

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT ID CODE		PAGE OF PAGES 1 2			
2. AMENDMENT/MODIFICATION NO. P00032		3. EFFECTIVE DATE See Block 16C		4. REQUISITION/PURCHASE REQ. NO.		5. PROJECT NO. (If applicable)		
6. ISSUED BY DETENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW WASHINGTON DC 20024		CODE 70CDCR		7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW Washington DC 20024		CODE ICE/DCR		
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) WEBB COUNTY OF WEBB CNTY SHERIFFS OFC ADMIN 902 VICTORIA ST LAREDO TX 780404456				(x)			9A. AMENDMENT OF SOLICITATION NO.	
							9B. DATED (SEE ITEM 11)	
				x			10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR18DIG000010	
							10B. DATED (SEE ITEM 13) 06/28/2018	
CODE RGDEVLDDBFWD8		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 electronic communication 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 letter or electronic communication, provided each letter or electronic communication 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 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) IAW 70CDCR18DIG000010

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.)

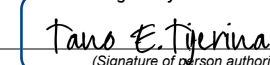
UEI: RGDEVLDDBFWD8

COR: Jose Garcia Longoria
Phone: 956-389-7806
Email: JoseGarcia.Longoria@ice.dhs.gov

ACOR: Sandra Solis
Phone: 956-206-3760
Email: Sandra.A.Solis@ice.dhs.gov

ACOR: Jose Garcia Longoria
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) Tano E.Tijerina webb County Judge		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) BRITTANY TOBIAS	
15B. CONTRACTING OFFICER  (Signature of person authorized to sign)		16B. UNITED STATES OF AMERICA (Signature of Contracting Officer)	
15C. DATE SIGNED 2/19/2025		16C. DATE SIGNED	

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NAME OF OFFEROR OR CONTRACTOR
WEBB COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Phone: 956-389-7806 Email: JoseGarcia.Longoria@ice.dhs.gov Contractor POC: Stacey Cason Phone: 615-263-3027 Email: Stacey.Cason@corecivic.com Contracting Officer: Brittany Tobias Phone: 202-878-1666 Email: Brittany.Tobias@ice.dhs.gov There is no requisition associated with this modification. The purpose of administrative modification P00032 is to: 1. Extend the current contract period of performance end date from 03/14/2025 to 09/14/2025. The rates on the contract will remain the same for this time period with the exception of any cost adjustments associated with Department of Labor updates, CBA updates, or any change in the scope of services. 2. Incorporate wage determination 2015-5239 Revision 27. This wage determination is effective 03/15/2025. The service provider shall notify the CO of any increase claimed within 30 days after the receipt of this modification. Period of Performance: 07/01/2018 to 09/14/2025 --- All other terms and conditions shall remain the same.				

"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.: 2015-5239 Revision No.: 27 Date Of Last Revision: 12/23/2024

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Texas

Area: Texas County of Webb

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.60***
01012 - Accounting Clerk II		18.65
01013 - Accounting Clerk III		20.86
01020 - Administrative Assistant		26.31
01035 - Court Reporter		18.43
01041 - Customer Service Representative I		15.46***
01042 - Customer Service Representative II		16.87***
01043 - Customer Service Representative III		18.93
01051 - Data Entry Operator I		14.31***
01052 - Data Entry Operator II		15.61***
01060 - Dispatcher, Motor Vehicle		18.14
01070 - Document Preparation Clerk		14.69***
01090 - Duplicating Machine Operator		14.69***
01111 - General Clerk I		14.52***
01112 - General Clerk II		15.84***
01113 - General Clerk III		17.78

01120 - Housing Referral Assistant	20.56
01141 - Messenger Courier	14.45***
01191 - Order Clerk I	14.20***
01192 - Order Clerk II	15.49***
01261 - Personnel Assistant (Employment) I	15.66***
01262 - Personnel Assistant (Employment) II	17.51***
01263 - Personnel Assistant (Employment) III	19.52
01270 - Production Control Clerk	19.90
01290 - Rental Clerk	13.99***
01300 - Scheduler, Maintenance	16.48***
01311 - Secretary I	16.48***
01312 - Secretary II	18.43
01313 - Secretary III	20.56
01320 - Service Order Dispatcher	16.22***
01410 - Supply Technician	26.31
01420 - Survey Worker	18.43
01460 - Switchboard Operator/Receptionist	13.37***
01531 - Travel Clerk I	13.97***
01532 - Travel Clerk II	15.35***
01533 - Travel Clerk III	18.14
01611 - Word Processor I	14.69***
01612 - Word Processor II	16.48***
01613 - Word Processor III	18.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.10
05010 - Automotive Electrician	17.81
05040 - Automotive Glass Installer	16.63***
05070 - Automotive Worker	16.63***
05110 - Mobile Equipment Servicer	14.41***
05130 - Motor Equipment Metal Mechanic	18.92
05160 - Motor Equipment Metal Worker	16.63***
05190 - Motor Vehicle Mechanic	18.92
05220 - Motor Vehicle Mechanic Helper	13.41***
05250 - Motor Vehicle Upholstery Worker	15.52***
05280 - Motor Vehicle Wrecker	16.63***
05310 - Painter, Automotive	17.81
05340 - Radiator Repair Specialist	16.63***
05370 - Tire Repairer	14.34***
05400 - Transmission Repair Specialist	18.92
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.74***
07041 - Cook I	11.68***
07042 - Cook II	13.48***
07070 - Dishwasher	10.54***
07130 - Food Service Worker	12.51***
07210 - Meat Cutter	13.82***
07260 - Waiter/Waitress	10.88***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.18
09040 - Furniture Handler	13.46***
09080 - Furniture Refinisher	21.18
09090 - Furniture Refinisher Helper	15.94***
09110 - Furniture Repairer, Minor	18.46
09130 - Upholsterer	21.18
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.01***
11060 - Elevator Operator	11.95***
11090 - Gardener	18.30
11122 - Housekeeping Aide	11.95***
11150 - Janitor	11.95***
11210 - Laborer, Grounds Maintenance	14.38***
11240 - Maid or Houseman	11.26***
11260 - Pruner	13.09***
11270 - Tractor Operator	17.03***
11330 - Trail Maintenance Worker	14.38***

11360 - Window Cleaner	13.13***
12000 - Health Occupations	
12010 - Ambulance Driver	18.98
12011 - Breath Alcohol Technician	22.25
12012 - Certified Occupational Therapist Assistant	35.69
12015 - Certified Physical Therapist Assistant	37.30
12020 - Dental Assistant	17.91
12025 - Dental Hygienist	45.25
12030 - EKG Technician	33.72
12035 - Electroneurodiagnostic Technologist	33.72
12040 - Emergency Medical Technician	18.98
12071 - Licensed Practical Nurse I	20.35
12072 - Licensed Practical Nurse II	22.77
12073 - Licensed Practical Nurse III	25.39
12100 - Medical Assistant	14.65***
12130 - Medical Laboratory Technician	22.33
12160 - Medical Record Clerk	15.23***
12190 - Medical Record Technician	17.03***
12195 - Medical Transcriptionist	19.89
12210 - Nuclear Medicine Technologist	48.89
12221 - Nursing Assistant I	13.71***
12222 - Nursing Assistant II	15.43***
12223 - Nursing Assistant III	16.83***
12224 - Nursing Assistant IV	18.89
12235 - Optical Dispenser	17.37***
12236 - Optical Technician	25.52
12250 - Pharmacy Technician	18.17
12280 - Phlebotomist	17.07***
12305 - Radiologic Technologist	30.81
12311 - Registered Nurse I	29.23
12312 - Registered Nurse II	35.75
12313 - Registered Nurse II, Specialist	35.75
12314 - Registered Nurse III	43.24
12315 - Registered Nurse III, Anesthetist	43.24
12316 - Registered Nurse IV	51.84
12317 - Scheduler (Drug and Alcohol Testing)	27.57
12320 - Substance Abuse Treatment Counselor	30.23
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	33.49
13013 - Exhibits Specialist III	40.97
13041 - Illustrator I	27.03
13042 - Illustrator II	33.49
13043 - Illustrator III	40.97
13047 - Librarian	37.09
13050 - Library Aide/Clerk	18.30
13054 - Library Information Technology Systems Administrator	33.49
13058 - Library Technician	15.02***
13061 - Media Specialist I	24.17
13062 - Media Specialist II	27.03
13063 - Media Specialist III	30.14
13071 - Photographer I	24.17
13072 - Photographer II	27.03
13073 - Photographer III	33.49
13074 - Photographer IV	40.97
13075 - Photographer V	49.56
13090 - Technical Order Library Clerk	17.87
13110 - Video Teleconference Technician	21.13
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.36***
14042 - Computer Operator II	19.42
14043 - Computer Operator III	21.66
14044 - Computer Operator IV	24.07
14045 - Computer Operator V	26.65

14071 - Computer Programmer I	(see 1)	19.06
14072 - Computer Programmer II	(see 1)	23.61
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		17.36***
14160 - Personal Computer Support Technician		24.07
14170 - System Support Specialist		27.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.79
15020 - Aircrew Training Devices Instructor (Rated)		38.46
15030 - Air Crew Training Devices Instructor (Pilot)		46.09
15050 - Computer Based Training Specialist / Instructor		31.79
15060 - Educational Technologist		36.37
15070 - Flight Instructor (Pilot)		46.09
15080 - Graphic Artist		17.97
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.09
15086 - Maintenance Test Pilot, Rotary Wing		46.09
15088 - Non-Maintenance Test/Co-Pilot		46.09
15090 - Technical Instructor		22.40
15095 - Technical Instructor/Course Developer		26.85
15110 - Test Proctor		16.37***
15120 - Tutor		16.37***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.35***
16030 - Counter Attendant		10.35***
16040 - Dry Cleaner		12.16***
16070 - Finisher, Flatwork, Machine		10.35***
16090 - Presser, Hand		10.35***
16110 - Presser, Machine, Drycleaning		10.35***
16130 - Presser, Machine, Shirts		10.35***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.35***
16190 - Sewing Machine Operator		12.78***
16220 - Tailor		13.47***
16250 - Washer, Machine		10.85***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.18
19040 - Tool And Die Maker		26.47
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.51***
21030 - Material Coordinator		19.90
21040 - Material Expediter		19.90
21050 - Material Handling Laborer		15.03***
21071 - Order Filler		16.06***
21080 - Production Line Worker (Food Processing)		13.51***
21110 - Shipping Packer		14.59***
21130 - Shipping/Receiving Clerk		14.59***
21140 - Store Worker I		13.03***
21150 - Stock Clerk		17.38***
21210 - Tools And Parts Attendant		13.51***
21410 - Warehouse Specialist		13.51***
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.82
23019 - Aircraft Logs and Records Technician		18.46
23021 - Aircraft Mechanic I		22.50
23022 - Aircraft Mechanic II		23.82
23023 - Aircraft Mechanic III		25.09
23040 - Aircraft Mechanic Helper		15.94***
23050 - Aircraft, Painter		21.18
23060 - Aircraft Servicer		18.46
23070 - Aircraft Survival Flight Equipment Technician		21.18
23080 - Aircraft Worker		19.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		19.77

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	22.50
II	
23110 - Appliance Mechanic	21.18
23120 - Bicycle Repairer	17.14***
23125 - Cable Splicer	23.37
23130 - Carpenter, Maintenance	18.83
23140 - Carpet Layer	19.77
23160 - Electrician, Maintenance	22.08
23181 - Electronics Technician Maintenance I	19.77
23182 - Electronics Technician Maintenance II	21.18
23183 - Electronics Technician Maintenance III	22.50
23260 - Fabric Worker	18.46
23290 - Fire Alarm System Mechanic	22.50
23310 - Fire Extinguisher Repairer	17.14***
23311 - Fuel Distribution System Mechanic	22.50
23312 - Fuel Distribution System Operator	17.14***
23370 - General Maintenance Worker	14.48***
23380 - Ground Support Equipment Mechanic	22.50
23381 - Ground Support Equipment Servicer	18.46
23382 - Ground Support Equipment Worker	19.77
23391 - Gunsmith I	17.14***
23392 - Gunsmith II	19.77
23393 - Gunsmith III	22.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.04
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.26
23430 - Heavy Equipment Mechanic	21.32
23440 - Heavy Equipment Operator	18.25
23460 - Instrument Mechanic	22.50
23465 - Laboratory/Shelter Mechanic	21.18
23470 - Laborer	15.03***
23510 - Locksmith	21.18
23530 - Machinery Maintenance Mechanic	24.56
23550 - Machinist, Maintenance	22.50
23580 - Maintenance Trades Helper	13.82***
23591 - Metrology Technician I	22.50
23592 - Metrology Technician II	23.82
23593 - Metrology Technician III	25.09
23640 - Millwright	22.50
23710 - Office Appliance Repairer	17.34***
23760 - Painter, Maintenance	17.66***
23790 - Pipefitter, Maintenance	20.62
23810 - Plumber, Maintenance	19.41
23820 - Pneudraulic Systems Mechanic	22.50
23850 - Rigger	22.50
23870 - Scale Mechanic	19.77
23890 - Sheet-Metal Worker, Maintenance	22.50
23910 - Small Engine Mechanic	19.77
23931 - Telecommunications Mechanic I	23.98
23932 - Telecommunications Mechanic II	25.37
23950 - Telephone Lineman	28.97
23960 - Welder, Combination, Maintenance	19.83
23965 - Well Driller	22.50
23970 - Woodcraft Worker	22.50
23980 - Woodworker	17.14***
24000 - Personal Needs Occupations	
24550 - Case Manager	19.07
24570 - Child Care Attendant	10.41***
24580 - Child Care Center Clerk	12.99***
24610 - Chore Aide	10.62***
24620 - Family Readiness And Support Services Coordinator	19.07
24630 - Homemaker	19.07

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.45
25040 - Sewage Plant Operator	19.25
25070 - Stationary Engineer	20.45
25190 - Ventilation Equipment Tender	14.49***
25210 - Water Treatment Plant Operator	19.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.71
27007 - Baggage Inspector	11.39***
27008 - Corrections Officer	19.92
27010 - Court Security Officer	22.61
27030 - Detection Dog Handler	14.63***
27040 - Detention Officer	19.92
27070 - Firefighter	25.74
27101 - Guard I	11.39***
27102 - Guard II	14.63***
27131 - Police Officer I	35.44
27132 - Police Officer II	39.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.34***
28042 - Carnival Equipment Repairer	15.41***
28043 - Carnival Worker	11.02***
28210 - Gate Attendant/Gate Tender	15.16***
28310 - Lifeguard	11.36***
28350 - Park Attendant (Aide)	16.95***
28510 - Recreation Aide/Health Facility Attendant	12.29***
28515 - Recreation Specialist	20.85
28630 - Sports Official	13.50***
28690 - Swimming Pool Operator	17.78
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.77
29020 - Hatch Tender	19.77
29030 - Line Handler	19.77
29041 - Stevedore I	18.46
29042 - Stevedore II	21.18
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.96
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	32.38
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.66
30021 - Archeological Technician I	18.34
30022 - Archeological Technician II	20.51
30023 - Archeological Technician III	25.42
30030 - Cartographic Technician	25.42
30040 - Civil Engineering Technician	23.31
30051 - Cryogenic Technician I	28.15
30052 - Cryogenic Technician II	31.09
30061 - Drafter/CAD Operator I	18.34
30062 - Drafter/CAD Operator II	20.51
30063 - Drafter/CAD Operator III	22.87
30064 - Drafter/CAD Operator IV	28.15
30081 - Engineering Technician I	16.32***
30082 - Engineering Technician II	18.31
30083 - Engineering Technician III	20.48
30084 - Engineering Technician IV	25.38
30085 - Engineering Technician V	31.04
30086 - Engineering Technician VI	37.55
30090 - Environmental Technician	25.42
30095 - Evidence Control Specialist	25.42
30210 - Laboratory Technician	22.87
30221 - Latent Fingerprint Technician I	28.15
30222 - Latent Fingerprint Technician II	31.09
30240 - Mathematical Technician	25.42
30361 - Paralegal/Legal Assistant I	22.07
30362 - Paralegal/Legal Assistant II	27.35
30363 - Paralegal/Legal Assistant III	33.45

30364 - Paralegal/Legal Assistant IV	40.47
30375 - Petroleum Supply Specialist	31.09
30390 - Photo-Optics Technician	25.42
30395 - Radiation Control Technician	31.09
30461 - Technical Writer I	25.42
30462 - Technical Writer II	31.09
30463 - Technical Writer III	37.61
30491 - Unexploded Ordnance (UXO) Technician I	29.84
30492 - Unexploded Ordnance (UXO) Technician II	36.11
30493 - Unexploded Ordnance (UXO) Technician III	43.28
30494 - Unexploded (UXO) Safety Escort	29.84
30495 - Unexploded (UXO) Sweep Personnel	29.84
30501 - Weather Forecaster I	28.15
30502 - Weather Forecaster II	34.24
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.87
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.42
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	36.11
31020 - Bus Aide	14.98***
31030 - Bus Driver	20.53
31043 - Driver Courier	18.41
31260 - Parking and Lot Attendant	12.89***
31290 - Shuttle Bus Driver	18.04
31310 - Taxi Driver	11.32***
31361 - Truckdriver, Light	19.84
31362 - Truckdriver, Medium	21.39
31363 - Truckdriver, Heavy	23.12
31364 - Truckdriver, Tractor-Trailer	23.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.60***
99030 - Cashier	11.52***
99050 - Desk Clerk	11.22***
99095 - Embalmer	29.84
99130 - Flight Follower	29.84
99251 - Laboratory Animal Caretaker I	18.85
99252 - Laboratory Animal Caretaker II	20.26
99260 - Marketing Analyst	29.89
99310 - Mortician	29.84
99410 - Pest Controller	20.82
99510 - Photofinishing Worker	15.68***
99710 - Recycling Laborer	18.35
99711 - Recycling Specialist	21.71
99730 - Refuse Collector	16.69***
99810 - Sales Clerk	11.91***
99820 - School Crossing Guard	14.49***
99830 - Survey Party Chief	23.14
99831 - Surveying Aide	15.74***
99832 - Surveying Technician	19.36
99840 - Vending Machine Attendant	18.85
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer Helper	18.85

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being

enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

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

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

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

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

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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