

2. AMENDMENT/MODIFICATION NO. P00010	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
---	------------------------------------	----------------------------------	--------------------------------

6. ISSUED BY DETTENTION 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) ALAMANCE COUNTY OF 124 W ELM ST GRAHAM NC 272532802	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. DROIGSA-07-0008/
		10B. DATED (SEE ITEM 13) 05/14/2007

**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) In accordance with DROIGSA -07-0008

**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.)

UEI: F5VHYUU13NC5  
Contracting Officer's Technical Representative: Nashira D. Baldwin,  
Nashira.D.Baldwin@ice.dhs.gov  
Alternate Contracting Officer Technical Representative: Debbie Adams,  
Debbie.S.Adams@ice.dhs.gov  
Contracting Officer: Edward Kirksey, Edward.Kirksey@ice.dhs.gov  
Contract Specialist: Lisa Garland, Lisa.Garland@ice.dhs.gov  
Contractor Representative: Sheriff Terry Johnson, Terry.Johnson@Alamance-NC.com

The purpose of this modification to ICE Intergovernmental Service Agreement (IGSA) DROIGSA-07-0008 is 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) <b>Terry S. Johnson</b>	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) EDWARD KIRKSEY
15B. CONTRACTOR/OFFEROR <i>Terry S. Johnson</i> <small>Signature of person authorized to sign</small>	15C. DATE SIGNED 01-26-24
	16B. UNITED STATES OF AMERICA  <small>(Signature of Contracting Officer)</small>
	16C. DATE SIGNED

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
DROIGSA-07-0008//P00010

PAGE OF  
2 2

NAME OF OFFEROR OR CONTRACTOR  
ALAMANCE COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>1) Extend the Period of Performance through January 31, 2025</p> <p>2) Update Alternate COR from Hilton James to Debbie Adams.</p> <p>3) Incorporate the attached Department of Labor Wage Determination Number 2015-4371 Revision Number 22 dated 12/26/2023 See Attached Wage Determination.</p> <p>1. In accordance with FAR 52.222-43, Fair Labor Standards Act and Service Contract Labor Standards - Price Adjustment, the above listed Wage Determinations are hereby incorporated with an effective date of 02/01/2024.</p> <p>2. The following payroll data must be submitted to support any request for price adjustment:</p> <p>A. Employee Name and WD Job Classification Title/Number</p> <p>B. Actual hours paid and/or worked.</p> <p>C. Actual hourly wage and wage rates used in previous performance period.</p> <p>D. Actual H&amp;W wages and rates used in previous Performance period.</p> <p>E. How was H&amp;W paid? (i.e., cash to employees or paid to third party?</p> <p>F. Applicable workers compensation rate (if H&amp;W was paid in cash to employees)</p> <p>G. Applicable tax rates and taxable caps (Federal Unemployment Tax Allowance (FUTA) and State Unemployment Tax Allowance (SUTA).</p> <p>3. The Contractor shall notify the Contacting Officer of any price increase claimed under Clause 52.222-43 within 30 calendar days of receiving a copy of the completed modification incorporating the new wage determination.</p> <p>All other terms and conditions remain unchanged.</p> <p>Period of Performance: 02/01/2024 to 01/31/2025</p>				

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations

---

Wage Determination No.: 2015-4371
Revision No.: 22
Date Of Last Revision: 12/26/2023

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 \$17.20 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 2024.
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 \$12.90 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 2024.

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

State: North Carolina

Area: North Carolina County of Alamance

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	15.22***
01012 - Accounting Clerk II	17.10***
01013 - Accounting Clerk III	20.28
01020 - Administrative Assistant	31.38
01035 - Court Reporter	19.34
01041 - Customer Service Representative I	13.88***
01042 - Customer Service Representative II	15.46***
01043 - Customer Service Representative III	17.01***
01051 - Data Entry Operator I	14.88***
01052 - Data Entry Operator II	16.25***
01060 - Dispatcher, Motor Vehicle	20.42
01070 - Document Preparation Clerk	15.17***
01090 - Duplicating Machine Operator	15.17***
01111 - General Clerk I	14.50***
01112 - General Clerk II	15.82***
01113 - General Clerk III	17.77
01120 - Housing Referral Assistant	21.82
01141 - Messenger Courier	14.12***
01191 - Order Clerk I	15.05***
01192 - Order Clerk II	16.41***
01261 - Personnel Assistant (Employment) I	16.47***
01262 - Personnel Assistant (Employment) II	19.34
01263 - Personnel Assistant (Employment) III	21.72
01270 - Production Control Clerk	22.68
01290 - Rental Clerk	16.63***
01300 - Scheduler, Maintenance	16.67***
01311 - Secretary I	16.67***
01312 - Secretary II	18.65
01313 - Secretary III	21.82
01320 - Service Order Dispatcher	18.26
01410 - Supply Technician	31.38
01420 - Survey Worker	18.65
01460 - Switchboard Operator/Receptionist	15.65***
01531 - Travel Clerk I	13.17***
01532 - Travel Clerk II	13.89***
01533 - Travel Clerk III	14.62***
01611 - Word Processor I	14.85***
01612 - Word Processor II	16.67***
01613 - Word Processor III	18.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.61
05010 - Automotive Electrician	20.10
05040 - Automotive Glass Installer	19.11
05070 - Automotive Worker	20.11
05110 - Mobile Equipment Servicer	16.93***
05130 - Motor Equipment Metal Mechanic	22.36
05160 - Motor Equipment Metal Worker	20.11
05190 - Motor Vehicle Mechanic	21.25
05220 - Motor Vehicle Mechanic Helper	15.86***

05250 - Motor Vehicle Upholstery Worker	18.96
05280 - Motor Vehicle Wrecker	20.11
05310 - Painter, Automotive	20.57
05340 - Radiator Repair Specialist	20.11
05370 - Tire Repairer	15.40***
05400 - Transmission Repair Specialist	22.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.84***
07041 - Cook I	14.91***
07042 - Cook II	16.98***
07070 - Dishwasher	11.99***
07130 - Food Service Worker	12.14***
07210 - Meat Cutter	17.68
07260 - Waiter/Waitress	10.25***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.38
09040 - Furniture Handler	13.29***
09080 - Furniture Refinisher	20.38
09090 - Furniture Refinisher Helper	15.73***
09110 - Furniture Repairer, Minor	18.13
09130 - Upholsterer	20.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.59***
11060 - Elevator Operator	13.26***
11090 - Gardener	19.42
11122 - Housekeeping Aide	13.38***
11150 - Janitor	13.38***
11210 - Laborer, Grounds Maintenance	15.18***
11240 - Maid or Houseman	12.97***
11260 - Pruner	13.91***
11270 - Tractor Operator	18.03
11330 - Trail Maintenance Worker	15.18***
11360 - Window Cleaner	14.55***
12000 - Health Occupations	
12010 - Ambulance Driver	21.32
12011 - Breath Alcohol Technician	21.63
12012 - Certified Occupational Therapist Assistant	31.06
12015 - Certified Physical Therapist Assistant	30.53
12020 - Dental Assistant	22.25
12025 - Dental Hygienist	37.89
12030 - EKG Technician	34.31
12035 - Electroneurodiagnostic Technologist	34.31
12040 - Emergency Medical Technician	21.32
12071 - Licensed Practical Nurse I	20.23
12072 - Licensed Practical Nurse II	22.64
12073 - Licensed Practical Nurse III	25.24
12100 - Medical Assistant	17.72
12130 - Medical Laboratory Technician	24.68
12160 - Medical Record Clerk	16.92***

12190 - Medical Record Technician	18.92
12195 - Medical Transcriptionist	20.23
12210 - Nuclear Medicine Technologist	49.25
12221 - Nursing Assistant I	12.63***
12222 - Nursing Assistant II	14.20***
12223 - Nursing Assistant III	15.49***
12224 - Nursing Assistant IV	17.40
12235 - Optical Dispenser	22.18
12236 - Optical Technician	19.34
12250 - Pharmacy Technician	17.17***
12280 - Phlebotomist	18.29
12305 - Radiologic Technologist	32.30
12311 - Registered Nurse I	25.62
12312 - Registered Nurse II	31.33
12313 - Registered Nurse II, Specialist	31.33
12314 - Registered Nurse III	37.91
12315 - Registered Nurse III, Anesthetist	37.91
12316 - Registered Nurse IV	45.45
12317 - Scheduler (Drug and Alcohol Testing)	28.04
12320 - Substance Abuse Treatment Counselor	26.70
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.25
13012 - Exhibits Specialist II	26.32
13013 - Exhibits Specialist III	32.20
13041 - Illustrator I	21.25
13042 - Illustrator II	26.32
13043 - Illustrator III	32.20
13047 - Librarian	29.15
13050 - Library Aide/Clerk	16.85***
13054 - Library Information Technology Systems Administrator	26.31
13058 - Library Technician	21.16
13061 - Media Specialist I	19.00
13062 - Media Specialist II	21.25
13063 - Media Specialist III	23.68
13071 - Photographer I	19.27
13072 - Photographer II	21.57
13073 - Photographer III	26.32
13074 - Photographer IV	32.68
13075 - Photographer V	39.55
13090 - Technical Order Library Clerk	21.16
13110 - Video Teleconference Technician	19.29
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.21
14042 - Computer Operator II	22.61
14043 - Computer Operator III	25.20
14044 - Computer Operator IV	28.08
14045 - Computer Operator V	31.02
14071 - Computer Programmer I	

(see 1)

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		20.21
14160 - Personal Computer Support Technician		28.08
14170 - System Support Specialist		31.02
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)		49.61
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		29.96
15070 - Flight Instructor (Pilot)		49.61
15080 - Graphic Artist		22.92
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.61
15086 - Maintenance Test Pilot, Rotary Wing		49.61
15088 - Non-Maintenance Test/Co-Pilot		49.61
15090 - Technical Instructor		24.73
15095 - Technical Instructor/Course Developer		30.26
15110 - Test Proctor		19.98
15120 - Tutor		19.98
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.38***
16030 - Counter Attendant		10.38***
16040 - Dry Cleaner		12.26***
16070 - Finisher, Flatwork, Machine		10.38***
16090 - Presser, Hand		10.38***
16110 - Presser, Machine, Drycleaning		10.38***
16130 - Presser, Machine, Shirts		10.38***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.38***
16190 - Sewing Machine Operator		12.82***
16220 - Tailor		13.41***
16250 - Washer, Machine		11.01***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.49
19040 - Tool And Die Maker		25.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.20
21030 - Material Coordinator		22.94
21040 - Material Expediter		22.94
21050 - Material Handling Laborer		14.61***
21071 - Order Filler		13.94***
21080 - Production Line Worker (Food Processing)		18.20
21110 - Shipping Packer		17.01***
21130 - Shipping/Receiving Clerk		17.01***
21140 - Store Worker I		12.95***

21150 - Stock Clerk	17.27
21210 - Tools And Parts Attendant	18.20
21410 - Warehouse Specialist	18.20
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.91
23019 - Aircraft Logs and Records Technician	19.87
23021 - Aircraft Mechanic I	23.68
23022 - Aircraft Mechanic II	24.91
23023 - Aircraft Mechanic III	26.06
23040 - Aircraft Mechanic Helper	17.24
23050 - Aircraft, Painter	22.35
23060 - Aircraft Servicer	19.87
23070 - Aircraft Survival Flight Equipment Technician	22.35
23080 - Aircraft Worker	21.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.17
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.68
23110 - Appliance Mechanic	21.03
23120 - Bicycle Repairer	17.48
23125 - Cable Splicer	26.58
23130 - Carpenter, Maintenance	18.72
23140 - Carpet Layer	19.92
23160 - Electrician, Maintenance	23.25
23181 - Electronics Technician Maintenance I	23.76
23182 - Electronics Technician Maintenance II	25.09
23183 - Electronics Technician Maintenance III	26.51
23260 - Fabric Worker	18.70
23290 - Fire Alarm System Mechanic	22.28
23310 - Fire Extinguisher Repairer	17.48
23311 - Fuel Distribution System Mechanic	23.76
23312 - Fuel Distribution System Operator	18.63
23370 - General Maintenance Worker	19.56
23380 - Ground Support Equipment Mechanic	23.68
23381 - Ground Support Equipment Servicer	19.87
23382 - Ground Support Equipment Worker	21.17
23391 - Gunsmith I	17.48
23392 - Gunsmith II	19.92
23393 - Gunsmith III	22.28
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.63
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.79
23430 - Heavy Equipment Mechanic	25.41
23440 - Heavy Equipment Operator	20.41
23460 - Instrument Mechanic	22.28
23465 - Laboratory/Shelter Mechanic	21.03
23470 - Laborer	14.61***
23510 - Locksmith	21.03

23530 - Machinery Maintenance Mechanic	25.45
23550 - Machinist, Maintenance	23.00
23580 - Maintenance Trades Helper	14.56***
23591 - Metrology Technician I	22.28
23592 - Metrology Technician II	23.45
23593 - Metrology Technician III	24.53
23640 - Millwright	22.28
23710 - Office Appliance Repairer	21.10
23760 - Painter, Maintenance	18.39
23790 - Pipefitter, Maintenance	24.00
23810 - Plumber, Maintenance	22.65
23820 - Pneudraulic Systems Mechanic	22.28
23850 - Rigger	22.28
23870 - Scale Mechanic	19.92
23890 - Sheet-Metal Worker, Maintenance	22.28
23910 - Small Engine Mechanic	19.92
23931 - Telecommunications Mechanic I	27.89
23932 - Telecommunications Mechanic II	29.33
23950 - Telephone Lineman	24.57
23960 - Welder, Combination, Maintenance	22.30
23965 - Well Driller	25.86
23970 - Woodcraft Worker	22.28
23980 - Woodworker	17.48
24000 - Personal Needs Occupations	
24550 - Case Manager	17.54
24570 - Child Care Attendant	10.91***
24580 - Child Care Center Clerk	14.52***
24610 - Chore Aide	11.07***
24620 - Family Readiness And Support Services Coordinator	17.54
24630 - Homemaker	17.54
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.41
25040 - Sewage Plant Operator	22.14
25070 - Stationary Engineer	23.41
25190 - Ventilation Equipment Tender	16.89***
25210 - Water Treatment Plant Operator	22.14
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.93
27007 - Baggage Inspector	18.10
27008 - Corrections Officer	21.87
27010 - Court Security Officer	18.68
27030 - Detection Dog Handler	20.24
27040 - Detention Officer	21.87
27070 - Firefighter	18.42
27101 - Guard I	18.10
27102 - Guard II	20.24
27131 - Police Officer I	22.48
27132 - Police Officer II	24.99

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.62***
28042 - Carnival Equipment Repairer	14.67***
28043 - Carnival Worker	10.55***
28210 - Gate Attendant/Gate Tender	15.75***
28310 - Lifeguard	11.66***
28350 - Park Attendant (Aide)	17.61
28510 - Recreation Aide/Health Facility Attendant	12.86***
28515 - Recreation Specialist	18.05
28630 - Sports Official	14.04***
28690 - Swimming Pool Operator	17.85
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.92
29020 - Hatch Tender	19.92
29030 - Line Handler	19.92
29041 - Stevedore I	18.70
29042 - Stevedore II	21.37
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.06
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.69
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70
30021 - Archeological Technician I	17.20
30022 - Archeological Technician II	18.66
30023 - Archeological Technician III	23.09
30030 - Cartographic Technician	23.13
30040 - Civil Engineering Technician	23.13
30051 - Cryogenic Technician I	23.75
30052 - Cryogenic Technician II	26.24
30061 - Drafter/CAD Operator I	17.20
30062 - Drafter/CAD Operator II	18.66
30063 - Drafter/CAD Operator III	20.31
30064 - Drafter/CAD Operator IV	24.98
30081 - Engineering Technician I	17.48
30082 - Engineering Technician II	19.61
30083 - Engineering Technician III	21.94
30084 - Engineering Technician IV	28.69
30085 - Engineering Technician V	34.97
30086 - Engineering Technician VI	42.32
30090 - Environmental Technician	21.29
30095 - Evidence Control Specialist	21.44
30210 - Laboratory Technician	21.59
30221 - Latent Fingerprint Technician I	23.75
30222 - Latent Fingerprint Technician II	26.24
30240 - Mathematical Technician	23.84
30361 - Paralegal/Legal Assistant I	21.31
30362 - Paralegal/Legal Assistant II	26.40
30363 - Paralegal/Legal Assistant III	32.30
30364 - Paralegal/Legal Assistant IV	39.07
30375 - Petroleum Supply Specialist	26.24

30390 - Photo-Optics Technician	23.84
30395 - Radiation Control Technician	26.24
30461 - Technical Writer I	25.16
30462 - Technical Writer II	30.78
30463 - Technical Writer III	37.24
30491 - Unexploded Ordnance (UXO) Technician I	27.37
30492 - Unexploded Ordnance (UXO) Technician II	33.11
30493 - Unexploded Ordnance (UXO) Technician III	39.69
30494 - Unexploded (UXO) Safety Escort	27.37
30495 - Unexploded (UXO) Sweep Personnel	27.37
30501 - Weather Forecaster I	23.75
30502 - Weather Forecaster II	28.89
30620 - Weather Observer, Combined Upper Air Or (see 2)	20.31
Surface Programs	
30621 - Weather Observer, Senior (see 2)	23.18
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.11
31020 - Bus Aide	13.30***
31030 - Bus Driver	18.22
31043 - Driver Courier	15.26***
31260 - Parking and Lot Attendant	12.24***
31290 - Shuttle Bus Driver	14.94***
31310 - Taxi Driver	13.32***
31361 - Truckdriver, Light	16.43***
31362 - Truckdriver, Medium	19.05
31363 - Truckdriver, Heavy	22.64
31364 - Truckdriver, Tractor-Trailer	22.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.14***
99030 - Cashier	11.08***
99050 - Desk Clerk	12.26***
99095 - Embalmer	29.07
99130 - Flight Follower	27.37
99251 - Laboratory Animal Caretaker I	14.42***
99252 - Laboratory Animal Caretaker II	15.53***
99260 - Marketing Analyst	34.02
99310 - Mortician	29.07
99410 - Pest Controller	21.58
99510 - Photofinishing Worker	14.38***
99710 - Recycling Laborer	20.41
99711 - Recycling Specialist	24.08
99730 - Refuse Collector	18.78
99810 - Sales Clerk	13.10***
99820 - School Crossing Guard	14.45***
99830 - Survey Party Chief	19.88
99831 - Surveying Aide	14.71***
99832 - Surveying Technician	18.06
99840 - Vending Machine Attendant	18.73
99841 - Vending Machine Repairer	22.99

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the

contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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

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

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

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