

2. AMENDMENT/MODIFICATION NO. P00023	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. NONE	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) GEO GROUP INC THE ATTN [REDACTED] 4955 TECHNOLOGY WAY BOCA RATON FL 334313367	(x) 9A. AMENDMENT OF SOLICITATION NO. 9B. DATED (SEE ITEM 11) x 10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR20D00000009 10B. DATED (SEE ITEM 13) 12/19/2019
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CODE JMLKZZ1NL2Z6	FACILITY CODE	11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS	
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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.
X	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
	D. OTHER (Specify type of modification and authority)

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

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

UEI: JMLKZZ1NL2Z6
 Contracting Officer's Representative (COR):
 [REDACTED], E-mail: [REDACTED]

Contracting Officer:
 [REDACTED] E-mail:

Contract Specialist:
 [REDACTED]

Attachment 29 San Bernardino WD 2015-5629, Revision 28, Date of Last Revision 12/03/2025.
 Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)
15B. CONTRACTOR/OFFEROR	16B. UNITED STATES OF AMERICA
(Signature of person authorized to sign)	Digitally signed by [REDACTED] Date: 2025.12.18 12:49:02 -08'00'
15C. DATE SIGNED	16C. DATE SIGNED
	(Signature of Contracting Officer)

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
70CDCR20D00000009/P00023

PAGE OF
2 2

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>This purpose of this modification to update Department of Labor (DOL) Wage Determination (WD) for San Bernardino County and replace Attachment 29 WD 2015-5629, Revision 28 dated 12/03/2025, effective 12/20/2025. See attached.</p> <p>LIST OF CHANGES: Reason for Modification: Other Administrative Action Total Amount for this Modification: \$0.00 Period of Performance: 12/20/2024 to 12/19/2029</p> <p>All other terms and conditions within the referenced IDIQ remain the same.</p> <p>**For inquiries regarding ICE detainee information or ICE's usage of this Contract, there shall be no public disclosures regarding this agreement made by the Provider (or any subcontractors) without review and approval of such disclosure by ICE.**</p> <p>**Notwithstanding the period of performance indicated above, the funding provided in this Task Order is the amount presently available for payment and allotted to the award. The service provider agrees to perform to the point that service does not exceed the total amount currently allotted to the items funded under the Task Order. The service provider is not authorized to continue work on those item(s) beyond that point. The Government will not be obligated to reimburse the service provider in excess of the amount allotted to those item(s) for performance beyond the funding allotted.*</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 Division of
 Director Wage Determinations

Wage Determination No.: 2015-5629
 Revision No.: 28
 Date Of Last Revision: 12/03/2025

State: California

Area: California Counties of Riverside, San Bernardino

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.89
01012 - Accounting Clerk II		22.32
01013 - Accounting Clerk III		24.97
01020 - Administrative Assistant		36.74
01035 - Court Reporter		51.68
01041 - Customer Service Representative I		17.81
01042 - Customer Service Representative II		19.44
01043 - Customer Service Representative III		21.82
01051 - Data Entry Operator I		19.50
01052 - Data Entry Operator II		21.28
01060 - Dispatcher, Motor Vehicle		23.57
01070 - Document Preparation Clerk		21.55
01090 - Duplicating Machine Operator		21.55
01111 - General Clerk I		17.92
01112 - General Clerk II		19.56
01113 - General Clerk III		21.95
01120 - Housing Referral Assistant		26.95
01141 - Messenger Courier		19.37
01191 - Order Clerk I		19.55
01192 - Order Clerk II		21.34
01261 - Personnel Assistant (Employment) I		22.38
01262 - Personnel Assistant (Employment) II		25.03
01263 - Personnel Assistant (Employment) III		27.90
01270 - Production Control Clerk		26.62
01290 - Rental Clerk		18.66
01300 - Scheduler, Maintenance		21.62
01311 - Secretary I		21.62
01312 - Secretary II		24.18
01313 - Secretary III		26.95
01320 - Service Order Dispatcher		21.07
01410 - Supply Technician		36.74
01420 - Survey Worker		23.30
01460 - Switchboard Operator/Receptionist		18.75
01531 - Travel Clerk I		18.89
01532 - Travel Clerk II		21.20
01533 - Travel Clerk III		23.71
01611 - Word Processor I		19.39
01612 - Word Processor II		21.77
01613 - Word Processor III		24.35
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		30.14
05010 - Automotive Electrician		28.92

05040 - Automotive Glass Installer	27.02
05070 - Automotive Worker	27.02
05110 - Mobile Equipment Servicer	23.09
05130 - Motor Equipment Metal Mechanic	30.57
05160 - Motor Equipment Metal Worker	27.02
05190 - Motor Vehicle Mechanic	30.57
05220 - Motor Vehicle Mechanic Helper	21.55
05250 - Motor Vehicle Upholstery Worker	25.09
05280 - Motor Vehicle Wrecker	27.02
05310 - Painter, Automotive	28.92
05340 - Radiator Repair Specialist	27.02
05370 - Tire Repairer	17.81
05400 - Transmission Repair Specialist	30.57
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.50
07041 - Cook I	21.25
07042 - Cook II	24.86
07070 - Dishwasher	17.10
07130 - Food Service Worker	18.26
07210 - Meat Cutter	19.91
07260 - Waiter/Waitress	16.52
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.80
09040 - Furniture Handler	14.14
09080 - Furniture Refinisher	21.55
09090 - Furniture Refinisher Helper	16.06
09110 - Furniture Repairer, Minor	18.70
09130 - Upholsterer	22.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.19
11060 - Elevator Operator	18.32
11090 - Gardener	22.59
11122 - Housekeeping Aide	18.32
11150 - Janitor	18.32
11210 - Laborer, Grounds Maintenance	19.27
11240 - Maid or Houseman	18.28
11260 - Pruner	18.39
11270 - Tractor Operator	21.08
11330 - Trail Maintenance Worker	19.27
11360 - Window Cleaner	19.19
12000 - Health Occupations	
12010 - Ambulance Driver	20.81
12011 - Breath Alcohol Technician	32.60
12012 - Certified Occupational Therapist Assistant	38.11
12015 - Certified Physical Therapist Assistant	38.58
12020 - Dental Assistant	23.57
12025 - Dental Hygienist	52.42
12030 - EKG Technician	36.85
12035 - Electroneurodiagnostic Technologist	36.85
12040 - Emergency Medical Technician	20.81
12071 - Licensed Practical Nurse I	29.14
12072 - Licensed Practical Nurse II	32.60
12073 - Licensed Practical Nurse III	36.33
12100 - Medical Assistant	20.54
12130 - Medical Laboratory Technician	30.67
12160 - Medical Record Clerk	22.99
12190 - Medical Record Technician	25.71
12195 - Medical Transcriptionist	22.89
12210 - Nuclear Medicine Technologist	64.85
12221 - Nursing Assistant I	15.68
12222 - Nursing Assistant II	17.64
12223 - Nursing Assistant III	19.25
12224 - Nursing Assistant IV	21.61
12235 - Optical Dispenser	26.99
12236 - Optical Technician	24.11

12250 - Pharmacy Technician	23.46
12280 - Phlebotomist	24.28
12305 - Radiologic Technologist	49.03
12311 - Registered Nurse I	35.27
12312 - Registered Nurse II	43.14
12313 - Registered Nurse II, Specialist	43.14
12314 - Registered Nurse III	52.20
12315 - Registered Nurse III, Anesthetist	52.20
12316 - Registered Nurse IV	62.58
12317 - Scheduler (Drug and Alcohol Testing)	40.38
12320 - Substance Abuse Treatment Counselor	29.26
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.28
13012 - Exhibits Specialist II	32.56
13013 - Exhibits Specialist III	40.02
13041 - Illustrator I	28.69
13042 - Illustrator II	35.54
13043 - Illustrator III	43.47
13047 - Librarian	36.82
13050 - Library Aide/Clerk	19.46
13054 - Library Information Technology Systems Administrator	33.24
13058 - Library Technician	26.55
13061 - Media Specialist I	23.99
13062 - Media Specialist II	26.84
13063 - Media Specialist III	29.91
13071 - Photographer I	20.21
13072 - Photographer II	22.61
13073 - Photographer III	28.00
13074 - Photographer IV	34.24
13075 - Photographer V	41.43
13090 - Technical Order Library Clerk	24.43
13110 - Video Teleconference Technician	28.13
14000 - Information Technology Occupations	
14041 - Computer Operator I	23.96
14042 - Computer Operator II	26.80
14043 - Computer Operator III	29.90
14044 - Computer Operator IV	33.24
14045 - Computer Operator V	36.81
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	23.96
14160 - Personal Computer Support Technician	33.24
14170 - System Support Specialist	36.81
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	38.20
15020 - Aircrew Training Devices Instructor (Rated)	46.23
15030 - Air Crew Training Devices Instructor (Pilot)	55.41
15050 - Computer Based Training Specialist / Instructor	38.20
15060 - Educational Technologist	53.91
15070 - Flight Instructor (Pilot)	55.41
15080 - Graphic Artist	29.83
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	55.17
15086 - Maintenance Test Pilot, Rotary Wing	55.17
15088 - Non-Maintenance Test/Co-Pilot	55.17
15090 - Technical Instructor	25.33
15095 - Technical Instructor/Course Developer	30.98
15110 - Test Proctor	20.44
15120 - Tutor	20.44
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	18.59
16030 - Counter Attendant	18.59
16040 - Dry Cleaner	21.25
16070 - Finisher, Flatwork, Machine	18.59
16090 - Presser, Hand	18.59
16110 - Presser, Machine, Drycleaning	18.59
16130 - Presser, Machine, Shirts	18.59
16160 - Presser, Machine, Wearing Apparel, Laundry	18.59
16190 - Sewing Machine Operator	22.12
16220 - Tailor	23.01
16250 - Washer, Machine	19.48
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.08
19040 - Tool And Die Maker	31.13
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.76
21030 - Material Coordinator	26.62
21040 - Material Expediter	26.62
21050 - Material Handling Laborer	21.62
21071 - Order Filler	20.36
21080 - Production Line Worker (Food Processing)	24.76
21110 - Shipping Packer	18.85
21130 - Shipping/Receiving Clerk	18.85
21140 - Store Worker I	20.30
21150 - Stock Clerk	23.34
21210 - Tools And Parts Attendant	24.76
21410 - Warehouse Specialist	24.76
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	40.79
23019 - Aircraft Logs and Records Technician	31.90
23021 - Aircraft Mechanic I	38.86
23022 - Aircraft Mechanic II	40.79
23023 - Aircraft Mechanic III	42.35
23040 - Aircraft Mechanic Helper	27.39
23050 - Aircraft, Painter	36.76
23060 - Aircraft Servicer	31.90
23070 - Aircraft Survival Flight Equipment Technician	36.76
23080 - Aircraft Worker	34.34
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	34.34
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	38.86
23110 - Appliance Mechanic	25.14
23120 - Bicycle Repairer	21.32
23125 - Cable Splicer	53.29
23130 - Carpenter, Maintenance	31.28
23140 - Carpet Layer	25.73
23160 - Electrician, Maintenance	35.56
23181 - Electronics Technician Maintenance I	32.61
23182 - Electronics Technician Maintenance II	34.91
23183 - Electronics Technician Maintenance III	36.90
23260 - Fabric Worker	28.71
23290 - Fire Alarm System Mechanic	30.51
23310 - Fire Extinguisher Repairer	26.42
23311 - Fuel Distribution System Mechanic	39.04
23312 - Fuel Distribution System Operator	29.49
23370 - General Maintenance Worker	26.16
23380 - Ground Support Equipment Mechanic	38.86
23381 - Ground Support Equipment Servicer	31.90
23382 - Ground Support Equipment Worker	34.34
23391 - Gunsmith I	26.42
23392 - Gunsmith II	30.91
23393 - Gunsmith III	34.97
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.83

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.07
23430 - Heavy Equipment Mechanic	34.34
23440 - Heavy Equipment Operator	39.51
23460 - Instrument Mechanic	40.96
23465 - Laboratory/Shelter Mechanic	33.08
23470 - Laborer	21.62
23510 - Locksmith	29.17
23530 - Machinery Maintenance Mechanic	33.60
23550 - Machinist, Maintenance	24.78
23580 - Maintenance Trades Helper	19.70
23591 - Metrology Technician I	40.96
23592 - Metrology Technician II	42.99
23593 - Metrology Technician III	44.64
23640 - Millwright	32.96
23710 - Office Appliance Repairer	22.67
23760 - Painter, Maintenance	23.43
23790 - Pipefitter, Maintenance	31.32
23810 - Plumber, Maintenance	29.63
23820 - Pneudraulic Systems Mechanic	34.97
23850 - Rigger	34.56
23870 - Scale Mechanic	30.91
23890 - Sheet-Metal Worker, Maintenance	34.39
23910 - Small Engine Mechanic	23.72
23931 - Telecommunications Mechanic I	33.99
23932 - Telecommunications Mechanic II	35.68
23950 - Telephone Lineman	35.92
23960 - Welder, Combination, Maintenance	24.12
23965 - Well Driller	37.50
23970 - Woodcraft Worker	34.97
23980 - Woodworker	26.42
24000 - Personal Needs Occupations	
24550 - Case Manager	22.77
24570 - Child Care Attendant	18.00
24580 - Child Care Center Clerk	22.45
24610 - Chore Aide	16.00
24620 - Family Readiness And Support Services Coordinator	22.77
24630 - Homemaker	22.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.90
25040 - Sewage Plant Operator	39.66
25070 - Stationary Engineer	37.90
25190 - Ventilation Equipment Tender	26.06
25210 - Water Treatment Plant Operator	39.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	35.52
27007 - Baggage Inspector	18.31
27008 - Corrections Officer	45.04
27010 - Court Security Officer	40.61
27030 - Detection Dog Handler	20.48
27040 - Detention Officer	45.04
27070 - Firefighter	36.17
27101 - Guard I	18.31
27102 - Guard II	20.48
27131 - Police Officer I	46.22
27132 - Police Officer II	51.37
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.18
28042 - Carnival Equipment Repairer	20.56
28043 - Carnival Worker	16.41
28210 - Gate Attendant/Gate Tender	21.29
28310 - Lifeguard	17.75
28350 - Park Attendant (Aide)	23.81
28510 - Recreation Aide/Health Facility Attendant	17.38

28515 - Recreation Specialist	29.50
28630 - Sports Official	18.97
28690 - Swimming Pool Operator	24.05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.91
29020 - Hatch Tender	32.91
29030 - Line Handler	32.91
29041 - Stevedore I	30.57
29042 - Stevedore II	35.23
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	53.71
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	37.04
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	40.79
30021 - Archeological Technician I	24.64
30022 - Archeological Technician II	27.72
30023 - Archeological Technician III	34.21
30030 - Cartographic Technician	34.35
30040 - Civil Engineering Technician	37.91
30051 - Cryogenic Technician I	34.20
30052 - Cryogenic Technician II	37.77
30061 - Drafter/CAD Operator I	24.64
30062 - Drafter/CAD Operator II	27.72
30063 - Drafter/CAD Operator III	30.79
30064 - Drafter/CAD Operator IV	37.88
30081 - Engineering Technician I	20.57
30082 - Engineering Technician II	23.09
30083 - Engineering Technician III	25.82
30084 - Engineering Technician IV	31.99
30085 - Engineering Technician V	39.12
30086 - Engineering Technician VI	47.33
30090 - Environmental Technician	26.89
30095 - Evidence Control Specialist	30.89
30210 - Laboratory Technician	23.86
30221 - Latent Fingerprint Technician I	34.82
30222 - Latent Fingerprint Technician II	38.46
30240 - Mathematical Technician	41.04
30361 - Paralegal/Legal Assistant I	23.85
30362 - Paralegal/Legal Assistant II	29.56
30363 - Paralegal/Legal Assistant III	36.15
30364 - Paralegal/Legal Assistant IV	43.73
30375 - Petroleum Supply Specialist	37.77
30390 - Photo-Optics Technician	33.63
30395 - Radiation Control Technician	37.77
30461 - Technical Writer I	30.27
30462 - Technical Writer II	37.03
30463 - Technical Writer III	44.79
30491 - Unexploded Ordnance (UXO) Technician I	34.14
30492 - Unexploded Ordnance (UXO) Technician II	41.30
30493 - Unexploded Ordnance (UXO) Technician III	49.50
30494 - Unexploded (UXO) Safety Escort	34.14
30495 - Unexploded (UXO) Sweep Personnel	34.14
30501 - Weather Forecaster I	34.20
30502 - Weather Forecaster II	41.61
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2)	30.79
30621 - Weather Observer, Senior (see 2)	33.39
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	41.30
31020 - Bus Aide	20.88
31030 - Bus Driver	28.19
31043 - Driver Courier	19.99
31260 - Parking and Lot Attendant	16.72
31290 - Shuttle Bus Driver	18.74
31310 - Taxi Driver	14.93
31361 - Truckdriver, Light	21.42

31362 - Truckdriver, Medium	23.27
31363 - Truckdriver, Heavy	29.17
31364 - Truckdriver, Tractor-Trailer	29.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	20.14
99030 - Cashier	16.85
99050 - Desk Clerk	17.73
99095 - Embalmer	33.96
99130 - Flight Follower	34.14
99251 - Laboratory Animal Caretaker I	18.45
99252 - Laboratory Animal Caretaker II	19.77
99260 - Marketing Analyst	34.47
99310 - Mortician	33.96
99410 - Pest Controller	22.07
99510 - Photofinishing Worker	22.64
99710 - Recycling Laborer	30.28
99711 - Recycling Specialist	36.94
99730 - Refuse Collector	28.90
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	19.83
99830 - Survey Party Chief	42.89
99831 - Surveying Aide	22.67
99832 - Surveying Technician	31.00
99840 - Vending Machine Attendant	18.57
99841 - Vending Machine Repairer	23.28
99842 - Vending Machine Repairer Helper	18.57

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, 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 Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 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 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))."