

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE		PAGE OF PAGES 1 2	
2. AMENDMENT/MODIFICATION NO. P00011		3. EFFECTIVE DATE See Block 16C		4. REQUISITION/PURCHASE REQ. NO. 192125FPHELOY0001.9	
5. PROJECT NO. (If applicable)		7. ADMINISTERED BY (If other than Item 6)		CODE ICE/DCR	
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		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) CITY OF ELOY ATTN CITY OF ELOY 595 N C ST STE 104 ELOY AZ 851312559		(x)		9A. AMENDMENT OF SOLICITATION NO.	
CODE CLC6K1M7J8J5		FACILITY CODE		9B. DATED (SEE ITEM 11)	
		x		10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR23DIG000001	
				10B. DATED (SEE ITEM 13) 06/30/2023	
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).					
X C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: FAR 52.212-4 (c) Changes					
D. OTHER (Specify type of modification and authority)					
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: CLC6K1M7J8J5 COR: [REDACTED] CO: [REDACTED] CS: [REDACTED] Vendor POC 1: [REDACTED] Vendor POC 2: [REDACTED]					
The purpose of this bilateral modification is to:					
1) Implement Executive Order, "Defending Women from Gender Ideology Extremism and Restoring Biological Truth to The Federal Government" and "Ending Illegal Discrimination and 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 SIGNED (Type or print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)			
[REDACTED]		[REDACTED]			
15B. CONTRACTOR/OFFEROR ANDREW SUTTON, Mayor		15C. DATE SIGNED 09-09-2025		16B. UNITED STATES OF AMERICA Digitally signed by [REDACTED] Date: 2025.09.10 12:29:29 -0400	
(Signature of person authorized to sign)		(Signature of Contracting Officer)		16C. DATE SIGNED	

CONTINUATION SHEET	REFERENCE NO. OF DOCUMENT BEING CONTINUED 70CDCR23DIG000001/P00011	PAGE	OF
		2	2

NAME OF OFFEROR OR CONTRACTOR
CITY OF ELOY

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Resorting Merit-Based Opportunity.” 2) The Transgender Care attachment added into the contract in attachment 12 is removed/rescinded from the contract. 3) All diversity, equity, inclusion, and accessibility language in the contract is rescinded by this modification. 4) Incorporate Anniversary DoL Wage Determination 2015-5469, Rev. 27 Dated 5/30/2025, effective for period 7/1/2025 - 6/30/2026. As a result of this modification, the total value of this contract remains the same. --- Period of Performance: 07/01/2023 to 06/30/2028 --- 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. All other terms and conditions of 70CDCR23DIG000001 shall remain the same.				

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
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Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5469 Revision No.: 27 Date Of Last Revision: 05/30/2025
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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

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

State: Arizona

Area: Arizona Counties of Maricopa, Pinal

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.04
01012 - Accounting Clerk II		21.38
01013 - Accounting Clerk III		23.91
01020 - Administrative Assistant		34.63
01035 - Court Reporter		31.80
01041 - Customer Service Representative I		17.42***
01042 - Customer Service Representative II		19.01
01043 - Customer Service Representative III		21.34
01051 - Data Entry Operator I		18.35
01052 - Data Entry Operator II		20.02
01060 - Dispatcher, Motor Vehicle		22.74
01070 - Document Preparation Clerk		17.45***
01090 - Duplicating Machine Operator		17.45***
01111 - General Clerk I		18.62
01112 - General Clerk II		20.32
01113 - General Clerk III		22.81

01120 - Housing Referral Assistant	24.26
01141 - Messenger Courier	18.17
01191 - Order Clerk I	20.92
01192 - Order Clerk II	22.83
01261 - Personnel Assistant (Employment) I	19.34
01262 - Personnel Assistant (Employment) II	21.64
01263 - Personnel Assistant (Employment) III	24.12
01270 - Production Control Clerk	26.94
01290 - Rental Clerk	20.50
01300 - Scheduler, Maintenance	19.45
01311 - Secretary I	19.45
01312 - Secretary II	21.75
01313 - Secretary III	24.26
01320 - Service Order Dispatcher	20.33
01410 - Supply Technician	34.63
01420 - Survey Worker	19.84
01460 - Switchboard Operator/Receptionist	18.57
01531 - Travel Clerk I	19.76
01532 - Travel Clerk II	22.16
01533 - Travel Clerk III	24.79
01611 - Word Processor I	18.35
01612 - Word Processor II	20.60
01613 - Word Processor III	23.04
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.54
05010 - Automotive Electrician	22.61
05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	20.93
05110 - Mobile Equipment Servicer	17.54***
05130 - Motor Equipment Metal Mechanic	24.26
05160 - Motor Equipment Metal Worker	20.93
05190 - Motor Vehicle Mechanic	24.26
05220 - Motor Vehicle Mechanic Helper	15.81***
05250 - Motor Vehicle Upholstery Worker	19.23
05280 - Motor Vehicle Wrecker	20.93
05310 - Painter, Automotive	22.61
05340 - Radiator Repair Specialist	20.93
05370 - Tire Repairer	18.11
05400 - Transmission Repair Specialist	24.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.26
07041 - Cook I	19.34
07042 - Cook II	23.08
07070 - Dishwasher	17.05***
07130 - Food Service Worker	17.32***
07210 - Meat Cutter	19.22
07260 - Waiter/Waitress	18.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.03
09040 - Furniture Handler	10.88***
09080 - Furniture Refinisher	18.60
09090 - Furniture Refinisher Helper	13.00***
09110 - Furniture Repairer, Minor	15.82***
09130 - Upholsterer	22.13
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.13***
11060 - Elevator Operator	17.50***
11090 - Gardener	25.02
11122 - Housekeeping Aide	17.58***
11150 - Janitor	17.58***
11210 - Laborer, Grounds Maintenance	18.34
11240 - Maid or Houseman	17.39***
11260 - Pruner	17.50***
11270 - Tractor Operator	22.55
11330 - Trail Maintenance Worker	18.34

11360 - Window Cleaner	18.42
12000 - Health Occupations	
12010 - Ambulance Driver	18.59
12011 - Breath Alcohol Technician	31.67
12012 - Certified Occupational Therapist Assistant	36.45
12015 - Certified Physical Therapist Assistant	31.38
12020 - Dental Assistant	23.81
12025 - Dental Hygienist	47.08
12030 - EKG Technician	31.73
12035 - Electroneurodiagnostic Technologist	31.73
12040 - Emergency Medical Technician	18.59
12071 - Licensed Practical Nurse I	28.31
12072 - Licensed Practical Nurse II	31.67
12073 - Licensed Practical Nurse III	35.32
12100 - Medical Assistant	22.16
12130 - Medical Laboratory Technician	28.71
12160 - Medical Record Clerk	21.84
12190 - Medical Record Technician	24.43
12195 - Medical Transcriptionist	19.10
12210 - Nuclear Medicine Technologist	48.40
12221 - Nursing Assistant I	14.89***
12222 - Nursing Assistant II	16.75***
12223 - Nursing Assistant III	18.28
12224 - Nursing Assistant IV	20.52
12235 - Optical Dispenser	22.57
12236 - Optical Technician	21.00
12250 - Pharmacy Technician	23.02
12280 - Phlebotomist	20.59
12305 - Radiologic Technologist	41.08
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.52
12313 - Registered Nurse II, Specialist	35.52
12314 - Registered Nurse III	42.97
12315 - Registered Nurse III, Anesthetist	42.97
12316 - Registered Nurse IV	51.50
12317 - Scheduler (Drug and Alcohol Testing)	39.25
12320 - Substance Abuse Treatment Counselor	29.74
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.09
13012 - Exhibits Specialist II	26.12
13013 - Exhibits Specialist III	31.94
13041 - Illustrator I	20.88
13042 - Illustrator II	25.86
13043 - Illustrator III	31.63
13047 - Librarian	29.43
13050 - Library Aide/Clerk	18.35
13054 - Library Information Technology Systems Administrator	26.58
13058 - Library Technician	17.68***
13061 - Media Specialist I	19.16
13062 - Media Specialist II	21.44
13063 - Media Specialist III	23.91
13071 - Photographer I	18.14
13072 - Photographer II	20.29
13073 - Photographer III	25.14
13074 - Photographer IV	30.75
13075 - Photographer V	37.21
13090 - Technical Order Library Clerk	23.04
13110 - Video Teleconference Technician	22.35
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.33
14042 - Computer Operator II	23.86
14043 - Computer Operator III	26.61
14044 - Computer Operator IV	29.56
14045 - Computer Operator V	32.74

14071 - Computer Programmer I	(see 1)	25.33
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		21.33
14160 - Personal Computer Support Technician		29.56
14170 - System Support Specialist		32.74
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.83
15020 - Aircrew Training Devices Instructor (Rated)		42.14
15030 - Air Crew Training Devices Instructor (Pilot)		50.52
15050 - Computer Based Training Specialist / Instructor		34.83
15060 - Educational Technologist		30.67
15070 - Flight Instructor (Pilot)		50.52
15080 - Graphic Artist		25.92
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.52
15086 - Maintenance Test Pilot, Rotary Wing		50.52
15088 - Non-Maintenance Test/Co-Pilot		50.52
15090 - Technical Instructor		26.08
15095 - Technical Instructor/Course Developer		31.90
15110 - Test Proctor		21.06
15120 - Tutor		21.06
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		19.74
16030 - Counter Attendant		19.74
16040 - Dry Cleaner		22.58
16070 - Finisher, Flatwork, Machine		19.74
16090 - Presser, Hand		19.74
16110 - Presser, Machine, Drycleaning		19.74
16130 - Presser, Machine, Shirts		19.74
16160 - Presser, Machine, Wearing Apparel, Laundry		19.74
16190 - Sewing Machine Operator		23.52
16220 - Tailor		24.47
16250 - Washer, Machine		20.69
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.07
19040 - Tool And Die Maker		32.49
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.75
21030 - Material Coordinator		26.94
21040 - Material Expediter		26.94
21050 - Material Handling Laborer		19.05
21071 - Order Filler		18.18
21080 - Production Line Worker (Food Processing)		22.75
21110 - Shipping Packer		20.93
21130 - Shipping/Receiving Clerk		20.93
21140 - Store Worker I		15.91***
21150 - Stock Clerk		19.17
21210 - Tools And Parts Attendant		22.75
21410 - Warehouse Specialist		22.75
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		40.47
23019 - Aircraft Logs and Records Technician		30.36
23021 - Aircraft Mechanic I		38.29
23022 - Aircraft Mechanic II		40.47
23023 - Aircraft Mechanic III		42.63
23040 - Aircraft Mechanic Helper		24.95
23050 - Aircraft, Painter		35.69
23060 - Aircraft Servicer		30.36
23070 - Aircraft Survival Flight Equipment Technician		35.69
23080 - Aircraft Worker		33.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		33.04

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	38.29
II		
23110	- Appliance Mechanic	25.36
23120	- Bicycle Repairer	22.65
23125	- Cable Splicer	50.70
23130	- Carpenter, Maintenance	27.50
23140	- Carpet Layer	23.34
23160	- Electrician, Maintenance	28.56
23181	- Electronics Technician Maintenance I	31.20
23182	- Electronics Technician Maintenance II	33.71
23183	- Electronics Technician Maintenance III	36.16
23260	- Fabric Worker	24.84
23290	- Fire Alarm System Mechanic	28.08
23310	- Fire Extinguisher Repairer	22.65
23311	- Fuel Distribution System Mechanic	38.68
23312	- Fuel Distribution System Operator	27.97
23370	- General Maintenance Worker	23.29
23380	- Ground Support Equipment Mechanic	38.29
23381	- Ground Support Equipment Servicer	30.36
23382	- Ground Support Equipment Worker	33.04
23391	- Gunsmith I	22.65
23392	- Gunsmith II	27.03
23393	- Gunsmith III	31.33
23410	- Heating, Ventilation And Air-Conditioning Mechanic	26.38
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.89
23430	- Heavy Equipment Mechanic	29.71
23440	- Heavy Equipment Operator	29.91
23460	- Instrument Mechanic	29.76
23465	- Laboratory/Shelter Mechanic	29.21
23470	- Laborer	19.05
23510	- Locksmith	23.41
23530	- Machinery Maintenance Mechanic	31.78
23550	- Machinist, Maintenance	27.36
23580	- Maintenance Trades Helper	21.05
23591	- Metrology Technician I	29.76
23592	- Metrology Technician II	31.45
23593	- Metrology Technician III	33.10
23640	- Millwright	36.25
23710	- Office Appliance Repairer	19.94
23760	- Painter, Maintenance	22.94
23790	- Pipefitter, Maintenance	31.44
23810	- Plumber, Maintenance	29.30
23820	- Pneudraulic Systems Mechanic	31.33
23850	- Rigger	31.67
23870	- Scale Mechanic	27.03
23890	- Sheet-Metal Worker, Maintenance	25.64
23910	- Small Engine Mechanic	22.20
23931	- Telecommunications Mechanic I	32.26
23932	- Telecommunications Mechanic II	34.10
23950	- Telephone Lineman	28.04
23960	- Welder, Combination, Maintenance	25.69
23965	- Well Driller	30.29
23970	- Woodcraft Worker	31.33
23980	- Woodworker	22.65
24000	- Personal Needs Occupations	
24550	- Case Manager	19.91
24570	- Child Care Attendant	17.41***
24580	- Child Care Center Clerk	21.70
24610	- Chore Aide	17.54***
24620	- Family Readiness And Support Services Coordinator	19.91
24630	- Homemaker	19.91

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	36.18
25040 - Sewage Plant Operator	29.78
25070 - Stationary Engineer	36.18
25190 - Ventilation Equipment Tender	23.58
25210 - Water Treatment Plant Operator	29.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.72
27007 - Baggage Inspector	18.54
27008 - Corrections Officer	26.95
27010 - Court Security Officer	28.30
27030 - Detection Dog Handler	20.74
27040 - Detention Officer	26.95
27070 - Firefighter	29.46
27101 - Guard I	18.54
27102 - Guard II	20.74
27131 - Police Officer I	39.63
27132 - Police Officer II	44.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.41
28042 - Carnival Equipment Repairer	21.53
28043 - Carnival Worker	15.06***
28210 - Gate Attendant/Gate Tender	21.13
28310 - Lifeguard	17.00***
28350 - Park Attendant (Aide)	23.63
28510 - Recreation Aide/Health Facility Attendant	17.26***
28515 - Recreation Specialist	29.28
28630 - Sports Official	18.83
28690 - Swimming Pool Operator	25.69
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.35
29020 - Hatch Tender	32.35
29030 - Line Handler	32.35
29041 - Stevedore I	29.72
29042 - Stevedore II	34.97
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	48.20
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	33.23
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	36.59
30021 - Archeological Technician I	19.65
30022 - Archeological Technician II	21.98
30023 - Archeological Technician III	27.22
30030 - Cartographic Technician	27.22
30040 - Civil Engineering Technician	32.43
30051 - Cryogenic Technician I	30.15
30052 - Cryogenic Technician II	33.29
30061 - Drafter/CAD Operator I	19.65
30062 - Drafter/CAD Operator II	21.98
30063 - Drafter/CAD Operator III	24.49
30064 - Drafter/CAD Operator IV	30.15
30081 - Engineering Technician I	16.72***
30082 - Engineering Technician II	18.76
30083 - Engineering Technician III	21.48
30084 - Engineering Technician IV	26.00
30085 - Engineering Technician V	31.81
30086 - Engineering Technician VI	38.48
30090 - Environmental Technician	27.96
30095 - Evidence Control Specialist	27.22
30210 - Laboratory Technician	29.92
30221 - Latent Fingerprint Technician I	30.01
30222 - Latent Fingerprint Technician II	33.14
30240 - Mathematical Technician	31.22
30361 - Paralegal/Legal Assistant I	23.31
30362 - Paralegal/Legal Assistant II	28.46
30363 - Paralegal/Legal Assistant III	34.82

30364 - Paralegal/Legal Assistant IV	42.13
30375 - Petroleum Supply Specialist	33.29
30390 - Photo-Optics Technician	27.22
30395 - Radiation Control Technician	33.29
30461 - Technical Writer I	26.68
30462 - Technical Writer II	32.63
30463 - Technical Writer III	39.48
30491 - Unexploded Ordnance (UXO) Technician I	30.63
30492 - Unexploded Ordnance (UXO) Technician II	37.06
30493 - Unexploded Ordnance (UXO) Technician III	44.42
30494 - Unexploded (UXO) Safety Escort	30.63
30495 - Unexploded (UXO) Sweep Personnel	30.63
30501 - Weather Forecaster I	30.15
30502 - Weather Forecaster II	36.67
30620 - Weather Observer, Combined Upper Air Or (see 2)	24.49
Surface Programs	
30621 - Weather Observer, Senior (see 2)	27.22
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	37.06
31020 - Bus Aide	17.93
31030 - Bus Driver	26.83
31043 - Driver Courier	21.57
31260 - Parking and Lot Attendant	15.87***
31290 - Shuttle Bus Driver	17.66***
31310 - Taxi Driver	15.07***
31361 - Truckdriver, Light	23.93
31362 - Truckdriver, Medium	26.25
31363 - Truckdriver, Heavy	26.60
31364 - Truckdriver, Tractor-Trailer	26.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.07
99030 - Cashier	16.20***
99050 - Desk Clerk	17.29***
99095 - Embalmer	28.19
99130 - Flight Follower	30.63
99251 - Laboratory Animal Caretaker I	18.48
99252 - Laboratory Animal Caretaker II	20.50
99260 - Marketing Analyst	34.22
99310 - Mortician	28.19
99410 - Pest Controller	21.62
99510 - Photofinishing Worker	19.96
99710 - Recycling Laborer	24.17
99711 - Recycling Specialist	31.02
99730 - Refuse Collector	20.99
99810 - Sales Clerk	17.09***
99820 - School Crossing Guard	16.35***
99830 - Survey Party Chief	33.32
99831 - Surveying Aide	20.06
99832 - Surveying Technician	28.29
99840 - Vending Machine Attendant	19.32
99841 - Vending Machine Repairer	25.56
99842 - Vending Machine Repairer Helper	19.32

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 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))."