

2. AMENDMENT/MODIFICATION NO. P00026
 3. EFFECTIVE DATE See Block 16C
 4. REQUISITION/PURCHASE REQ. NO. 192126FSDOMDC0001
 5. PROJECT NO. (If applicable)

6. ISSUED BY CODE 70CDCR
 7. ADMINISTERED BY (If other than Item 6) CODE ICE/DCR

DETENTION COMPLIANCE AND REMOVALS
 U.S. Immigration and Customs Enforcement
 Office of Acquisition Management
 500 12th St SW
 WASHINGTON DC 20024

ICE/Detention Compliance & Removals
 Immigration and Customs Enforcement
 Office of Acquisition Management
 500 12th St SW
 Washington DC 20024

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)
 CORECIVIC INC
 ATTN CORECIVIC INC
 5501 VIRGINIA WAY STE 110
 BRENTWOOD TN 370277684

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

10A. MODIFICATION OF CONTRACT/ORDER NO.
 70CDCR20D00000007
 10B. DATED (SEE ITEM 13)
 12/19/2019

CODE HJGMJN1JKL46 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)
 N/A

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

CHECK ONE

A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.

B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).

C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:

D. OTHER (Specify type of modification and authority)
 X Bilateral / FAR 43.103 (a) Bilateral Modification

E. IMPORTANT: Contractor is not is required to sign this document and return 1 copies to the issuing office.

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

UEI: HJGMJN1JKL46
 Contracting Officer's Representative (COR): [REDACTED]
 Contracting Officer (CO): [REDACTED]

The purpose of this bilateral modification is as follows:

- 1) Approved facility furniture replacement life cycle maximum from 5-year to 10-year total cost
- 2) Update Attachment 8 Requirement B - PWS Addendum, under Furniture Requirements, see 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)
 Deputy General Counsel, VP Contracts

16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)
 [REDACTED]

15B. CONTRACTOR/OFFEROR
 [REDACTED]
 (Signature of person authorized to sign)

15C. DATE SIGNED
 01/13/2026

16B. UNITED STATES OF AMERICA
 [REDACTED]
 (Signature of Contracting Officer)

16C. DATE SIGNED
 Digitally signed by [REDACTED]
 Date: 2026.01.14 05:01:13 -08'00'

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
70CDCR20D00000007/P00026

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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

| ITEM NO. (A) | SUPPLIES/SERVICES (B) | QUANTITY (C) | UNIT (D) | UNIT PRICE (E) | AMOUNT (F) |
|-----------------|--|-----------------|-------------|-------------------|---------------|
| 1001 | <p>attached</p> <p>3) Reduce Option Ordering Period 1 unit of issue Bed Day (DA), CLIN 1001 Detention Services Guaranteed Minimum [REDACTED] beds) by [REDACTED] effective 12/20/2025, see CLIN 1001 option ordering</p> <p>4) Reduce Option Ordering Period 2 unit of issue Bed Day (DA), CLIN 1001 Detention Services Guaranteed Minimum [REDACTED] beds) by [REDACTED] effective 12/20/2025, see CLIN 2001 option ordering</p> <p>5) Correct executed P00025 - Wage Determination Attachment 17 San Diego County, WD 2015-5635 Revision 29, Dated 12/03/2025 LIST OF CHANGES: Reason for Modification: Other Administrative Action Total Amount for this Modification: [REDACTED] Period of Performance: 12/20/2025 to 12/19/2034</p> <p>Change Item 1001 to read as follows(amount shown is the total amount):</p> <p>DETENTION SERVICES GUARANTEED MINIMUM [REDACTED] beds) [REDACTED]</p> <p>Option Ordering Period 1 - Unit of Issue DA is equivalent to Bed Day</p> <p>Ordering Period: 12/20/2024-12/19/2029 Annual Rate 12/20/2024-12/19/2025: Unit Price [REDACTED]/DA; NTE [REDACTED] Annual Rate 12/20/2025-12/19/2026: Unit Price [REDACTED]/DA; NTE [REDACTED] Annual Rate 12/20/2026-12/19/2027: Unit Price [REDACTED]/DA; NTE [REDACTED] Annual Rate 12/20/2027-12/19/2028: Unit Price [REDACTED]/DA; NTE [REDACTED] (Leap Year) Annual Rate 12/20/2028-12/19/2029: Unit Price [REDACTED]/DA; NTE [REDACTED]</p> <p>TOTAL CLIN NTE AMOUNT: [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Continued ...</p> | | | | [REDACTED] |

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

| ITEM NO. (A) | SUPPLIES/SERVICES (B) | QUANTITY (C) | UNIT (D) | UNIT PRICE (E) | AMOUNT (F) |
|-----------------|--|-----------------|-------------|-------------------|---------------|
| 2001 | <p>Change Item 2001 to read as follows (amount shown is the total amount):</p> <p>DETENTION SERVICES GUARANTEED MINIMUM [REDACTED] beds [REDACTED]</p> <p>Option Ordering Period 2 - Unit of Issue DA is equivalent to Bed-Day Ordering Period: 12/20/2029-12/19/2034</p> <p>Annual Rate 12/20/2029-12/19/2030: Unit Price [REDACTED]/DA; Not-to-Exceed (NTE) [REDACTED] Annual Rate 12/20/2030-12/19/2031: Unit Price [REDACTED]/DA; NTE [REDACTED] Annual Rate 12/20/2031-12/19/2032: Unit Price [REDACTED]/DA; NTE [REDACTED] (Leap Year) Annual Rate 12/20/2032-12/19/2033: Unit Price [REDACTED]/DA; NTE [REDACTED] Annual Rate 12/20/2033-12/19/2034: Unit Price [REDACTED]/DA; NTE [REDACTED]</p> <p>TOTAL CLIN NTE AMOUNT: [REDACTED] Amount: [REDACTED] (Option Line Item) 12/20/2029 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>This Bilateral Modification does not obligate funds.</p> <p>There are no funds associated with this IDIQ. All funds continue to be obligated at the Task Order level, if further Task Orders are issued.</p> <p>All other terms and conditions remain unchanged.</p> <p>Note*** For inquiries regarding ICE detainee information or ICE's usage of this agreement, 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> | | | | [REDACTED] |

Attachment 8 Requirement B PWS Addendum

| Requirement B PWS Addendum | |
|---|--|
| Location Requirements | These detention services will be performed at the location specified for Requirement B as described in the RFP. |
| Estimated Population Size | |
| Male | Approximately [REDACTED] |
| Female | Approximately [REDACTED] |
| Juvenile | 0 |
| Family | 0 |
| Special Management unit for administrative and discipline segregation | Yes |
| Expected Risk Detainees | |
| Level 1 (Low) | Yes |
| Level 1.5 (Medium Low) | Yes |
| Level 2 (Medium High) | Yes |
| Level 3 (High) | Yes |
| Facility, Detention and Administrative Space Requirements | |
| ICE ERO | <p>The required infrastructure will need to meet ICE Performance Based Performance Based National Detention Standards (PBNDS) standards and must have the infrastructure to support screening rooms, exam rooms, isolation room(s) negative air pressure room, teleradiology, etc.</p> <p>The Contractor is required, in units housing U.S. Immigration and Customs Enforcement (ICE) detainees, to perform in accordance with the 2011 ICE PBNDS, 2016 Revisions dated December 2016 (PBNDS 2011, 2016 Revisions), including optimal provisions. Optimal provisions such as the American Correctional Association (ACA) Standards for Adult Local Detention Facilities (ALDF), and Standards Supplement, Standards for Health Services in Jails, latest edition, National Commission on Correctional Health Care (NCCHC). Some ACA standards are augmented by ICE policy and/or procedure. In cases where other standards conflict with ICE Policy or Standards, ICE Policy and Standards prevail. ICE Inspectors will conduct periodic inspections of the facility to assure compliance of the ICE PBNDS.</p> <p>The facility needs to be compliant with the ICE-ERO Design Standards for Contract Detention Facilities (CDF), as well as ICE ERO Structure Cable Plant Standard. CDF – Executive Office for Immigration Review (EOIR) Design Standards to include EOIR Cabling Standards. ICE Health Services Corps (IHSC) Design Standards and</p> |

| | |
|----------|---|
| | <p>other Design Standards as required. With appropriate office space for EOIR, OPLA, IHSC and USCIS staff in the facility.</p> <p>ICE ERO prefers having its own separate building on the same property to perform daily operations. Considering current security threats, it is best for officer safety to allow officers to keep their firearm on their person.</p> <p>Any proposed existing facilities will need to meet ICE ERO needs.</p> <p>The facility shall have a complete secure perimeter fence around the entire facility, secure sally ports, secure entry/exit, as per the ICE ERO CDF Design Standards as well as protective barriers at entrances.</p> <p>The facility shall provide for the construction of an HSDN/Secure communication room to support a classified computer system to support the ICE ERO Intel Unit.</p> <p>Administrative and support space for ICE ERO staff of approximately [REDACTED] employees</p> <p>Including at least: [REDACTED] Offices [REDACTED] [REDACTED] DO's) [REDACTED] Cubicles [REDACTED] DO's + [REDACTED] ERA's)</p> <p>ICE-IHSC: dedicated offices required for the ICE ERO IHSC personnel administrative and medical staff</p> <p>At least: [REDACTED] offices for administrative staff [REDACTED] offices for clinical staff [REDACTED] large office for [REDACTED] medical record technicians [REDACTED] cubicles for clinical charting 1 room for office supply storage 2 secure large rooms for medical supply and equipment storage</p> |
| ICE OPLA | At least: |

Attachment 8 Requirement B PWS Addendum

| | |
|---|--|
| | <p>█ Offices █ Deputies + █ (Attorneys) █ Cubicles for Support Staff 1 Secure File Room 1 Supply Room</p> |
| <p>U.S. Citizenship and Immigration Services (USCIS)</p> | <p>At least: █ Offices █ Cubicles 4 Interview Rooms</p> |
| <p>Executive Office for Immigration Review (EOIR) Space</p> | <p>The EOIR space must be compliant with the U.S. DHS Design Standards for EOIR (2011), Section 3.7.</p> <p>EOIR Space: Per the U.S. DHS Design Standards for EOIR including but not limited to:</p> <p>█ Offices █ Judges █ Court Administrator █ Supervisory Staff) █ Cubicles █ Support Staff consisting of Administrative Staff, Law Clerks, Mail/File Clerk) 12 Courtrooms</p> |
| <p>Additional Administrative/Common area requirements</p> | <p>Per the ICE -ERO CDF Design Standards including but not limited to:</p> <ul style="list-style-type: none"> ▪ Increased Intake Area ▪ Additional Holds Rooms near Courts ▪ Additional Attorney and General Visitation Space ▪ Additional common room space for Mental Health Programing ▪ Break room with kitchenette ▪ Storage File Room ▪ Secure File Room ▪ Supply Room ▪ Interview Room ▪ Executive Conference Room (with VTC capability) ▪ Large Muster Room (with VTC capability) ▪ Work Out Room ▪ Cardio Room ▪ DT Mat Room ▪ Small Classroom ▪ Armory ▪ Copier/Fax/Printer/Shredder Area ▪ Male Locker Room/Restroom (not used/shared with detainees/inmates) |

Attachment 8 Requirement B PWS Addendum

| | |
|--|---|
| | <ul style="list-style-type: none"> ▪ Female Locker Room/Restroom (not used/shared with detainees/inmates) ▪ Separate Government Employee Entrance |
| <p>Furniture Requirements</p> | <p>Furniture and flooring will be as per ICE-ERO Design Standards for Contract Detention Facilities (CDF). Furniture will be replaced at a maximum 10-year life cycle – Cut sheets for proposed furniture to be submitted to the COR for approval. ICE will be invoiced for the costs of any furniture that requires replacement more than once during the 10-year period. Flooring replacement and cleaning shall not exceed a maximum 5- year life cycle. Except in the event of an emergency, ICE may request furniture replacements no more frequently than quarterly.</p> |
| <p>Additional Electronic Requirements</p> | <p>At least the following:</p> <ul style="list-style-type: none"> ▪ 220 phone numbers/lines/extensions ▪ 10 separate fax numbers/lines/extensions ▪ 10 VTC lines (PRI/T1) for two VTC systems ▪ 10 copiers (fax/scan capable) and supplies (such as paper and ink) – Contractor is responsible for maintenance and/or replacement of copiers in the event of failure. ▪ Contractor is to provide Wi-Fi secure access throughout the facility |
| <p>Parking</p> | <p>Secure parking with controlled access for ingress and egress.</p> <p>A minimum of [REDACTED] secured/covered onsite parking spaces used exclusively for Government and ICE visitors as follows:</p> <ul style="list-style-type: none"> [REDACTED] for ICE employees [REDACTED] for ICE OPLA employees [REDACTED] for ICE IHSC employees [REDACTED] for USCIS employees [REDACTED] for EOIR employees [REDACTED] for GOV visitors <p>A separate secured covered parking is required for Government owned Transportation vehicles (approximately 12 buses 20 Vans and other GOVs)</p> <p>The contractor will need to provide separate and adequate, secured parking for contract personnel working at the facility, separate from the facility visitor required parking and DHS parking.</p> |
| <p>Transportation Requirements</p> | |

Attachment 8 Requirement B PWS Addendum







Historically, the vendor for this requirement performed ground transportation for stationary duty, legal runs, air removal, land removal, and medical trips. Most frequently, the vendor performed local area medical transports. In FY19, the vendor drove approximately 133,402 miles. In addition to the number of miles, in FY19, the vendor used approximately 17,175 guard hours to support ground transportation activities moving approximately [REDACTED] detainees

The preceding information is provided only for reference for Offerors. This information shall not constitute a guaranteed minimum number of beds, detainees nor miles, nor shall it constitute a maximum number of miles required under any forthcoming contract.

All transportation will be performed according to the most current PNBDS Standards and ICE ERO applicable policies.

The Contractor shall assign, at a minimum, two-person teams of transportation officers, with at least one officer being a female, whenever necessary throughout a 24-hour period, 7 days a week, including weekends and holidays.

| Transportation Routes | Starting Point | Ending Point | Detainees Trips per Week |
|---|---|------------------------|--------------------------------|
| | San Diego Field Office to | NEW FACILITY | [REDACTED] 18 |
| | NEW FACILITY | San Diego Field Office | [REDACTED] 12 |
| | San Ysidro POE to | NEW FACILITY | [REDACTED] 5 |
| | US Border Patrol to | NEW FACILITY | [REDACTED] 5 |
| | IRDC El Centro to | NEW FACILITY | [REDACTED] 3 |
| | NEW FACILITY to | IRDC El Centro | [REDACTED] 3 |
| | NEW, FACILITY to | LOS Federal Building | [REDACTED] 1 |
| | NEW FACILITY to | SLRDC San Luis AZ | [REDACTED] 2 |
| | SLRDC to | NEW FACILITY | [REDACTED] 2 |
| | NEW FACILITY to | ICE Adelanto | [REDACTED] 2 |
| | NEW FACILITY to | ICE Bakersfield | [REDACTED] 2 |
| | NEW FACILITY to | Mesa Flight Line | [REDACTED] 1 |
| <i>These are sample transportation plans requirements. The transportation routes will need to be finalized once a successful offeror and location have been determined.</i> | | | |
| Transportation Guaranteed Minimum mileage | N/A | | |
| Guard Services | | | |
| Minimum Hours | N/A | | |
| Required postings/patrols | <i>Contract Facility provides security to perimeter and unsecure areas of facility grounds.</i> | | |
| Training | | | |
| | The Contractor shall submit a training forecast and lesson plans to the COR or ICE designee at least 30 days prior to all training. | | |

| DTS Contractor | |
|---|---|
| <u>ICE DTS Contractor Information:</u> | |
| DTS Talton Communications 910 Ravenwood Dr. Selma, AL 36701 | |
|  Customer Relations Manager (334)   @taltoncommunications.com |  Operations Manager (334)   @taltoncommunications.com |

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| "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 Wage Determination No.: 2015-5635 Revision No.: 29 Date Of Last Revision: 12/03/2025 |
| Daniel W. Simms Director | Division of Wage Determinations |

State: California

Area: California County of San Diego

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 21.65 |
| 01012 - Accounting Clerk II | | 24.29 |
| 01013 - Accounting Clerk III | | 27.17 |
| 01020 - Administrative Assistant | | 39.73 |
| 01035 - Court Reporter | | 37.37 |
| 01041 - Customer Service Representative I | | 18.43 |
| 01042 - Customer Service Representative II | | 20.11 |
| 01043 - Customer Service Representative III | | 22.57 |
| 01051 - Data Entry Operator I | | 18.89 |
| 01052 - Data Entry Operator II | | 20.60 |
| 01060 - Dispatcher, Motor Vehicle | | 23.31 |
| 01070 - Document Preparation Clerk | | 22.21 |
| 01090 - Duplicating Machine Operator | | 22.21 |
| 01111 - General Clerk I | | 19.22 |
| 01112 - General Clerk II | | 20.97 |
| 01113 - General Clerk III | | 23.54 |
| 01120 - Housing Referral Assistant | | 26.34 |
| 01141 - Messenger Courier | | 20.08 |
| 01191 - Order Clerk I | | 20.46 |
| 01192 - Order Clerk II | | 22.32 |
| 01261 - Personnel Assistant (Employment) I | | 20.99 |
| 01262 - Personnel Assistant (Employment) II | | 23.48 |
| 01263 - Personnel Assistant (Employment) III | | 26.17 |
| 01270 - Production Control Clerk | | 31.24 |
| 01290 - Rental Clerk | | 18.83 |
| 01300 - Scheduler, Maintenance | | 21.12 |
| 01311 - Secretary I | | 21.12 |
| 01312 - Secretary II | | 23.62 |
| 01313 - Secretary III | | 26.34 |
| 01320 - Service Order Dispatcher | | 20.84 |
| 01410 - Supply Technician | | 39.73 |
| 01420 - Survey Worker | | 23.42 |
| 01460 - Switchboard Operator/Receptionist | | 20.00 |
| 01531 - Travel Clerk I | | 19.20 |
| 01532 - Travel Clerk II | | 20.96 |
| 01533 - Travel Clerk III | | 23.17 |
| 01611 - Word Processor I | | 19.33 |
| 01612 - Word Processor II | | 21.70 |
| 01613 - Word Processor III | | 24.27 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 29.70 |
| 05010 - Automotive Electrician | | 27.76 |

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|--|-------|
| 05040 - Automotive Glass Installer | 26.17 |
| 05070 - Automotive Worker | 26.17 |
| 05110 - Mobile Equipment Servicer | 23.01 |
| 05130 - Motor Equipment Metal Mechanic | 29.34 |
| 05160 - Motor Equipment Metal Worker | 26.17 |
| 05190 - Motor Vehicle Mechanic | 29.34 |
| 05220 - Motor Vehicle Mechanic Helper | 21.43 |
| 05250 - Motor Vehicle Upholstery Worker | 24.57 |
| 05280 - Motor Vehicle Wrecker | 26.17 |
| 05310 - Painter, Automotive | 27.76 |
| 05340 - Radiator Repair Specialist | 26.17 |
| 05370 - Tire Repairer | 18.34 |
| 05400 - Transmission Repair Specialist | 29.34 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.78 |
| 07041 - Cook I | 21.56 |
| 07042 - Cook II | 24.53 |
| 07070 - Dishwasher | 17.77 |
| 07130 - Food Service Worker | 18.33 |
| 07210 - Meat Cutter | 21.48 |
| 07260 - Waiter/Waitress | 16.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 26.68 |
| 09040 - Furniture Handler | 16.62 |
| 09080 - Furniture Refinisher | 24.12 |
| 09090 - Furniture Refinisher Helper | 19.46 |
| 09110 - Furniture Repairer, Minor | 22.32 |
| 09130 - Upholsterer | 23.48 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 17.37 |
| 11060 - Elevator Operator | 17.79 |
| 11090 - Gardener | 26.05 |
| 11122 - Housekeeping Aide | 17.79 |
| 11150 - Janitor | 17.79 |
| 11210 - Laborer, Grounds Maintenance | 20.71 |
| 11240 - Maid or Houseman | 18.71 |
| 11260 - Pruner | 19.44 |
| 11270 - Tractor Operator | 24.27 |
| 11330 - Trail Maintenance Worker | 20.71 |
| 11360 - Window Cleaner | 18.96 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.71 |
| 12011 - Breath Alcohol Technician | 33.34 |
| 12012 - Certified Occupational Therapist Assistant | 40.86 |
| 12015 - Certified Physical Therapist Assistant | 40.24 |
| 12020 - Dental Assistant | 23.45 |
| 12025 - Dental Hygienist | 57.40 |
| 12030 - EKG Technician | 38.32 |
| 12035 - Electroneurodiagnostic Technologist | 38.32 |
| 12040 - Emergency Medical Technician | 19.71 |
| 12071 - Licensed Practical Nurse I | 29.81 |
| 12072 - Licensed Practical Nurse II | 33.34 |
| 12073 - Licensed Practical Nurse III | 37.16 |
| 12100 - Medical Assistant | 22.97 |
| 12130 - Medical Laboratory Technician | 33.77 |
| 12160 - Medical Record Clerk | 24.07 |
| 12190 - Medical Record Technician | 26.92 |
| 12195 - Medical Transcriptionist | 26.28 |
| 12210 - Nuclear Medicine Technologist | 75.09 |
| 12221 - Nursing Assistant I | 16.26 |
| 12222 - Nursing Assistant II | 18.30 |
| 12223 - Nursing Assistant III | 19.97 |
| 12224 - Nursing Assistant IV | 22.41 |
| 12235 - Optical Dispenser | 27.27 |
| 12236 - Optical Technician | 25.44 |

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|---|---------|
| 12250 - Pharmacy Technician | 23.82 |
| 12280 - Phlebotomist | 25.75 |
| 12305 - Radiologic Technologist | 51.31 |
| 12311 - Registered Nurse I | 36.07 |
| 12312 - Registered Nurse II | 44.11 |
| 12313 - Registered Nurse II, Specialist | 44.11 |
| 12314 - Registered Nurse III | 53.37 |
| 12315 - Registered Nurse III, Anesthetist | 53.37 |
| 12316 - Registered Nurse IV | 63.99 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 41.30 |
| 12320 - Substance Abuse Treatment Counselor | 27.63 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 26.15 |
| 13012 - Exhibits Specialist II | 32.39 |
| 13013 - Exhibits Specialist III | 39.61 |
| 13041 - Illustrator I | 28.11 |
| 13042 - Illustrator II | 34.83 |
| 13043 - Illustrator III | 42.59 |
| 13047 - Librarian | 39.96 |
| 13050 - Library Aide/Clerk | 21.66 |
| 13054 - Library Information Technology Systems Administrator | 36.08 |
| 13058 - Library Technician | 24.05 |
| 13061 - Media Specialist I | 26.04 |
| 13062 - Media Specialist II | |
| 13063 - Media Specialist III | |
| 13071 - Photographer I | |
| 13072 - Photographer II | |
| 13073 - Photographer III | |
| 13074 - Photographer IV | |
| 13075 - Photographer V | |
| 13090 - Technical Order Library Clerk | |
| 13110 - Video Teleconference Technician | 27.74 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 24.25 |
| 14042 - Computer Operator II | 27.12 |
| 14043 - Computer Operator III | 30.23 |
| 14044 - Computer Operator IV | 33.60 |
| 14045 - Computer Operator V | 37.21 |
| 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 | 24.25 |
| 14160 - Personal Computer Support Technician | 33.60 |
| 14170 - System Support Specialist | 37.21 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 37.52 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 45.39 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 54.42 |
| 15050 - Computer Based Training Specialist / Instructor | 37.52 |
| 15060 - Educational Technologist | 46.17 |
| 15070 - Flight Instructor (Pilot) | 54.42 |
| 15080 - Graphic Artist | 31.85 |
| 15085 - Maintenance Test Pilot, Fixed, Jet/Prop | 54.42 |
| 15086 - Maintenance Test Pilot, Rotary Wing | 54.42 |
| 15088 - Non-Maintenance Test/Co-Pilot | 54.42 |
| 15090 - Technical Instructor | 30.06 |
| 15095 - Technical Instructor/Course Developer | 36.77 |
| 15110 - Test Proctor | 24.26 |
| 15120 - Tutor | 24.26 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |

| | |
|--|-------|
| 16010 - Assembler | 19.24 |
| 16030 - Counter Attendant | 19.24 |
| 16040 - Dry Cleaner | 21.99 |
| 16070 - Finisher, Flatwork, Machine | 19.24 |
| 16090 - Presser, Hand | 19.24 |
| 16110 - Presser, Machine, Drycleaning | 19.24 |
| 16130 - Presser, Machine, Shirts | 19.24 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 19.24 |
| 16190 - Sewing Machine Operator | 22.91 |
| 16220 - Tailor | 23.82 |
| 16250 - Washer, Machine | 20.16 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 35.69 |
| 19040 - Tool And Die Maker | 41.79 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 21.98 |
| 21030 - Material Coordinator | 31.24 |
| 21040 - Material Expediter | 31.24 |
| 21050 - Material Handling Laborer | 18.75 |
| 21071 - Order Filler | 18.60 |
| 21080 - Production Line Worker (Food Processing) | 21.98 |
| 21110 - Shipping Packer | 21.19 |
| 21130 - Shipping/Receiving Clerk | 21.19 |
| 21140 - Store Worker I | 18.32 |
| 21150 - Stock Clerk | 22.26 |
| 21210 - Tools And Parts Attendant | 21.98 |
| 21410 - Warehouse Specialist | 21.98 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 42.46 |
| 23019 - Aircraft Logs and Records Technician | 34.26 |
| 23021 - Aircraft Mechanic I | 40.92 |
| 23022 - Aircraft Mechanic II | 42.46 |
| 23023 - Aircraft Mechanic III | 43.97 |
| 23040 - Aircraft Mechanic Helper | 29.88 |
| 23050 - Aircraft, Painter | 38.72 |
| 23060 - Aircraft Servicer | 34.26 |
| 23070 - Aircraft Survival Flight Equipment Technician | 38.72 |
| 23080 - Aircraft Worker | 36.50 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 36.50 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 40.92 |
| 23110 - Appliance Mechanic | 25.85 |
| 23120 - Bicycle Repairer | 25.00 |
| 23125 - Cable Splicer | 51.31 |
| 23130 - Carpenter, Maintenance | 33.21 |
| 23140 - Carpet Layer | 26.77 |
| 23160 - Electrician, Maintenance | 36.18 |
| 23181 - Electronics Technician Maintenance I | 34.15 |
| 23182 - Electronics Technician Maintenance II | 36.22 |
| 23183 - Electronics Technician Maintenance III | 38.28 |
| 23260 - Fabric Worker | 31.87 |
| 23290 - Fire Alarm System Mechanic | 33.24 |
| 23310 - Fire Extinguisher Repairer | 29.84 |
| 23311 - Fuel Distribution System Mechanic | 44.52 |
| 23312 - Fuel Distribution System Operator | 34.91 |
| 23370 - General Maintenance Worker | 24.83 |
| 23380 - Ground Support Equipment Mechanic | 40.92 |
| 23381 - Ground Support Equipment Servicer | 34.26 |
| 23382 - Ground Support Equipment Worker | 36.50 |
| 23391 - Gunsmith I | 29.84 |
| 23392 - Gunsmith II | 33.95 |
| 23393 - Gunsmith III | 38.06 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 32.86 |

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| 23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 34.11 |
| 23430 - Heavy Equipment Mechanic | 35.52 |
| 23440 - Heavy Equipment Operator | 39.78 |
| 23460 - Instrument Mechanic | 37.59 |
| 23465 - Laboratory/Shelter Mechanic | 36.01 |
| 23470 - Laborer | 18.75 |
| 23510 - Locksmith | 28.33 |
| 23530 - Machinery Maintenance Mechanic | 32.08 |
| 23550 - Machinist, Maintenance | 30.60 |
| 23580 - Maintenance Trades Helper | 20.58 |
| 23591 - Metrology Technician I | 37.59 |
| 23592 - Metrology Technician II | 39.03 |
| 23593 - Metrology Technician III | 40.41 |
| 23640 - Millwright | 38.06 |
| 23710 - Office Appliance Repairer | 22.81 |
| 23760 - Painter, Maintenance | 24.12 |
| 23790 - Pipefitter, Maintenance | 33.60 |
| 23810 - Plumber, Maintenance | 31.79 |
| 23820 - Pneudraulic Systems Mechanic | 38.06 |
| 23850 - Rigger | 34.60 |
| 23870 - Scale Mechanic | 33.95 |
| 23890 - Sheet-Metal Worker, Maintenance | 37.87 |
| 23910 - Small Engine Mechanic | 22.99 |
| 23931 - Telecommunications Mechanic I | 33.75 |
| 23932 - Telecommunications Mechanic II | 35.02 |
| 23950 - Telephone Lineman | 42.50 |
| 23960 - Welder, Combination, Maintenance | 30.19 |
| 23965 - Well Driller | 37.40 |
| 23970 - Woodcraft Worker | 38.06 |
| 23980 - Woodworker | 29.84 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 25.44 |
| 24570 - Child Care Attendant | 18.26 |
| 24580 - Child Care Center Clerk | 22.76 |
| 24610 - Chore Aide | 16.85 |
| 24620 - Family Readiness And Support Services Coordinator | 25.44 |
| 24630 - Homemaker | 25.44 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 38.26 |
| 25040 - Sewage Plant Operator | 38.17 |
| 25070 - Stationary Engineer | 38.26 |
| 25190 - Ventilation Equipment Tender | 27.94 |
| 25210 - Water Treatment Plant Operator | 38.17 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 35.43 |
| 27007 - Baggage Inspector | 19.89 |
| 27008 - Corrections Officer | 38.49 |
| 27010 - Court Security Officer | 35.70 |
| 27030 - Detection Dog Handler | 23.51 |
| 27040 - Detention Officer | 38.49 |
| 27070 - Firefighter | 34.73 |
| 27101 - Guard I | 19.89 |
| 27102 - Guard II | 23.51 |
| 27131 - Police Officer I | 47.40 |
| 27132 - Police Officer II | 52.66 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 21.14 |
| 28042 - Carnival Equipment Repairer | 22.69 |
| 28043 - Carnival Worker | 16.93 |
| 28210 - Gate Attendant/Gate Tender | 22.67 |
| 28310 - Lifeguard | 19.94 |
| 28350 - Park Attendant (Aide) | 25.36 |
| 28510 - Recreation Aide/Health Facility Attendant | 18.51 |

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| 28515 - Recreation Specialist | 31.41 |
| 28630 - Sports Official | 20.20 |
| 28690 - Swimming Pool Operator | 25.82 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 35.11 |
| 29020 - Hatch Tender | 35.11 |
| 29030 - Line Handler | 35.11 |
| 29041 - Stevedore I | 32.96 |
| 29042 - Stevedore II | 37.26 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 52.63 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 36.29 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 39.96 |
| 30021 - Archeological Technician I | 23.98 |
| 30022 - Archeological Technician II | 26.82 |
| 30023 - Archeological Technician III | 33.23 |
| 30030 - Cartographic Technician | 33.23 |
| 30040 - Civil Engineering Technician | 38.23 |
| 30051 - Cryogenic Technician I | 36.80 |
| 30052 - Cryogenic Technician II | 40.63 |
| 30061 - Drafter/CAD Operator I | 23.98 |
| 30062 - Drafter/CAD Operator II | 26.82 |
| 30063 - Drafter/CAD Operator III | 29.89 |
| 30064 - Drafter/CAD Operator IV | 36.80 |
| 30081 - Engineering Technician I | 20.92 |
| 30082 - Engineering Technician II | 23.48 |
| 30083 - Engineering Technician III | 26.26 |
| 30084 - Engineering Technician IV | 32.53 |
| 30085 - Engineering Technician V | 39.78 |
| 30086 - Engineering Technician VI | 48.13 |
| 30090 - Environmental Technician | 26.64 |
| 30095 - Evidence Control Specialist | 33.23 |
| 30210 - Laboratory Technician | 26.99 |
| 30221 - Latent Fingerprint Technician I | 41.51 |
| 30222 - Latent Fingerprint Technician II | 45.86 |
| 30240 - Mathematical Technician | 40.69 |
| 30361 - Paralegal/Legal Assistant I | 24.61 |
| 30362 - Paralegal/Legal Assistant II | 30.48 |
| 30363 - Paralegal/Legal Assistant III | 37.28 |
| 30364 - Paralegal/Legal Assistant IV | 45.11 |
| 30375 - Petroleum Supply Specialist | 40.63 |
| 30390 - Photo-Optics Technician | 33.23 |
| 30395 - Radiation Control Technician | 40.63 |
| 30461 - Technical Writer I | 33.28 |
| 30462 - Technical Writer II | 40.70 |
| 30463 - Technical Writer III | 49.24 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 33.45 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 40.47 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 48.51 |
| 30494 - Unexploded (UXO) Safety Escort | 33.45 |
| 30495 - Unexploded (UXO) Sweep Personnel | 33.45 |
| 30501 - Weather Forecaster I | 36.80 |
| 30502 - Weather Forecaster II | 44.76 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 29.89 |
| 30621 - Weather Observer, Senior | (see 2) 33.23 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 40.47 |
| 31020 - Bus Aide | 19.49 |
| 31030 - Bus Driver | 26.18 |
| 31043 - Driver Courier | 19.62 |
| 31260 - Parking and Lot Attendant | 17.37 |
| 31290 - Shuttle Bus Driver | 18.97 |
| 31310 - Taxi Driver | 15.95 |
| 31361 - Truckdriver, Light | 21.07 |

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| 31362 - Truckdriver, Medium | 22.50 |
| 31363 - Truckdriver, Heavy | 28.60 |
| 31364 - Truckdriver, Tractor-Trailer | 28.60 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 19.73 |
| 99030 - Cashier | 17.36 |
| 99050 - Desk Clerk | 18.35 |
| 99095 - Embalmer | 26.87 |
| 99130 - Flight Follower | 33.45 |
| 99251 - Laboratory Animal Caretaker I | 20.24 |
| 99252 - Laboratory Animal Caretaker II | 21.73 |
| 99260 - Marketing Analyst | 38.20 |
| 99310 - Mortician | 24.43 |
| 99410 - Pest Controller | 21.92 |
| 99510 - Photofinishing Worker | 21.35 |
| 99710 - Recycling Laborer | 32.83 |
| 99711 - Recycling Specialist | 38.45 |
| 99730 - Refuse Collector | 30.80 |
| 99810 - Sales Clerk | 17.59 |
| 99820 - School Crossing Guard | 23.84 |
| 99830 - Survey Party Chief | 34.45 |
| 99831 - Surveying Aide | 22.51 |
| 99832 - Surveying Technician | 31.33 |
| 99840 - Vending Machine Attendant | 18.56 |
| 99841 - Vending Machine Repairer | 22.67 |
| 99842 - Vending Machine Repairer Helper | 18.56 |

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))."