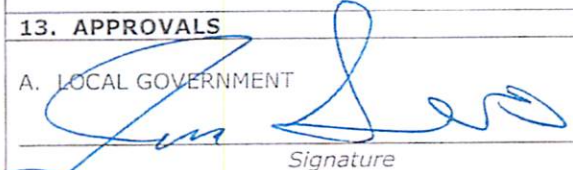



U. S. Department of Justice
United States Marshals Service

Modification of Intergovernmental Agreement

1. Agreement No. ODT-1-7-0002	2. Effective Date 8/03/2018	3. Facility Code(s) 6Q2	4. Modification No. Thirteen (13)	5. DUNS No. 963542084
6. Issuing Federal Agency United States Marshals Service Prisoner Operations Division Intergovernmental Agreements Branch CG-3, Suite 300 Washington, DC 20530-0001		7. Local Government San Luis Regional Detention Facility 406 N. Avenue D Yuma, AZ 85349		
8. Appropriation Data 15X1020	9. Per-Diem Rate \$ 92.48	10. Guard/Transportation Hourly Rate \$ 33.30 <i>Mileage shall be reimbursed by the Federal Government at the General Services Administration (GSA) Federal Travel Regulation Mileage Rate.</i>		
11. EXCEPT AS PROVIDED SPECIFICALLY HEREIN, ALL TERMS AND CONDITIONS OF THE IGA DOCUMENT REFERRED TO IN BLOCK 1, REMAIN UNCHANGED. TERMS OF THIS MODIFICATION: The purpose of this modification is: 1) To adjust the current per diem rate of \$86.28 to \$92.48 and the guard/transportation rate of \$28.21 to \$33.30 to reflect the Department of Labor Wage Determination (WD) number 2015-5475 (Rev 5) dated January 10, 2018 to be effective 8/3/2018. 2) To classify the officers from Guard II (\$16.99) to Correctional Officers (\$20.94). LaSalle Corrections and the San Luis Facility agrees to implement the corresponding wage rate for Correctional Officers effective as of August 3, 2018. Please note that the officers have historically been classified as Guard II and reviewed accordingly through the annual DOL Wage determinations by the USMS and that this classification is not in dispute. Attachments: Wage Determination (WD) number 2015-5475 (Rev 5) dated January 10, 2018. Interim Agreement Between IGUA and LaSalle Concerning Officer Classification NO OTHER TERMS OR CONDITIONS ARE AFFECTED BY THIS CHANGE				
12. INSTRUCTIONS TO LOCAL GOVERNMENT FOR EXECUTION OF THIS MODIFICATION:				
A. <input type="checkbox"/> LOCAL GOVERNMENT IS NOT REQUIRED TO SIGN THIS DOCUMENT		B. <input checked="" type="checkbox"/> LOCAL GOVERNMENT IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN ALL COPIES TO U. S. MARSHAL		
13. APPROVALS				
A. LOCAL GOVERNMENT  _____ Signature President TITLE 9-18-2018 DATE		B. FEDERAL GOVERNMENT  _____ Signature Grants Specialist TITLE 9-18-18 DATE		

WD 15-5475 (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
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Daniel W. Simms Director	Division of Wage Determinations		Wage Determination No.: 2015-5475 Revision No.: 5 Date Of Revision: 01/10/2018
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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: Arizona

Area: Arizona County of Yuma

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.80
01012 - Accounting Clerk II		14.37
01013 - Accounting Clerk III		17.65
01020 - Administrative Assistant		20.54
01035 - Court Reporter		16.30
01041 - Customer Service Representative I		9.80
01042 - Customer Service Representative II		11.02
01043 - Customer Service Representative III		12.03
01051 - Data Entry Operator I		11.32
01052 - Data Entry Operator II		12.36
01060 - Dispatcher, Motor Vehicle		17.45
01070 - Document Preparation Clerk		12.36
01090 - Duplicating Machine Operator		12.36
01111 - General Clerk I		11.86
01112 - General Clerk II		12.94
01113 - General Clerk III		15.03
01120 - Housing Referral Assistant		17.30
01141 - Messenger Courier		10.07
01191 - Order Clerk I		14.73
01192 - Order Clerk II		17.93
01261 - Personnel Assistant (Employment) I		13.85
01262 - Personnel Assistant (Employment) II		15.50
01263 - Personnel Assistant (Employment) III		17.27
01270 - Production Control Clerk		18.61
01290 - Rental Clerk		12.09
01300 - Scheduler, Maintenance		13.88
01311 - Secretary I		13.88
01312 - Secretary II		15.53

01313 - Secretary III	17.30
01320 - Service Order Dispatcher	15.60
01410 - Supply Technician	20.54
01420 - Survey Worker	14.36
01460 - Switchboard Operator/Receptionist	11.97
01531 - Travel Clerk I	11.73
01532 - Travel Clerk II	12.37
01533 - Travel Clerk III	12.98
01611 - Word Processor I	12.36
01612 - Word Processor II	14.07
01613 - Word Processor III	16.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.04
05010 - Automotive Electrician	19.99
05040 - Automotive Glass Installer	19.24
05070 - Automotive Worker	19.24
05110 - Mobile Equipment Servicer	17.70
05130 - Motor Equipment Metal Mechanic	20.69
05160 - Motor Equipment Metal Worker	19.24
05190 - Motor Vehicle Mechanic	20.32
05220 - Motor Vehicle Mechanic Helper	16.60
05250 - Motor Vehicle Upholstery Worker	18.53
05280 - Motor Vehicle Wrecker	19.24
05310 - Painter, Automotive	19.99
05340 - Radiator Repair Specialist	19.24
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	20.69
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.00
07041 - Cook I	12.16
07042 - Cook II	13.21
07070 - Dishwasher	9.01
07130 - Food Service Worker	10.02
07210 - Meat Cutter	16.06
07260 - Waiter/Waitress	8.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.89
09040 - Furniture Handler	14.49
09080 - Furniture Refinisher	20.89
09090 - Furniture Refinisher Helper	17.14
09110 - Furniture Repairer, Minor	19.37
09130 - Upholsterer	20.89
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.32
11060 - Elevator Operator	10.16
11090 - Gardener	14.14
11122 - Housekeeping Aide	10.16
11150 - Janitor	10.16
11210 - Laborer, Grounds Maintenance	11.13
11240 - Maid or Houseman	9.28
11260 - Pruner	10.16
11270 - Tractor Operator	13.17
11330 - Trail Maintenance Worker	11.13
11360 - Window Cleaner	10.52
12000 - Health Occupations	
12010 - Ambulance Driver	15.18
12011 - Breath Alcohol Technician	20.45
12012 - Certified Occupational Therapist Assistant	26.16
12015 - Certified Physical Therapist Assistant	26.16
12020 - Dental Assistant	16.38

12025 - Dental Hygienist	38.82
12030 - EKG Technician	32.41
12035 - Electroneurodiagnostic Technologist	32.41
12040 - Emergency Medical Technician	15.18
12071 - Licensed Practical Nurse I	19.11
12072 - Licensed Practical Nurse II	21.37
12073 - Licensed Practical Nurse III	23.84
12100 - Medical Assistant	14.35
12130 - Medical Laboratory Technician	19.11
12160 - Medical Record Clerk	14.62
12190 - Medical Record Technician	17.64
12195 - Medical Transcriptionist	19.11
12210 - Nuclear Medicine Technologist	46.97
12221 - Nursing Assistant I	10.75
12222 - Nursing Assistant II	12.09
12223 - Nursing Assistant III	13.19
12224 - Nursing Assistant IV	14.81
12235 - Optical Dispenser	18.59
12236 - Optical Technician	18.71
12250 - Pharmacy Technician	14.41
12280 - Phlebotomist	14.81
12305 - Radiologic Technologist	28.41
12311 - Registered Nurse I	22.93
12312 - Registered Nurse II	28.06
12313 - Registered Nurse II, Specialist	28.06
12314 - Registered Nurse III	32.85
12315 - Registered Nurse III, Anesthetist	32.85
12316 - Registered Nurse IV	40.68
12317 - Scheduler (Drug and Alcohol Testing)	26.49
12320 - Substance Abuse Treatment Counselor	20.75
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.75
13012 - Exhibits Specialist II	20.68
13013 - Exhibits Specialist III	24.70
13041 - Illustrator I	17.75
13042 - Illustrator II	20.68
13043 - Illustrator III	24.70
13047 - Librarian	22.36
13050 - Library Aide/Clerk	11.81
13054 - Library Information Technology Systems Administrator	20.19
13058 - Library Technician	16.30
13061 - Media Specialist I	14.57
13062 - Media Specialist II	16.30
13063 - Media Specialist III	18.17
13071 - Photographer I	14.69
13072 - Photographer II	18.91
13073 - Photographer III	22.03
13074 - Photographer IV	26.14
13075 - Photographer V	31.63
13090 - Technical Order Library Clerk	14.57
13110 - Video Teleconference Technician	14.57
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.50
14042 - Computer Operator II	17.36
14043 - Computer Operator III	20.82
14044 - Computer Operator IV	22.18
14045 - Computer Operator V	24.57
14071 - Computer Programmer I (see 1)	20.98
14072 - Computer Programmer II (see 1)	25.99

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	
14160	- Personal Computer Support Technician	
14170	- System Support Specialist	
15000	- Instructional Occupations	
15010	- Aircraft Training Devices Instructor (Non-Rated)	
15020	- Aircraft Training Devices Instructor (Rated)	
15030	- Air Crew Training Devices Instructor (Pilot)	
15050	- Computer Based Training Specialist / Instructor	
15060	- Educational Technologist	
15070	- Flight Instructor (Pilot)	
15080	- Graphic Artist	
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	
15086	- Maintenance Test Pilot, Rotary Wing	
15088	- Non-Maintenance Test/Co-Pilot	
15090	- Technical Instructor	
15095	- Technical Instructor/Course Developer	
15110	- Test Proctor	
15120	- Tutor	
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	
16030	- Counter Attendant	
16040	- Dry Cleaner	
16070	- Finisher, Flatwork, Machine	
16090	- Presser, Hand	
16100	- Presser, Machine, Drycleaning	
16130	- Presser, Machine, Shirts	
16160	- Presser, Machine, Wearing Apparel, Laundry	
16190	- Sewing Machine Operator	
16220	- Tailor	
16250	- Washer, Machine	
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	
19040	- Tool And Die Maker	
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	
21030	- Material Coordinator	
21040	- Material Expediter	
21050	- Material Handling Laborer	
21071	- Order Filler	
21080	- Production Line Worker (Food Processing)	
21100	- Shipping Packer	
21130	- Shipping/Receiving Clerk	
21140	- Store Worker I	
21150	- Stock Clerk	
21210	- Tools And Parts Attendant	
21410	- Warehouse Specialist	
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	
23019	- Aircraft Logs and Records Technician	
23021	- Aircraft Mechanic I	
23022	- Aircraft Mechanic II	
23023	- Aircraft Mechanic III	
23040	- Aircraft Mechanic Helper	
23050	- Aircraft, Painter	
23060	- Aircraft Servicer	
26.90		
23.22		
25.05		
20.80		
27.85		
26.90		
25.92		
23.22		
26.90		
13.54		
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12.78		
11.17		
15.98		
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24.00		
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38.57		
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38.57		
24.00		
38.70		
22.07		
27.36		
38.70		
33.10		
27.36		
22.41		
23.85		
15.50		
27.36		

23070 - Aircraft Survival Flight Equipment Technician	25.05
23080 - Aircraft Worker	24.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.11
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.92
23110 - Appliance Mechanic	21.20
23120 - Bicycle Repairer	17.07
23125 - Cable Splicer	22.70
23130 - Carpenter, Maintenance	18.13
23140 - Carpet Layer	19.69
23160 - Electrician, Maintenance	21.53
23181 - Electronics Technician Maintenance I	19.95
23182 - Electronics Technician Maintenance II	23.98
23183 - Electronics Technician Maintenance III	28.71
23260 - Fabric Worker	19.75
23290 - Fire Alarm System Mechanic	22.08
23310 - Fire Extinguisher Repairer	17.67
23311 - Fuel Distribution System Mechanic	22.08
23312 - Fuel Distribution System Operator	17.67
23370 - General Maintenance Worker	17.45
23380 - Ground Support Equipment Mechanic	25.92
23381 - Ground Support Equipment Servicer	23.22
23382 - Ground Support Equipment Worker	24.11
23391 - Gunsmith I	17.30
23392 - Gunsmith II	19.69
23393 - Gunsmith III	22.08
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.64
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.67
23430 - Heavy Equipment Mechanic	23.87
23440 - Heavy Equipment Operator	20.31
23460 - Instrument Mechanic	22.08
23465 - Laboratory/Shelter Mechanic	20.89
23470 - Laborer	11.73
23510 - Locksmith	20.89
23530 - Machinery Maintenance Mechanic	24.66
23550 - Machinist, Maintenance	21.19
23580 - Maintenance Trades Helper	15.06
23591 - Metrology Technician I	22.08
23592 - Metrology Technician II	22.91
23593 - Metrology Technician III	23.73
23640 - Millwright	22.08
23710 - Office Appliance Repairer	20.89
23760 - Painter, Maintenance	18.35
23790 - Pipefitter, Maintenance	18.76
23810 - Plumber, Maintenance	18.13
23820 - Pneudraulic Systems Mechanic	22.08
23850 - Rigger	22.08
23870 - Scale Mechanic	19.69
23890 - Sheet-Metal Worker, Maintenance	18.76
23910 - Small Engine Mechanic	19.69
23931 - Telecommunications Mechanic I	24.29
23932 - Telecommunications Mechanic II	27.68
23950 - Telephone Lineman	22.08
23960 - Welder, Combination, Maintenance	18.76
23965 - Well Driller	22.08
23970 - Woodcraft Worker	22.08
23980 - Woodworker	17.67

14.82	24550 - Case Manager
9.53	24570 - Child Care Attendant
12.27	24580 - Child Care Center Clerk
11.28	24610 - Chore Aide
14.82	24620 - Family Readiness And Support Services Coordinator
17.08	24630 - Homemaker
22.81	25000 - Plant And System Operations Occupations
20.34	25010 - Boiler Tender
20.34	25040 - Sewage Plant Operator
23.65	25070 - Stationary Engineer
17.14	25190 - Ventilation Equipment Tender
20.34	25210 - Water Treatment Plant Operator
16.85	27000 - Protective Service Occupations
11.11	27004 - Alarm Monitor
20.94	27007 - Baggage Inspector
21.05	27008 - Corrections Officer
16.99	27010 - Court Security Officer
20.94	27030 - Detection Dog Handler
19.82	27040 - Detention Officer
11.11	27070 - Firefighter
16.99	27101 - Guard I
22.61	27102 - Guard II
25.13	27131 - Police Officer I
13.99	27132 - Police Officer II
14.91	28000 - Recreation Occupations
14.91	28041 - Carnival Equipment Operator
10.02	28042 - Carnival Equipment Repairer
14.90	28043 - Carnival Worker
13.28	28210 - Gate Attendant/Gate Tender
16.67	28310 - Lifeguard
12.17	28350 - Park Attendant (Aide)
16.89	28510 - Recreation Aide/Health Facility Attendant
13.28	28515 - Recreation Specialist
17.78	28630 - Sports Official
18.77	28690 - Swimming Pool Operator
18.77	29000 - Stevedoring/Longshoremen Occupational Services
18.77	29010 - Blocker And Bracer
17.86	29020 - Hatch Tender
19.99	29030 - Line Handler
17.97	29041 - Stevedore I
24.94	29042 - Stevedore II
24.94	30000 - Technical Occupations
24.94	30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
24.94	30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
24.94	30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
20.10	30021 - Archeological Technician I
20.10	30022 - Archeological Technician II
24.28	30023 - Archeological Technician III
24.91	30030 - Cartographic Technician
24.94	30040 - Civil Engineering Technician
24.84	30051 - Cryogenic Technician I
27.44	30052 - Cryogenic Technician II
17.97	30061 - Drafter/CAD Operator I
20.10	30062 - Drafter/CAD Operator II
22.42	30063 - Drafter/CAD Operator III
27.53	30064 - Drafter/CAD Operator IV
15.26	30081 - Engineering Technician I
17.97	30082 - Engineering Technician II

30083	- Engineering Technician III	20.10
30084	- Engineering Technician IV	24.91
30085	- Engineering Technician V	30.47
30086	- Engineering Technician VI	36.86
30090	- Environmental Technician	24.91
30095	- Evidence Control Specialist	22.42
30210	- Laboratory Technician	20.88
30221	- Latent Fingerprint Technician I	24.84
30222	- Latent Fingerprint Technician II	27.44
30240	- Mathematical Technician	24.91
30361	- Paralegal/Legal Assistant I	18.14
30362	- Paralegal/Legal Assistant II	22.56
30363	- Paralegal/Legal Assistant III	27.60
30364	- Paralegal/Legal Assistant IV	32.86
30375	- Petroleum Supply Specialist	27.44
30390	- Photo-Optics Technician	24.91
30395	- Radiation Control Technician	27.44
30461	- Technical Writer I	23.42
30462	- Technical Writer II	28.63
30463	- Technical Writer III	34.64
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	24.84
30502	- Weather Forecaster II	30.21
30620	- Weather Observer, Combined Upper Air Or	21.14
	Surface Programs	
30621	- Weather Observer, Senior	22.42
	(see 2)	
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	12.58
31030	- Bus Driver	17.15
31043	- Driver Courier	14.70
31260	- Parking and Lot Attendant	11.50
31290	- Shuttle Bus Driver	15.77
31310	- Taxi Driver	11.36
31361	- Truckdriver, Light	15.77
31362	- Truckdriver, Medium	16.93
31363	- Truckdriver, Heavy	16.71
31364	- Truckdriver, Tractor-Trailer	16.71
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07
99030	- Cashier	9.53
99050	- Desk Clerk	10.06
99095	- Embalmer	23.85
99130	- Flight Attendant	23.85
99251	- Laboratory Animal Caretaker I	17.13
99252	- Laboratory Animal Caretaker II	18.38
99260	- Marketing Analyst	21.99
99310	- Mortician	23.85
99410	- Pest Controller	14.96
99510	- Photofinishing Worker	12.53
99710	- Recycling Laborer	16.32
99711	- Recycling Specialist	18.65
99730	- Refuse Collector	14.90
99810	- Sales Clerk	12.75
99820	- School Crossing Guard	13.78
99830	- Survey Party Chief	30.40

99831 - Surveying Aide	18.92
99832 - Surveying Technician	25.95
99840 - Vending Machine Attendant	17.96
99841 - Vending Machine Repairer	22.09
99842 - Vending Machine Repairer Helper	17.96

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. Conformance 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 employee (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)).

**INTERIM AGREEMENT BETWEEN IGUA AND LASALLE
CONCERNING OFFICER CLASSIFICATION**

1. LaSalle Corrections and IGUA (collectively: "the Parties") recognize that officers working at the San Luis Detention Center, located at 406 North Avenue D/PO Box 7710, San Luis, Arizona 85349, have historically been designated as Guard II (Job Classification Code 27102). This historical characterization of officers is not in dispute.

2. Effective on the date signed below, the Parties agree that the officers will be performing the following duties:

- Maintain order among inmates in a prison or local jail;
- Perform routine duties in accordance with established policies, regulations, and procedures to guard and supervise inmate in cells, at meals, during recreation, and on work assignments;
- May employ weapons or force to maintain discipline and order;
- Take periodic inmate counts;
- Search inmates and cells for contraband articles;
- Inspect locks, windows, bars, grills, doors, and grates for tampering;
- Aid in prevention of escapes and taking part in searches for escaped inmates;
- Escort inmates to and from different areas for questioning, medical treatment, work and meals;
- May act as outside wall guard; and
- Other duties, including transportation details, as assigned.

3. In light of this agreement, the IGUA would accept a change in classification from Guard II to Corrections Officer (Job Classification Code 27008) if approved by the U.S. Marshal's Service ("USMS").

4. LaSalle agrees to use its best effort to seek the USMS's reclassification of officers from Guard II to Corrections Officer. If approved, LaSalle agrees to implement the corresponding wage rate for Correction Officer as of the effective date designated by USMS.

5. Nothing in this Agreement is intended to limit to the scope of officer work duties or to circumvent LaSalle's management rights as memorialized in the Tentative Agreement between the IGUA and LaSalle.

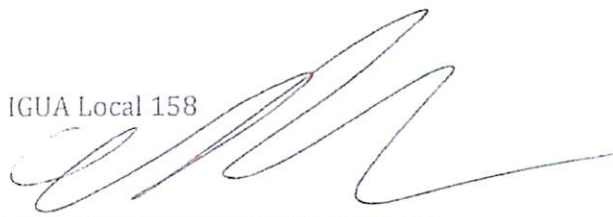
AGREED on August 28, 2018:

LaSalle Corrections



By: Warden David Rivas

IGUA Local 158



By: President Emeterio Leon