Drafter/CAD Operator II	19.10
30063 - Drafter/CAD Operator III	21.29
30064 - Drafter/CAD Operator IV	26.20
30081 - Engineering Technician I	15.92
30082 - Engineering Technician II	17.87
30083 - Engineering Technician III	19.99
30084 - Engineering Technician IV	24.76

30085 - Engineering Technician V	30.29
30086 - Engineering Technician VI	36.65
30090 - Environmental Technician	23.65
30095 - Evidence Control Specialist	21.87
30210 - Laboratory Technician	21.01
30221 - Latent Fingerprint Technician I	24.23
30222 - Latent Fingerprint Technician II	26.76
30240 - Mathematical Technician	23.65
30361 - Paralegal/Legal Assistant I	19.17
30362 - Paralegal/Legal Assistant II	23.75
30363 - Paralegal/Legal Assistant III	29.05
30364 - Paralegal/Legal Assistant IV	35.16
30375 - Petroleum Supply Specialist	26.76
30390 - Photo-Optics Technician	23.65
30395 - Radiation Control Technician	26.76
30461 - Technical Writer I	21.87
30462 - Technical Writer II	26.76
30463 - Technical Writer III	32.37
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	26.20
30502 - Weather Forecaster II	31.87
30620 - Weather Observer Combined Upper Air Or	(see 2) 21.29
Surface Programs	
30621 - Weather Observer Senior	(see 2) 23.65
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	15.48
31030 - Bus Driver	20.71
31043 - Driver Courier	14.21
31260 - Parking and Lot Attendant	13.76
31290 - Shuttle Bus Driver	15.20
31310 - Taxi Driver	12.67
31361 - Truckdriver Light	15.20

31362 - Truckdriver Medium	16.83
31363 - Truckdriver Heavy	22.08
31364 - Truckdriver Tractor-Trailer	22.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	11.40
99050 - Desk Clerk	12.16
99095 - Embalmer	24.65
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	13.84
99252 - Laboratory Animal Caretaker II	14.80
99260 - Marketing Analyst	25.72
99310 - Mortician	24.65
99410 - Pest Controller	21.96
99510 - Photofinishing Worker	12.95
99710 - Recycling Laborer	19.05
99711 - Recycling Specialist	22.17
99730 - Refuse Collector	17.50
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	13.74
99830 - Survey Party Chief	23.75
99831 - Surveying Aide	14.92
99832 - Surveying Technician	20.31
99840 - Vending Machine Attendant	19.19
99841 - Vending Machine Repairer	23.41
99842 - Vending Machine Repairer Helper	19.19

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.54 per hour computed on the basis of all hours worked up to 40 hours per week by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.22 per hour computed on the basis of all hours worked up to 40 hours per week by service employees employed on the covered contracts. *

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

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

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

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

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

\$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

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

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



"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

|
|
|
| Wage Determination No.: 2015-5564
Daniel W. Simms Division of | Revision No.: 8
Director Wage Determinations | Date Of Last Revision: 07/30/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Oregon Washington

Area: Oregon Counties of Clackamas Columbia Multnomah Washington Yamhill

Washington Counties of Clark Skamania

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.58
01012 - Accounting Clerk II		18.61
01013 - Accounting Clerk III		20.82
01020 - Administrative Assistant		28.14
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		14.66
01042 - Customer Service Representative II		16.48
01043 - Customer Service Representative III		17.98
01051 - Data Entry Operator I		15.20
01052 - Data Entry Operator II		16.58
01060 - Dispatcher Motor Vehicle		20.22
01070 - Document Preparation Clerk		17.35
01090 - Duplicating Machine Operator		17.35
01111 - General Clerk I		14.35
01112 - General Clerk II		15.66
01113 - General Clerk III		17.58
01120 - Housing Referral Assistant		21.08
01141 - Messenger Courier		18.79
01191 - Order Clerk I		16.74
01192 - Order Clerk II		18.27
01261 - Personnel Assistant (Employment) I		17.03
01262 - Personnel Assistant (Employment) II		19.59
01263 - Personnel Assistant (Employment) III		21.23
01270 - Production Control Clerk		23.39
01290 - Rental Clerk		15.98
01300 - Scheduler Maintenance		16.91
01311 - Secretary I		16.91
01312 - Secretary II		18.91
01313 - Secretary III		21.08
01320 - Service Order Dispatcher		18.07
01410 - Supply Technician		28.14
01420 - Survey Worker		19.88

01460 - Switchboard Operator/Receptionist	15.16
01531 - Travel Clerk I	14.77
01532 - Travel Clerk II	16.07
01533 - Travel Clerk III	17.30
01611 - Word Processor I	15.80
01612 - Word Processor II	17.73
01613 - Word Processor III	19.84
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.95
05010 - Automotive Electrician	22.54
05040 - Automotive Glass Installer	21.22
05070 - Automotive Worker	21.22
05110 - Mobile Equipment Servicer	18.76
05130 - Motor Equipment Metal Mechanic	23.83
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	23.83
05220 - Motor Vehicle Mechanic Helper	17.64
05250 - Motor Vehicle Upholstery Worker	19.97
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter Automotive	22.54
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	16.35
05400 - Transmission Repair Specialist	23.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.33
07041 - Cook I	15.64
07042 - Cook II	17.77
07070 - Dishwasher	11.92
07130 - Food Service Worker	12.77
07210 - Meat Cutter	18.67
07260 - Waiter/Waitress	11.71
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.87
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer Minor	15.32

09130 - Upholsterer	16.58
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.90
11060 - Elevator Operator	13.76
11090 - Gardener	21.23
11122 - Housekeeping Aide	13.76
11150 - Janitor	13.76
11210 - Laborer Grounds Maintenance	16.76
11240 - Maid or Houseman	12.41
11260 - Pruner	15.30
11270 - Tractor Operator	19.79
11330 - Trail Maintenance Worker	16.76
11360 - Window Cleaner	15.07
12000 - Health Occupations	
12010 - Ambulance Driver	23.88
12011 - Breath Alcohol Technician	23.88
12012 - Certified Occupational Therapist Assistant	30.04
12015 - Certified Physical Therapist Assistant	29.17
12020 - Dental Assistant	21.85
12025 - Dental Hygienist	41.57
12030 - EKG Technician	37.29
12035 - Electroneurodiagnostic Technologist	37.29
12040 - Emergency Medical Technician	23.88
12071 - Licensed Practical Nurse I	20.70
12072 - Licensed Practical Nurse II	23.16
12073 - Licensed Practical Nurse III	25.81
12100 - Medical Assistant	19.31
12130 - Medical Laboratory Technician	25.51
12160 - Medical Record Clerk	20.97
12190 - Medical Record Technician	23.45
12195 - Medical Transcriptionist	19.98
12210 - Nuclear Medicine Technologist	43.59
12221 - Nursing Assistant I	12.20
12222 - Nursing Assistant II	13.72
12223 - Nursing Assistant III	14.97
12224 - Nursing Assistant IV	16.81
12235 - Optical Dispenser	20.36

12236 - Optical Technician	16.60
12250 - Pharmacy Technician	19.99
12280 - Phlebotomist	18.95
12305 - Radiologic Technologist	37.49
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III Anesthetist	42.99
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol Testing)	29.57
12320 - Substance Abuse Treatment Counselor	24.40
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.08
13012 - Exhibits Specialist II	28.59
13013 - Exhibits Specialist III	34.97
13041 - Illustrator I	18.44
13042 - Illustrator II	22.84
13043 - Illustrator III	27.94
13047 - Librarian	32.14
13050 - Library Aide/Clerk	18.75
13054 - Library Information Technology Systems Administrator	29.02
13058 - Library Technician	19.27
13061 - Media Specialist I	20.94
13062 - Media Specialist II	23.43
13063 - Media Specialist III	26.11
13071 - Photographer I	17.66
13072 - Photographer II	19.76
13073 - Photographer III	24.47
13074 - Photographer IV	29.94
13075 - Photographer V	36.23
13090 - Technical Order Library Clerk	23.55
13110 - Video Teleconference Technician	20.85
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.61
14042 - Computer Operator II	18.58

14043 - Computer Operator III	20.71
14044 - Computer Operator IV	23.01
14045 - Computer Operator V	25.49
14071 - Computer Programmer I	(see 1) 22.94
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	16.61
14160 - Personal Computer Support Technician	23.01
14170 - System Support Specialist	28.91
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.38
15020 - Aircrew Training Devices Instructor (Rated)	36.76
15030 - Air Crew Training Devices Instructor (Pilot)	44.06
15050 - Computer Based Training Specialist / Instructor	30.38
15060 - Educational Technologist	35.69
15070 - Flight Instructor (Pilot)	44.06
15080 - Graphic Artist	27.46
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.06
15086 - Maintenance Test Pilot Rotary Wing	44.06
15088 - Non-Maintenance Test/Co-Pilot	44.06
15090 - Technical Instructor	25.78
15095 - Technical Instructor/Course Developer	31.54
15110 - Test Proctor	20.81
15120 - Tutor	20.81
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.67
16030 - Counter Attendant	13.67
16040 - Dry Cleaner	15.62
16070 - Finisher Flatwork Machine	13.67
16090 - Presser Hand	13.67
16110 - Presser Machine Drycleaning	13.67
16130 - Presser Machine Shirts	13.67
16160 - Presser Machine Wearing Apparel Laundry	13.67

16190 - Sewing Machine Operator	16.27
16220 - Tailor	16.92
16250 - Washer Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.61
19040 - Tool And Die Maker	29.93
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.31
21030 - Material Coordinator	23.39
21040 - Material Expediter	23.39
21050 - Material Handling Laborer	14.51
21071 - Order Filler	14.41
21080 - Production Line Worker (Food Processing)	18.31
21110 - Shipping Packer	17.19
21130 - Shipping/Receiving Clerk	17.19
21140 - Store Worker I	14.25
21150 - Stock Clerk	18.76
21210 - Tools And Parts Attendant	18.31
21410 - Warehouse Specialist	18.31
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.70
23019 - Aircraft Logs and Records Technician	25.21
23021 - Aircraft Mechanic I	30.08
23022 - Aircraft Mechanic II	31.70
23023 - Aircraft Mechanic III	33.32
23040 - Aircraft Mechanic Helper	21.94
23050 - Aircraft Painter	28.46
23060 - Aircraft Servicer	25.21
23070 - Aircraft Survival Flight Equipment Technician	28.46
23080 - Aircraft Worker	26.79
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.79
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.08
23110 - Appliance Mechanic	17.48
23120 - Bicycle Repairer	14.29
23125 - Cable Splicer	46.23

23130 - Carpenter Maintenance	24.23
23140 - Carpet Layer	22.24
23160 - Electrician Maintenance	35.43
23181 - Electronics Technician Maintenance I	27.29
23182 - Electronics Technician Maintenance II	28.99
23183 - Electronics Technician Maintenance III	30.64
23260 - Fabric Worker	22.59
23290 - Fire Alarm System Mechanic	25.38
23310 - Fire Extinguisher Repairer	22.94
23311 - Fuel Distribution System Mechanic	28.61
23312 - Fuel Distribution System Operator	22.42
23370 - General Maintenance Worker	19.49
23380 - Ground Support Equipment Mechanic	30.08
23381 - Ground Support Equipment Servicer	25.21
23382 - Ground Support Equipment Worker	26.79
23391 - Gunsmith I	22.94
23392 - Gunsmith II	26.07
23393 - Gunsmith III	29.27
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.42
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.70
23430 - Heavy Equipment Mechanic	26.85
23440 - Heavy Equipment Operator	28.99
23460 - Instrument Mechanic	29.44
23465 - Laboratory/Shelter Mechanic	27.70
23470 - Laborer	14.51
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	28.16
23550 - Machinist Maintenance	25.12
23580 - Maintenance Trades Helper	15.30
23591 - Metrology Technician I	29.44
23592 - Metrology Technician II	31.02
23593 - Metrology Technician III	32.61
23640 - Millwright	32.08
23710 - Office Appliance Repairer	20.53
23760 - Painter Maintenance	18.24

23790 - Pipefitter Maintenance	36.53
23810 - Plumber Maintenance	34.29
23820 - Pneudraulic Systems Mechanic	29.27
23850 - Rigger	31.21
23870 - Scale Mechanic	26.07
23890 - Sheet-Metal Worker Maintenance	26.37
23910 - Small Engine Mechanic	18.54
23931 - Telecommunications Mechanic I	29.55
23932 - Telecommunications Mechanic II	31.14
23950 - Telephone Lineman	27.45
23960 - Welder Combination Maintenance	22.32
23965 - Well Driller	29.77
23970 - Woodcraft Worker	29.27
23980 - Woodworker	21.38
24000 - Personal Needs Occupations	
24550 - Case Manager	17.99
24570 - Child Care Attendant	12.28
24580 - Child Care Center Clerk	15.31
24610 - Chore Aide	12.73
24620 - Family Readiness And Support Services Coordinator	17.99
24630 - Homemaker	17.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.24
25040 - Sewage Plant Operator	31.26
25070 - Stationary Engineer	33.24
25190 - Ventilation Equipment Tender	24.25
25210 - Water Treatment Plant Operator	31.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.57
27007 - Baggage Inspector	13.70
27008 - Corrections Officer	30.98
27010 - Court Security Officer	35.92
27030 - Detection Dog Handler	16.79
27040 - Detention Officer	30.98
27070 - Firefighter	34.99
27101 - Guard I	13.70

27102 - Guard II	16.79
27131 - Police Officer I	33.29
27132 - Police Officer II	37.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.43
28042 - Carnival Equipment Repairer	16.58
28043 - Carnival Worker	11.95
28210 - Gate Attendant/Gate Tender	17.78
28310 - Lifeguard	12.65
28350 - Park Attendant (Aide)	19.88
28510 - Recreation Aide/Health Facility Attendant	14.22
28515 - Recreation Specialist	23.94
28630 - Sports Official	15.84
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.29
29020 - Hatch Tender	31.29
29030 - Line Handler	31.29
29041 - Stevedore I	29.45
29042 - Stevedore II	33.24
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.35
30021 - Archeological Technician I	17.66
30022 - Archeological Technician II	19.76
30023 - Archeological Technician III	24.48
30030 - Cartographic Technician	24.48
30040 - Civil Engineering Technician	31.72
30051 - Cryogenic Technician I	27.10
30052 - Cryogenic Technician II	29.94
30061 - Drafter/CAD Operator I	17.66
30062 - Drafter/CAD Operator II	19.76
30063 - Drafter/CAD Operator III	22.02
30064 - Drafter/CAD Operator IV	27.10
30081 - Engineering Technician I	16.14
30082 - Engineering Technician II	18.13

30083 - Engineering Technician III	20.29
30084 - Engineering Technician IV	25.76
30085 - Engineering Technician V	31.76
30086 - Engineering Technician VI	37.19
30090 - Environmental Technician	26.82
30095 - Evidence Control Specialist	24.48
30210 - Laboratory Technician	21.24
30221 - Latent Fingerprint Technician I	29.89
30222 - Latent Fingerprint Technician II	33.02
30240 - Mathematical Technician	28.17
30361 - Paralegal/Legal Assistant I	18.71
30362 - Paralegal/Legal Assistant II	23.17
30363 - Paralegal/Legal Assistant III	28.35
30364 - Paralegal/Legal Assistant IV	34.29
30375 - Petroleum Supply Specialist	29.94
30390 - Photo-Optics Technician	24.48
30395 - Radiation Control Technician	29.94
30461 - Technical Writer I	26.02
30462 - Technical Writer II	31.83
30463 - Technical Writer III	38.50
30491 - Unexploded Ordnance (UXO) Technician I	26.24
30492 - Unexploded Ordnance (UXO) Technician II	31.74
30493 - Unexploded Ordnance (UXO) Technician III	38.05
30494 - Unexploded (UXO) Safety Escort	26.24
30495 - Unexploded (UXO) Sweep Personnel	26.24
30501 - Weather Forecaster I	27.10
30502 - Weather Forecaster II	32.97
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 22.02
30621 - Weather Observer Senior	(see 2) 24.48
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.74
31020 - Bus Aide	18.58
31030 - Bus Driver	26.20
31043 - Driver Courier	15.72
31260 - Parking and Lot Attendant	12.26
31290 - Shuttle Bus Driver	16.89

31310 - Taxi Driver	13.64
31361 - Truckdriver Light	16.89
31362 - Truckdriver Medium	18.77
31363 - Truckdriver Heavy	22.90
31364 - Truckdriver Tractor-Trailer	22.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.48
99030 - Cashier	12.12
99050 - Desk Clerk	12.84
99095 - Embalmer	27.05
99130 - Flight Follower	26.24
99251 - Laboratory Animal Caretaker I	15.59
99252 - Laboratory Animal Caretaker II	16.75
99260 - Marketing Analyst	32.89
99310 - Mortician	27.05
99410 - Pest Controller	17.96
99510 - Photofinishing Worker	20.06
99710 - Recycling Laborer	26.31
99711 - Recycling Specialist	31.02
99730 - Refuse Collector	24.02
99810 - Sales Clerk	13.43
99820 - School Crossing Guard	15.39
99830 - Survey Party Chief	33.39
99831 - Surveying Aide	19.68
99832 - Surveying Technician	26.95
99840 - Vending Machine Attendant	16.64
99841 - Vending Machine Repairer	19.64
99842 - Vending Machine Repairer Helper	16.94

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.54 per hour computed on the basis of all hours worked up to 40 hours per week by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.22 per hour computed on the basis of all hours worked up to 40 hours per week by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal

Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not

list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 2
2. AMENDMENT/MODIFICATION NO. P00022	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6) Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA	7. ADMINISTERED BY (If other than Item 6) ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6) Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 4955 TECHNOLOGY WAY BOCA RATON FL 33431		(x) 9A. AMENDMENT OF SOLICITATION NO.	
		9B. DATED (SEE ITEM 11)	
		x 10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015	
		10B. DATED (SEE ITEM 13) 09/24/2015	
CODE (b)(7)(E)	FACILITY CODE		

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

12. ACCOUNTING AND APPROPRIATION DATA (If required)

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

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

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

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

DUNS Number: 612706465

COR POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C) @ice.dhs.gov

Finance POC: (b)(6); (b)(7)(C) email address. (b)(6); (b)(7)(C) @ice.dhs.gov

This modification is to correct the amount written in modification P00017 CLIN 3002F - Yakima & Medford Transportation, Current Rate of (b)(4) Increase Amount of (b)(4) New Rate of (b)(4)

The correct amount in CLIN 3002F is, Current Rate of (b)(4) Increase Amount of (b)(4)
Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (b)(6);	
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED	16B. (b)(6); (b)(7)(C) (Signature of Contracting Officer)	16C. DATE SIGNED

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00022

PAGE OF
2 2

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	(b)(4) New Rate of (b)(4)				

2. AMENDMENT/MODIFICATION NO. P00023	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. NA	5. PROJECT NO. (If applicable)
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6. ISSUED BY ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	7. ADMINISTERED BY (If other than Item 6) ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6); Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 4955 TECHNOLOGY WAY BOCA RATON FL 33431	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:5%;">(x)</td> <td>9A. AMENDMENT OF SOLICITATION NO.</td> </tr> <tr> <td></td> <td>9B. DATED (SEE ITEM 11)</td> </tr> <tr> <td style="text-align: center;">x</td> <td>10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015</td> </tr> <tr> <td></td> <td>10B. DATED (SEE ITEM 13) 09/24/2015</td> </tr> </table>	(x)	9A. AMENDMENT OF SOLICITATION NO.		9B. DATED (SEE ITEM 11)	x	10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015		10B. DATED (SEE ITEM 13) 09/24/2015
(x)	9A. AMENDMENT OF SOLICITATION NO.								
	9B. DATED (SEE ITEM 11)								
x	10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015								
	10B. DATED (SEE ITEM 13) 09/24/2015								

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

12. ACCOUNTING AND APPROPRIATION DATA (If required)
NA

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

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

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

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

DUNS Number: 612706465
 COR POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov
 Finance POC: (b)(6); (b)(7)(C) email address. (b)(6); (b)(7)(C)@ice.dhs.gov

This modification is to incorporate GEO's Request of Equitable Adjustment (REA) rate increase based on the Department of Labor Wage Determination. Rate increases are in the attachment. This modification does not obligate funds. Funds are obligated in the issuance of a Task Order.

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

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (b)(6);
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	16B. DATE SIGNED (b)(6); (b)(7)(C) (Signature of contracting officer)

Attachment

Option Year 4						
FROM, Date of Rate Increase	TO, Date Rate of Increase	CLIN	Rate Type	Current Rate	Increase Amount	New Rate
9/28/2019	9/27/2020	4001A	1- 1181	(b)(4)		
9/28/2019	9/27/2020	4001B	1182 - 1575			
9/28/2019	9/27/2020	4002A	Seattle & Portland Transportation	(b)(4)		
9/28/2019	9/27/2020	4002E	Remote Post			
9/28/2019	9/27/2020	4002F	Yakima & Medford Transportation			
Option Year 5						
FROM, Date of Rate Increase	TO, Date Rate of Increase	CLIN	Rate Type	Current Rate	Increase Amount	New Rate
9/28/2020	9/27/2021	5001A	1- 1181	(b)(4)		
9/28/2020	9/27/2021	5001B	1182 - 1575			
9/28/2020	9/27/2021	5002A	Seattle & Portland Transportation	(b)(4)		
9/28/2020	9/27/2021	5002E	Remote Post			
9/28/2020	9/27/2021	5002F	Yakima & Medford Transportation			
Option Year 6						
FROM, Date of Rate Increase	TO, Date Rate of Increase	CLIN	Rate Type	Current Rate	Increase Amount	New Rate
9/28/2021	9/27/2022	6001A	1- 1181	(b)(4)		
9/28/2021	9/27/2022	6001B	1182 - 1575			
9/28/2021	9/27/2022	6002A	Seattle & Portland Transportation	(b)(4)		
9/28/2021	9/27/2022	6002E	Remote Post			
9/28/2021	9/27/2022	6002F	Yakima & Medford Transportation			
Option Year 7						
FROM, Date of Rate Increase	TO, Date Rate of Increase	CLIN	Rate Type	Current Rate	Increase Amount	New Rate
9/28/2022	9/27/2023	7001A	1- 1181	(b)(4)		
9/28/2022	9/27/2023	7001B	1182 - 1575			

9/28/2022	9/27/2023	7002A	Seattle & Portland Transportation	(b)(4)		
9/28/2022	9/27/2023	7002E	Remote Post			
9/28/2022	9/27/2023	7002F	Yakima & Medford Transportation			
Option Year 8						
FROM, Date of Rate Increase	TO, Date Rate of Increase	CLIN	Rate Type	Current Rate	Increase Amount	New Rate
9/28/2023	9/27/2024	8001A	1- 1181	(b)(4)		
9/28/2023	9/27/2024	8001B	1182 - 1575			
9/28/2023	9/27/2024	8002A	Seattle & Portland Transportation	(b)(4)		
9/28/2023	9/27/2024	8002E	Remote Post			
9/28/2023	9/27/2024	8002F	Yakima & Medford Transportation			
Option Year 9						
FROM, Date of Rate Increase	TO, Date Rate of Increase	CLIN	Rate Type	Current Rate	Increase Amount	New Rate
9/28/2024	9/27/2025	9001A	1- 1181	(b)(4)		
9/28/2024	9/27/2025	9001B	1182 - 1575			
9/28/2024	9/27/2025	9002A	Seattle & Portland Transportation	(b)(4)		
9/28/2024	9/27/2025	9002E	Remote Post			
9/28/2024	9/27/2025	9002F	Yakima & Medford Transportation			
Option Year in accordance with FAR 52.217 - 8						
FROM, Date of Rate Increase	TO, Date Rate of Increase	CLIN	Rate Type	Current Rate	Increase Amount	New Rate
9/28/2025	3/27/2026	9004A	1- 1181	(b)(4)		
9/28/2025	3/27/2026	9004B	1182 - 1575			
9/28/2025	3/27/2026	9005A	Seattle & Portland Transportation	(b)(4)		
9/28/2025	3/27/2026	9005E	Remote Post			
9/28/2025	3/27/2026	9005F	Yakima & Medford Transportation			

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 2
2. AMENDMENT/MODIFICATION NO. P00014	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6): Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA	7. ADMINISTERED BY (If other than Item 6) ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6): Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	CODE ICE/DM/DC-LAGUNA
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 621 NW 53RD ST (b)(6): BOCA RATON FL 334878242		(x) 9A. AMENDMENT OF SOLICITATION NO.	
		9B. DATED (SEE ITEM 11)	
		x 10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015	
		10B. DATED (SEE ITEM 13) 09/24/2015	
CODE (b)(7)(E)	FACILITY CODE		

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

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

DUNS Number: 612706465

COR POC: (b)(6); (b)(7)(C) e-mail address,

(b)(6); (b)(7)(C)@ice.dhs.gov

Alternate COR POC: (b)(6); (b)(7)(C) email address,

(b)(6); (b)(7)(C)@ice.dhs.gov

Finance POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

The purpose of this modification is to replace Wage Determination no. 2015-5539, Rev. 7,
Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (b)(6); (b)(7)(C)
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED (b)(6); (b)(7)(C)
	16C. DATE SIGNED

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00014

PAGE OF
2 2

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>dated January 10, 2018 with Wage Determination no. 2015-5539, Rev. 8, dated August 7, 2018. The effective date for Revision 8 is September 28, 2018.</p> <p>All other terms and conditions remain the same. Exempt Action: Y Sensitive Award: NONE Period of Performance: 09/28/2018 to 09/27/2019</p>				

***** THIS WAGE DETERMINATION WAS REPLACED 01/01/2019 *****
 WD 15-5539 (Rev.-8) was first posted on www.wdol.gov on 08/14/2018

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

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

Daniel W. Simms Division of
 Director Wage Determinations

Wage Determination No.: 2015-5539
 Revision No.: 8
 Date Of Revision: 08/07/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: Washington

Area: Washington County of Pierce

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.15
01012 - Accounting Clerk II		18.12
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		27.73
01035 - Court Reporter		19.57
01041 - Customer Service Representative I		13.70
01042 - Customer Service Representative II		15.40
01043 - Customer Service Representative III		16.81
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		17.28
01090 - Duplicating Machine Operator		17.28
01111 - General Clerk I		14.26
01112 - General Clerk II		15.57
01113 - General Clerk III		17.47

01120 - Housing Referral Assistant	21.81
01141 - Messenger Courier	16.81
01191 - Order Clerk I	15.99
01192 - Order Clerk II	17.45
01261 - Personnel Assistant (Employment) I	16.87
01262 - Personnel Assistant (Employment) II	18.88
01263 - Personnel Assistant (Employment) III	21.05
01270 - Production Control Clerk	23.15
01290 - Rental Clerk	16.18
01300 - Scheduler, Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	19.14
01410 - Supply Technician	27.73
01420 - Survey Worker	19.50
01460 - Switchboard Operator/Receptionist	14.53
01531 - Travel Clerk I	14.56
01532 - Travel Clerk II	15.86
01533 - Travel Clerk III	17.06
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	20.66
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.65
07041 - Cook I	15.17
07042 - Cook II	17.17
07070 - Dishwasher	11.62
07130 - Food Service Worker	11.99
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	12.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.20

09040 - Furniture Handler	16.86
09080 - Furniture Refinisher	19.20
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer, Minor	18.01
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.53
11060 - Elevator Operator	15.95
11090 - Gardener	19.52
11122 - Housekeeping Aide	16.39
11150 - Janitor	16.39
11210 - Laborer, Grounds Maintenance	15.98
11240 - Maid or Houseman	12.00
11260 - Pruner	14.63
11270 - Tractor Operator	18.35
11330 - Trail Maintenance Worker	15.98
11360 - Window Cleaner	17.90
12000 - Health Occupations	
12010 - Ambulance Driver	28.30
12011 - Breath Alcohol Technician	23.44
12012 - Certified Occupational Therapist Assistant	29.85
12015 - Certified Physical Therapist Assistant	27.97
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	35.52
12035 - Electroneurodiagnostic Technologist	35.52
12040 - Emergency Medical Technician	28.30
12071 - Licensed Practical Nurse I	20.96
12072 - Licensed Practical Nurse II	23.44
12073 - Licensed Practical Nurse III	26.13
12100 - Medical Assistant	19.07
12130 - Medical Laboratory Technician	22.86
12160 - Medical Record Clerk	17.96
12190 - Medical Record Technician	19.89
12195 - Medical Transcriptionist	19.48
12210 - Nuclear Medicine Technologist	44.77
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	21.35
12236 - Optical Technician	19.43
12250 - Pharmacy Technician	20.32
12280 - Phlebotomist	17.78
12305 - Radiologic Technologist	34.31
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II, Specialist	36.05
12314 - Registered Nurse III	43.61

12315 - Registered Nurse III, Anesthetist	43.61
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol Testing)	29.03
12320 - Substance Abuse Treatment Counselor	20.77
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.24
13012 - Exhibits Specialist II	31.26
13013 - Exhibits Specialist III	38.24
13041 - Illustrator I	25.24
13042 - Illustrator II	31.26
13043 - Illustrator III	38.24
13047 - Librarian	34.62
13050 - Library Aide/Clerk	16.28
13054 - Library Information Technology Systems Administrator	31.26
13058 - Library Technician	22.53
13061 - Media Specialist I	22.56
13062 - Media Specialist II	25.24
13063 - Media Specialist III	28.13
13071 - Photographer I	20.35
13072 - Photographer II	22.76
13073 - Photographer III	28.20
13074 - Photographer IV	34.50
13075 - Photographer V	41.74
13090 - Technical Order Library Clerk	20.44
13110 - Video Teleconference Technician	23.70
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.22
14042 - Computer Operator II	20.39
14043 - Computer Operator III	22.73
14044 - Computer Operator IV	25.25
14045 - Computer Operator V	27.97
14071 - Computer Programmer I	24.47
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	18.22
14160 - Personal Computer Support Technician	25.25
14170 - System Support Specialist	29.71
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.20
15020 - Aircrew Training Devices Instructor (Rated)	41.38
15030 - Air Crew Training Devices Instructor (Pilot)	49.60
15050 - Computer Based Training Specialist / Instructor	34.20
15060 - Educational Technologist	30.07
15070 - Flight Instructor (Pilot)	49.60

15080 - Graphic Artist	27.76
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	40.48
15086 - Maintenance Test Pilot, Rotary Wing	40.48
15088 - Non-Maintenance Test/Co-Pilot	40.48
15090 - Technical Instructor	27.96
15095 - Technical Instructor/Course Developer	34.21
15110 - Test Proctor	22.58
15120 - Tutor	22.58
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	13.13
16030 - Counter Attendant	13.13
16040 - Dry Cleaner	15.02
16070 - Finisher, Flatwork, Machine	13.13
16090 - Presser, Hand	13.13
16110 - Presser, Machine, Drycleaning	13.13
16130 - Presser, Machine, Shirts	13.13
16160 - Presser, Machine, Wearing Apparel, Laundry	13.13
16190 - Sewing Machine Operator	15.65
16220 - Tailor	16.28
16250 - Washer, Machine	13.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	31.41
19040 - Tool And Die Maker	35.58
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.87
21030 - Material Coordinator	23.15
21040 - Material Expediter	23.15
21050 - Material Handling Laborer	16.29
21071 - Order Filler	15.96
21080 - Production Line Worker (Food Processing)	19.87
21110 - Shipping Packer	18.33
21130 - Shipping/Receiving Clerk	18.33
21140 - Store Worker I	17.05
21150 - Stock Clerk	21.53
21210 - Tools And Parts Attendant	19.87
21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.62
23019 - Aircraft Logs and Records Technician	28.54
23021 - Aircraft Mechanic I	32.57
23022 - Aircraft Mechanic II	33.62
23023 - Aircraft Mechanic III	34.61
23040 - Aircraft Mechanic Helper	25.28
23050 - Aircraft, Painter	31.47
23060 - Aircraft Servicer	28.54
23070 - Aircraft Survival Flight Equipment Technician	31.47
23080 - Aircraft Worker	30.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.15

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.57
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	19.71
23125 - Cable Splicer	35.26
23130 - Carpenter, Maintenance	27.65
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	28.34
23181 - Electronics Technician Maintenance I	32.67
23182 - Electronics Technician Maintenance II	34.10
23183 - Electronics Technician Maintenance III	35.29
23260 - Fabric Worker	26.58
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	25.05
23311 - Fuel Distribution System Mechanic	34.87
23312 - Fuel Distribution System Operator	28.80
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	32.57
23381 - Ground Support Equipment Servicer	28.54
23382 - Ground Support Equipment Worker	30.15
23391 - Gunsmith I	25.05
23392 - Gunsmith II	20.11
23393 - Gunsmith III	30.33
23410 - Heating, Ventilation And Air-Conditioning Mechanic	32.55
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	33.60
23430 - Heavy Equipment Mechanic	31.54
23440 - Heavy Equipment Operator	34.61
23460 - Instrument Mechanic	30.33
23465 - Laboratory/Shelter Mechanic	29.31
23470 - Laborer	15.63
23510 - Locksmith	28.76
23530 - Machinery Maintenance Mechanic	29.30
23550 - Machinist, Maintenance	28.61
23580 - Maintenance Trades Helper	19.71
23591 - Metrology Technician I	30.33
23592 - Metrology Technician II	31.31
23593 - Metrology Technician III	32.23
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	36.03
23810 - Plumber, Maintenance	33.24
23820 - Pneudraulic Systems Mechanic	30.33
23850 - Rigger	30.33
23870 - Scale Mechanic	28.08
23890 - Sheet-Metal Worker, Maintenance	34.44
23910 - Small Engine Mechanic	23.95

23931 - Telecommunications Mechanic I	28.09
23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	28.33
23960 - Welder, Combination, Maintenance	26.32
23965 - Well Driller	32.28
23970 - Woodcraft Worker	30.33
23980 - Woodworker	25.05
24000 - Personal Needs Occupations	
24550 - Case Manager	18.60
24570 - Child Care Attendant	12.31
24580 - Child Care Center Clerk	15.35
24610 - Chore Aide	12.75
24620 - Family Readiness And Support Services Coordinator	18.60
24630 - Homemaker	18.60
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.30
25040 - Sewage Plant Operator	31.04
25070 - Stationary Engineer	30.30
25190 - Ventilation Equipment Tender	23.52
25210 - Water Treatment Plant Operator	31.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.59
27007 - Baggage Inspector	15.87
27008 - Corrections Officer	28.28
27010 - Court Security Officer	33.63
27030 - Detection Dog Handler	20.45
27040 - Detention Officer	28.28
27070 - Firefighter	38.97
27101 - Guard I	15.87
27102 - Guard II	22.54
27131 - Police Officer I	36.49
27132 - Police Officer II	40.55
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.55
28042 - Carnival Equipment Repairer	16.54
28043 - Carnival Worker	12.40
28210 - Gate Attendant/Gate Tender	17.02
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	19.04
28510 - Recreation Aide/Health Facility Attendant	13.89
28515 - Recreation Specialist	23.58
28630 - Sports Official	15.16
28690 - Swimming Pool Operator	18.54
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.06
29020 - Hatch Tender	31.06
29030 - Line Handler	31.06
29041 - Stevedore I	29.39

29042 - Stevedore II	32.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.37
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.53
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.42
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	24.91
30023 - Archeological Technician III	30.86
30030 - Cartographic Technician	30.86
30040 - Civil Engineering Technician	33.04
30051 - Cryogenic Technician I	29.19
30052 - Cryogenic Technician II	32.25
30061 - Drafter/CAD Operator I	22.27
30062 - Drafter/CAD Operator II	24.91
30063 - Drafter/CAD Operator III	27.78
30064 - Drafter/CAD Operator IV	34.17
30081 - Engineering Technician I	20.07
30082 - Engineering Technician II	22.53
30083 - Engineering Technician III	25.20
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.19
30086 - Engineering Technician VI	46.21
30090 - Environmental Technician	30.76
30095 - Evidence Control Specialist	26.37
30210 - Laboratory Technician	25.04
30221 - Latent Fingerprint Technician I	28.19
30222 - Latent Fingerprint Technician II	31.14
30240 - Mathematical Technician	30.86
30361 - Paralegal/Legal Assistant I	22.87
30362 - Paralegal/Legal Assistant II	28.34
30363 - Paralegal/Legal Assistant III	32.99
30364 - Paralegal/Legal Assistant IV	36.96
30375 - Petroleum Supply Specialist	32.25
30390 - Photo-Optics Technician	30.86
30395 - Radiation Control Technician	32.25
30461 - Technical Writer I	27.23
30462 - Technical Writer II	33.32
30463 - Technical Writer III	40.31
30491 - Unexploded Ordnance (UXO) Technician I	26.29
30492 - Unexploded Ordnance (UXO) Technician II	31.81
30493 - Unexploded Ordnance (UXO) Technician III	38.13
30494 - Unexploded (UXO) Safety Escort	26.29
30495 - Unexploded (UXO) Sweep Personnel	26.29
30501 - Weather Forecaster I	30.16
30502 - Weather Forecaster II	36.69
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.99
30621 - Weather Observer, Senior	(see 2) 27.77
31000 - Transportation/Mobile Equipment Operation Occupations	

31010 - Airplane Pilot	31.81
31020 - Bus Aide	16.71
31030 - Bus Driver	21.65
31043 - Driver Courier	17.98
31260 - Parking and Lot Attendant	12.80
31290 - Shuttle Bus Driver	19.13
31310 - Taxi Driver	14.02
31361 - Truckdriver, Light	19.13
31362 - Truckdriver, Medium	21.42
31363 - Truckdriver, Heavy	22.88
31364 - Truckdriver, Tractor-Trailer	22.88
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.51
99030 - Cashier	12.33
99050 - Desk Clerk	12.52
99095 - Embalmer	28.38
99130 - Flight Follower	26.29
99251 - Laboratory Animal Caretaker I	14.68
99252 - Laboratory Animal Caretaker II	15.62
99260 - Marketing Analyst	24.68
99310 - Mortician	28.38
99410 - Pest Controller	21.55
99510 - Photofinishing Worker	13.82
99710 - Recycling Laborer	28.38
99711 - Recycling Specialist	32.58
99730 - Refuse Collector	26.26
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	20.78
99830 - Survey Party Chief	32.43
99831 - Surveying Aide	18.61
99832 - Surveying Technician	25.50
99840 - Vending Machine Attendant	16.39
99841 - Vending Machine Repairer	19.80
99842 - Vending Machine Repairer Helper	17.90

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

to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 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 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

2. AMENDMENT/MODIFICATION NO. P00015	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6): Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677	7. ADMINISTERED BY (If other than Item 6) ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b)(6): Attn: (b)(6); (b)(7)(C) Laguna Niguel CA 92677
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 621 NW 53RD ST (b)(6): BOCA RATON FL 334878242	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:50%;">(x) 9A. AMENDMENT OF SOLICITATION NO.</td> <td style="width:50%;"></td> </tr> <tr> <td>9B. DATED (SEE ITEM 11)</td> <td></td> </tr> <tr> <td>x 10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015</td> <td></td> </tr> <tr> <td>10B. DATED (SEE ITEM 13)</td> <td>09/24/2015</td> </tr> </table>	(x) 9A. AMENDMENT OF SOLICITATION NO.		9B. DATED (SEE ITEM 11)		x 10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015		10B. DATED (SEE ITEM 13)	09/24/2015
(x) 9A. AMENDMENT OF SOLICITATION NO.									
9B. DATED (SEE ITEM 11)									
x 10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015									
10B. DATED (SEE ITEM 13)	09/24/2015								

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

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

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

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

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

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

DUNS Number: 612706465
COR POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov
Alternate COR POC: (b)(6); (b)(7)(C) email address, (b)(6); (b)(7)(C)@ice.dhs.gov
Finance POC: (b)(6); (b)(7)(C) e-mail address, (b)(6); (b)(7)(C)@ice.dhs.gov

The purposes of this modification are to:

Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)		
	(b)(6); (b)(7)(C)		
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED		16C. DATE SIGNED
(Signature of person authorized to sign)	(b)(6); (b)(7)(C)		

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00015

PAGE OF
2 2

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>1. Cancel P00014 in its' entirety;</p> <p>2. Replace the wage determinations incorporated in P00012 with the following wage determinations: Department of Labor Wage Determination No. 2015-5539. Revision No. 8, Date of Revision, 08/07/2018; Department of Labor Wage Determination No. 2015-5563, Revision No 6, Date of Revision, 08/07/2018; Department of Labor Wage Determination No. 2015-5543, Revision No. 6, Date of Revision, 08/07/2018; and Department of Labor Wage Determination No. 2015-5571, Revision No. 6, Date of Revision, 08/07/2018. The Department of Labor Wage Determinations are attached and are effective September 28, 2018.</p> <p>All other terms and conditions remain the same. Exempt Action: Y Sensitive Award: NONE Period of Performance: 09/28/2018 to 09/27/2019</p>				

***** THIS WAGE DETERMINATION WAS REPLACED 01/01/2019 *****

WD 15-5543 (Rev.-6) was first posted on www.wdol.gov on 08/14/2018

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5543
Revision No.: 6
Date Of Revision: 08/07/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: Washington

Area: Washington County of Yakima

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.46
01013 - Accounting Clerk III		18.41
01020 - Administrative Assistant		25.50
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		13.51
01042 - Customer Service Representative II		15.19
01043 - Customer Service Representative III		16.58
01051 - Data Entry Operator I		14.31
01052 - Data Entry Operator II		15.62
01060 - Dispatcher, Motor Vehicle		18.77
01070 - Document Preparation Clerk		14.23
01090 - Duplicating Machine Operator		14.23
01111 - General Clerk I		13.66
01112 - General Clerk II		14.90
01113 - General Clerk III		16.72
01120 - Housing Referral Assistant		20.52
01141 - Messenger Courier		11.95
01191 - Order Clerk I		15.03
01192 - Order Clerk II		16.41
01261 - Personnel Assistant (Employment) I		17.79
01262 - Personnel Assistant (Employment) II		19.91
01263 - Personnel Assistant (Employment) III		22.20
01270 - Production Control Clerk		26.54
01290 - Rental Clerk		15.00
01300 - Scheduler, Maintenance		16.45
01311 - Secretary I		16.45
01312 - Secretary II		18.40
01313 - Secretary III		20.52
01320 - Service Order Dispatcher		18.84
01410 - Supply Technician		25.50
01420 - Survey Worker		17.45

01460 - Switchboard Operator/Receptionist	14.75
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.78
05010 - Automotive Electrician	18.82
05040 - Automotive Glass Installer	17.82
05070 - Automotive Worker	17.82
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.80
05160 - Motor Equipment Metal Worker	17.82
05190 - Motor Vehicle Mechanic	19.80
05220 - Motor Vehicle Mechanic Helper	14.82
05250 - Motor Vehicle Upholstery Worker	16.81
05280 - Motor Vehicle Wrecker	17.82
05310 - Painter, Automotive	18.82
05340 - Radiator Repair Specialist	17.82
05370 - Tire Repairer	16.47
05400 - Transmission Repair Specialist	19.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	15.72
07042 - Cook II	18.34
07070 - Dishwasher	11.71
07130 - Food Service Worker	11.82
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.54
09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	20.54
09090 - Furniture Refinisher Helper	16.17
09110 - Furniture Repairer, Minor	18.34
09130 - Upholsterer	20.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.95
11060 - Elevator Operator	15.92
11090 - Gardener	17.29
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer, Grounds Maintenance	12.90
11240 - Maid or Houseman	11.76
11260 - Pruner	11.97
11270 - Tractor Operator	15.85
11330 - Trail Maintenance Worker	12.90
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	19.56
12011 - Breath Alcohol Technician	19.56
12012 - Certified Occupational Therapist Assistant	26.83
12015 - Certified Physical Therapist Assistant	29.32
12020 - Dental Assistant	16.96
12025 - Dental Hygienist	43.92
12030 - EKG Technician	33.28
12035 - Electroneurodiagnostic Technologist	33.28
12040 - Emergency Medical Technician	19.56
12071 - Licensed Practical Nurse I	17.48
12072 - Licensed Practical Nurse II	19.56
12073 - Licensed Practical Nurse III	21.81
12100 - Medical Assistant	17.07
12130 - Medical Laboratory Technician	21.31

12160 - Medical Record Clerk	16.36
12190 - Medical Record Technician	18.30
12195 - Medical Transcriptionist	20.91
12210 - Nuclear Medicine Technologist	44.26
12221 - Nursing Assistant I	11.03
12222 - Nursing Assistant II	12.41
12223 - Nursing Assistant III	13.54
12224 - Nursing Assistant IV	15.20
12235 - Optical Dispenser	19.63
12236 - Optical Technician	17.48
12250 - Pharmacy Technician	18.20
12280 - Phlebotomist	16.47
12305 - Radiologic Technologist	29.79
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II, Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III, Anesthetist	43.68
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol Testing)	24.23
12320 - Substance Abuse Treatment Counselor	19.41
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.65
13012 - Exhibits Specialist II	26.82
13013 - Exhibits Specialist III	32.80
13041 - Illustrator I	21.65
13042 - Illustrator II	26.82
13043 - Illustrator III	32.80
13047 - Librarian	29.70
13050 - Library Aide/Clerk	17.16
13054 - Library Information Technology Systems Administrator	26.82
13058 - Library Technician	19.91
13061 - Media Specialist I	19.35
13062 - Media Specialist II	21.65
13063 - Media Specialist III	24.14
13071 - Photographer I	19.35
13072 - Photographer II	21.65
13073 - Photographer III	26.82
13074 - Photographer IV	32.80
13075 - Photographer V	39.69
13090 - Technical Order Library Clerk	18.88
13110 - Video Teleconference Technician	19.35
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.45
14042 - Computer Operator II	21.76
14043 - Computer Operator III	24.28
14044 - Computer Operator IV	26.98
14045 - Computer Operator V	29.87
14071 - Computer Programmer I	(see 1) 22.85
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.45
14160 - Personal Computer Support Technician	26.98
14170 - System Support Specialist	31.28
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.62
15020 - Aircrew Training Devices Instructor (Rated)	37.04
15030 - Air Crew Training Devices Instructor (Pilot)	44.39
15050 - Computer Based Training Specialist / Instructor	30.62
15060 - Educational Technologist	37.11

15070 - Flight Instructor (Pilot)	44.39
15080 - Graphic Artist	21.49
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	37.54
15086 - Maintenance Test Pilot, Rotary Wing	37.54
15088 - Non-Maintenance Test/Co-Pilot	37.54
15090 - Technical Instructor	28.36
15095 - Technical Instructor/Course Developer	32.54
15110 - Test Proctor	21.49
15120 - Tutor	21.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	14.51
16030 - Counter Attendant	14.51
16040 - Dry Cleaner	18.32
16070 - Finisher, Flatwork, Machine	14.51
16090 - Presser, Hand	14.51
16110 - Presser, Machine, Drycleaning	14.51
16130 - Presser, Machine, Shirts	14.51
16160 - Presser, Machine, Wearing Apparel, Laundry	14.51
16190 - Sewing Machine Operator	19.58
16220 - Tailor	20.86
16250 - Washer, Machine	15.75
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.95
19040 - Tool And Die Maker	29.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.29
21030 - Material Coordinator	26.54
21040 - Material Expediter	26.54
21050 - Material Handling Laborer	13.19
21071 - Order Filler	13.22
21080 - Production Line Worker (Food Processing)	17.29
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	11.98
21150 - Stock Clerk	17.13
21210 - Tools And Parts Attendant	17.29
21410 - Warehouse Specialist	17.29
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.36
23019 - Aircraft Logs and Records Technician	20.38
23021 - Aircraft Mechanic I	25.04
23022 - Aircraft Mechanic II	26.36
23023 - Aircraft Mechanic III	27.91
23040 - Aircraft Mechanic Helper	17.80
23050 - Aircraft, Painter	23.48
23060 - Aircraft Servicer	20.38
23070 - Aircraft Survival Flight Equipment Technician	23.48
23080 - Aircraft Worker	21.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.04
23110 - Appliance Mechanic	23.48
23120 - Bicycle Repairer	17.47
23125 - Cable Splicer	37.57
23130 - Carpenter, Maintenance	23.87
23140 - Carpet Layer	21.92
23160 - Electrician, Maintenance	30.09
23181 - Electronics Technician Maintenance I	26.22
23182 - Electronics Technician Maintenance II	28.08
23183 - Electronics Technician Maintenance III	29.95
23260 - Fabric Worker	20.38
23290 - Fire Alarm System Mechanic	25.04
23310 - Fire Extinguisher Repairer	18.79
23311 - Fuel Distribution System Mechanic	25.43

23312 - Fuel Distribution System Operator	19.09
23370 - General Maintenance Worker	19.47
23380 - Ground Support Equipment Mechanic	25.04
23381 - Ground Support Equipment Servicer	20.38
23382 - Ground Support Equipment Worker	21.92
23391 - Gunsmith I	18.79
23392 - Gunsmith II	21.92
23393 - Gunsmith III	25.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.00
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.15
23430 - Heavy Equipment Mechanic	25.42
23440 - Heavy Equipment Operator	26.15
23460 - Instrument Mechanic	26.61
23465 - Laboratory/Shelter Mechanic	23.48
23470 - Laborer	12.28
23510 - Locksmith	22.53
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist, Maintenance	22.88
23580 - Maintenance Trades Helper	17.23
23591 - Metrology Technician I	26.61
23592 - Metrology Technician II	28.00
23593 - Metrology Technician III	29.66
23640 - Millwright	30.04
23710 - Office Appliance Repairer	22.32
23760 - Painter, Maintenance	19.88
23790 - Pipefitter, Maintenance	29.30
23810 - Plumber, Maintenance	27.84
23820 - Pneudraulic Systems Mechanic	25.04
23850 - Rigger	25.04
23870 - Scale Mechanic	21.92
23890 - Sheet-Metal Worker, Maintenance	30.57
23910 - Small Engine Mechanic	22.03
23931 - Telecommunications Mechanic I	30.81
23932 - Telecommunications Mechanic II	32.42
23950 - Telephone Lineman	25.04
23960 - Welder, Combination, Maintenance	21.15
23965 - Well Driller	25.04
23970 - Woodcraft Worker	25.04
23980 - Woodworker	18.79
24000 - Personal Needs Occupations	
24550 - Case Manager	15.52
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.08
24610 - Chore Aide	12.99
24620 - Family Readiness And Support Services Coordinator	15.52
24630 - Homemaker	15.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.31
25040 - Sewage Plant Operator	24.35
25070 - Stationary Engineer	27.31
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant Operator	24.35
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.66
27007 - Baggage Inspector	17.55
27008 - Corrections Officer	26.64
27010 - Court Security Officer	25.24
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	26.64
27070 - Firefighter	25.75
27101 - Guard I	17.55
27102 - Guard II	22.01

27131 - Police Officer I	32.10
27132 - Police Officer II	35.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.26
28042 - Carnival Equipment Repairer	17.74
28043 - Carnival Worker	11.76
28210 - Gate Attendant/Gate Tender	18.65
28310 - Lifeguard	12.00
28350 - Park Attendant (Aide)	20.85
28510 - Recreation Aide/Health Facility Attendant	15.11
28515 - Recreation Specialist	25.65
28630 - Sports Official	16.60
28690 - Swimming Pool Operator	22.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.81
29020 - Hatch Tender	27.81
29030 - Line Handler	27.81
29041 - Stevedore I	25.82
29042 - Stevedore II	29.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.30
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.97
30021 - Archeological Technician I	16.70
30022 - Archeological Technician II	18.69
30023 - Archeological Technician III	24.07
30030 - Cartographic Technician	25.48
30040 - Civil Engineering Technician	26.04
30051 - Cryogenic Technician I	25.63
30052 - Cryogenic Technician II	28.31
30061 - Drafter/CAD Operator I	16.70
30062 - Drafter/CAD Operator II	18.69
30063 - Drafter/CAD Operator III	20.83
30064 - Drafter/CAD Operator IV	25.63
30081 - Engineering Technician I	16.35
30082 - Engineering Technician II	18.35
30083 - Engineering Technician III	20.53
30084 - Engineering Technician IV	25.43
30085 - Engineering Technician V	31.11
30086 - Engineering Technician VI	38.46
30090 - Environmental Technician	23.15
30095 - Evidence Control Specialist	23.15
30210 - Laboratory Technician	23.90
30221 - Latent Fingerprint Technician I	25.63
30222 - Latent Fingerprint Technician II	28.31
30240 - Mathematical Technician	23.15
30361 - Paralegal/Legal Assistant I	18.70
30362 - Paralegal/Legal Assistant II	23.15
30363 - Paralegal/Legal Assistant III	28.32
30364 - Paralegal/Legal Assistant IV	34.27
30375 - Petroleum Supply Specialist	28.31
30390 - Photo-Optics Technician	22.36
30395 - Radiation Control Technician	28.31
30461 - Technical Writer I	23.15
30462 - Technical Writer II	28.31
30463 - Technical Writer III	34.26
30491 - Unexploded Ordnance (UXO) Technician I	24.24
30492 - Unexploded Ordnance (UXO) Technician II	29.33
30493 - Unexploded Ordnance (UXO) Technician III	35.16
30494 - Unexploded (UXO) Safety Escort	24.24
30495 - Unexploded (UXO) Sweep Personnel	24.24
30501 - Weather Forecaster I	25.63
30502 - Weather Forecaster II	31.18
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.83

30621 - Weather Observer, Senior	(see 2)	22.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		29.33
31020 - Bus Aide		12.55
31030 - Bus Driver		18.24
31043 - Driver Courier		15.68
31260 - Parking and Lot Attendant		11.89
31290 - Shuttle Bus Driver		17.11
31310 - Taxi Driver		12.18
31361 - Truckdriver, Light		17.11
31362 - Truckdriver, Medium		18.55
31363 - Truckdriver, Heavy		21.02
31364 - Truckdriver, Tractor-Trailer		21.02
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.30
99030 - Cashier		11.67
99050 - Desk Clerk		11.67
99095 - Embalmer		24.57
99130 - Flight Follower		24.24
99251 - Laboratory Animal Caretaker I		13.85
99252 - Laboratory Animal Caretaker II		15.10
99260 - Marketing Analyst		25.20
99310 - Mortician		24.57
99410 - Pest Controller		22.26
99510 - Photofinishing Worker		12.74
99710 - Recycling Laborer		17.85
99711 - Recycling Specialist		21.80
99730 - Refuse Collector		15.94
99810 - Sales Clerk		12.79
99820 - School Crossing Guard		14.43
99830 - Survey Party Chief		23.63
99831 - Surveying Aide		14.85
99832 - Surveying Technician		20.32
99840 - Vending Machine Attendant		18.82
99841 - Vending Machine Repairer		23.95
99842 - Vending Machine Repairer Helper		18.82

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 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 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to

ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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