

2. AMENDMENT/MODIFICATION NO. P00023
 3. EFFECTIVE DATE See Block 16C
 4. REQUISITION/PURCHASE REQ. NO. 192126FSDIRDF0003.1
 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)
 MANAGEMENT TRAINING CORPORATION
 ATTN [REDACTED]
 PO BOX 10
 CENTERVILLE UT 840141708
 9A. AMENDMENT OF SOLICITATION NO.
 9B. DATED (SEE ITEM 11)
 X 10A. MODIFICATION OF CONTRACT/ORDER NO.
 70CDCR20D00000006
 10B. DATED (SEE ITEM 13)
 12/19/2019
 CODE G58ZEJ7HJGM1 FACILITY CODE

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS
 The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended. is not extended.
 Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or electronic communication which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by letter or electronic communication, provided each letter or electronic communication makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)
 See Schedule

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

CHECK ONE
 A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
 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: G58ZEJ7HJGM1

 COR: [REDACTED]
 ACOR: [REDACTED] email: [REDACTED]

Contract Specialist: [REDACTED]

Contracting Officer: [REDACTED]

Vendor POC: [REDACTED]

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
 15C. DATE SIGNED
 16B. UNITED STATES OF AMERICA
 16C. DATE SIGNED
 Digitally signed by [REDACTED]
 Date: 2025.12.18 06:54:14 -08'00'
 (Signature of person authorized to sign) (Signature of Contracting Officer)

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
70CDCR20D00000006/P00023

PAGE OF
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NAME OF OFFEROR OR CONTRACTOR
MANAGEMENT TRAINING CORPORATION

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>The purpose of this modification is to update Department of Labor (DOL), Wage Determination (WD) at County of Imperial and replace Attachment 28 WD 2015-5607, Revision 28 dated 12/03/2025, see attached.</p> <p>There are no funds associated with the IDIQ contract. All funding continues to be obligated at the task order level, if further task orders are issued.</p> <p>All other terms and conditions remain the same. LIST OF CHANGES: Reason for Modification: Other Administrative Action Total Amount for this Modification: \$0.00</p> <p>Period of Performance: 12/20/2024 to 12/19/2029</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>				

"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.: 2015-5607
Revision No.: 28
Date Of Last Revision: 12/03/2025

State: California

Area: California County of Imperial

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.02
01012 - Accounting Clerk II		22.47
01013 - Accounting Clerk III		25.13
01020 - Administrative Assistant		38.12
01035 - Court Reporter		23.42
01041 - Customer Service Representative I		17.23
01042 - Customer Service Representative II		18.80
01043 - Customer Service Representative III		21.10
01051 - Data Entry Operator I		17.83
01052 - Data Entry Operator II		19.46
01060 - Dispatcher, Motor Vehicle		23.57
01070 - Document Preparation Clerk		18.65
01090 - Duplicating Machine Operator		18.65
01111 - General Clerk I		17.79
01112 - General Clerk II		19.41
01113 - General Clerk III		21.79
01120 - Housing Referral Assistant		26.10
01141 - Messenger Courier		15.19
01191 - Order Clerk I		17.48
01192 - Order Clerk II		19.07
01261 - Personnel Assistant (Employment) I		20.76
01262 - Personnel Assistant (Employment) II		23.22
01263 - Personnel Assistant (Employment) III		25.90
01270 - Production Control Clerk		30.47
01290 - Rental Clerk		18.69
01300 - Scheduler, Maintenance		20.94
01311 - Secretary I		20.94
01312 - Secretary II		23.42
01313 - Secretary III		26.10
01320 - Service Order Dispatcher		21.08
01410 - Supply Technician		38.12
01420 - Survey Worker		22.30
01460 - Switchboard Operator/Receptionist		18.21
01531 - Travel Clerk I		18.65
01532 - Travel Clerk II		20.46
01533 - Travel Clerk III		22.18
01611 - Word Processor I		18.65
01612 - Word Processor II		20.94
01613 - Word Processor III		23.42
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		29.71
05010 - Automotive Electrician		25.27

05040 - Automotive Glass Installer	23.71
05070 - Automotive Worker	23.71
05110 - Mobile Equipment Servicer	21.61
05130 - Motor Equipment Metal Mechanic	26.91
05160 - Motor Equipment Metal Worker	23.71
05190 - Motor Vehicle Mechanic	26.91
05220 - Motor Vehicle Mechanic Helper	20.12
05250 - Motor Vehicle Upholstery Worker	22.82
05280 - Motor Vehicle Wrecker	23.71
05310 - Painter, Automotive	25.27
05340 - Radiator Repair Specialist	23.71
05370 - Tire Repairer	18.80
05400 - Transmission Repair Specialist	26.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.59
07041 - Cook I	21.11
07042 - Cook II	24.27
07070 - Dishwasher	16.93
07130 - Food Service Worker	17.20
07210 - Meat Cutter	22.21
07260 - Waiter/Waitress	16.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	32.69
09040 - Furniture Handler	22.04
09080 - Furniture Refinisher	32.69
09090 - Furniture Refinisher Helper	24.82
09110 - Furniture Repairer, Minor	28.61
09130 - Upholsterer	32.69
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.25
11060 - Elevator Operator	17.56
11090 - Gardener	21.49
11122 - Housekeeping Aide	17.56
11150 - Janitor	17.56
11210 - Laborer, Grounds Maintenance	17.78
11240 - Maid or Houseman	17.73
11260 - Pruner	16.97
11270 - Tractor Operator	20.01
11330 - Trail Maintenance Worker	17.78
11360 - Window Cleaner	18.40
12000 - Health Occupations	
12010 - Ambulance Driver	28.84
12011 - Breath Alcohol Technician	31.82
12012 - Certified Occupational Therapist Assistant	43.65
12015 - Certified Physical Therapist Assistant	43.65
12020 - Dental Assistant	25.97
12025 - Dental Hygienist	58.30
12030 - EKG Technician	48.20
12035 - Electroneurodiagnostic Technologist	48.20
12040 - Emergency Medical Technician	28.84
12071 - Licensed Practical Nurse I	28.45
12072 - Licensed Practical Nurse II	31.82
12073 - Licensed Practical Nurse III	35.46
12100 - Medical Assistant	19.03
12130 - Medical Laboratory Technician	25.96
12160 - Medical Record Clerk	21.10
12190 - Medical Record Technician	23.60
12195 - Medical Transcriptionist	28.45
12210 - Nuclear Medicine Technologist	69.92
12221 - Nursing Assistant I	17.13
12222 - Nursing Assistant II	19.28
12223 - Nursing Assistant III	21.03
12224 - Nursing Assistant IV	23.61
12235 - Optical Dispenser	31.82
12236 - Optical Technician	28.45

12250 - Pharmacy Technician	23.12
12280 - Phlebotomist	22.50
12305 - Radiologic Technologist	45.60
12311 - Registered Nurse I	32.13
12312 - Registered Nurse II	39.30
12313 - Registered Nurse II, Specialist	39.30
12314 - Registered Nurse III	47.55
12315 - Registered Nurse III, Anesthetist	47.55
12316 - Registered Nurse IV	57.01
12317 - Scheduler (Drug and Alcohol Testing)	39.41
12320 - Substance Abuse Treatment Counselor	31.50
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.00
13012 - Exhibits Specialist II	28.50
13013 - Exhibits Specialist III	34.85
13041 - Illustrator I	23.23
13042 - Illustrator II	28.78
13043 - Illustrator III	35.20
13047 - Librarian	31.80
13050 - Library Aide/Clerk	19.14
13054 - Library Information Technology Systems Administrator	28.72
13058 - Library Technician	23.21
13061 - Media Specialist I	20.72
13062 - Media Specialist II	23.18
13063 - Media Specialist III	25.85
13071 - Photographer I	17.96
13072 - Photographer II	20.28
13073 - Photographer III	24.89
13074 - Photographer IV	30.45
13075 - Photographer V	36.84
13090 - Technical Order Library Clerk	24.03
13110 - Video Teleconference Technician	19.48
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.65
14042 - Computer Operator II	24.22
14043 - Computer Operator III	26.99
14044 - Computer Operator IV	30.00
14045 - Computer Operator V	33.23
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	21.65
14160 - Personal Computer Support Technician	30.00
14170 - System Support Specialist	33.23
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	38.16
15020 - Aircrew Training Devices Instructor (Rated)	46.18
15030 - Air Crew Training Devices Instructor (Pilot)	55.34
15050 - Computer Based Training Specialist / Instructor	38.16
15060 - Educational Technologist	48.62
15070 - Flight Instructor (Pilot)	55.34
15080 - Graphic Artist	31.96
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	53.93
15086 - Maintenance Test Pilot, Rotary Wing	53.93
15088 - Non-Maintenance Test/Co-Pilot	53.93
15090 - Technical Instructor	26.13
15095 - Technical Instructor/Course Developer	31.96
15110 - Test Proctor	21.83
15120 - Tutor	21.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	18.34
16030 - Counter Attendant	18.34
16040 - Dry Cleaner	20.95
16070 - Finisher, Flatwork, Machine	18.34
16090 - Presser, Hand	18.34
16110 - Presser, Machine, Drycleaning	18.34
16130 - Presser, Machine, Shirts	18.34
16160 - Presser, Machine, Wearing Apparel, Laundry	18.34
16190 - Sewing Machine Operator	21.82
16220 - Tailor	22.69
16250 - Washer, Machine	19.22
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	32.69
19040 - Tool And Die Maker	38.92
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.95
21030 - Material Coordinator	30.47
21040 - Material Expediter	30.47
21050 - Material Handling Laborer	17.91
21071 - Order Filler	18.81
21080 - Production Line Worker (Food Processing)	20.95
21110 - Shipping Packer	19.99
21130 - Shipping/Receiving Clerk	19.99
21140 - Store Worker I	18.30
21150 - Stock Clerk	21.05
21210 - Tools And Parts Attendant	20.95
21410 - Warehouse Specialist	20.95
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.44
23019 - Aircraft Logs and Records Technician	28.61
23021 - Aircraft Mechanic I	34.82
23022 - Aircraft Mechanic II	36.44
23023 - Aircraft Mechanic III	37.75
23040 - Aircraft Mechanic Helper	24.82
23050 - Aircraft, Painter	32.69
23060 - Aircraft Servicer	28.61
23070 - Aircraft Survival Flight Equipment Technician	32.69
23080 - Aircraft Worker	30.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.64
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.82
23110 - Appliance Mechanic	32.69
23120 - Bicycle Repairer	26.64
23125 - Cable Splicer	34.82
23130 - Carpenter, Maintenance	34.14
23140 - Carpet Layer	30.64
23160 - Electrician, Maintenance	36.34
23181 - Electronics Technician Maintenance I	30.64
23182 - Electronics Technician Maintenance II	32.69
23183 - Electronics Technician Maintenance III	34.82
23260 - Fabric Worker	28.61
23290 - Fire Alarm System Mechanic	34.82
23310 - Fire Extinguisher Repairer	26.64
23311 - Fuel Distribution System Mechanic	34.82
23312 - Fuel Distribution System Operator	26.64
23370 - General Maintenance Worker	24.15
23380 - Ground Support Equipment Mechanic	34.82
23381 - Ground Support Equipment Servicer	28.61
23382 - Ground Support Equipment Worker	30.64
23391 - Gunsmith I	26.64
23392 - Gunsmith II	30.64
23393 - Gunsmith III	34.82
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.04

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.45
23430 - Heavy Equipment Mechanic	33.11
23440 - Heavy Equipment Operator	30.93
23460 - Instrument Mechanic	34.82
23465 - Laboratory/Shelter Mechanic	32.69
23470 - Laborer	17.91
23510 - Locksmith	32.69
23530 - Machinery Maintenance Mechanic	32.27
23550 - Machinist, Maintenance	34.82
23580 - Maintenance Trades Helper	19.55
23591 - Metrology Technician I	34.82
23592 - Metrology Technician II	36.44
23593 - Metrology Technician III	37.75
23640 - Millwright	34.82
23710 - Office Appliance Repairer	29.72
23760 - Painter, Maintenance	26.70
23790 - Pipefitter, Maintenance	32.00
23810 - Plumber, Maintenance	30.07
23820 - Pneudraulic Systems Mechanic	34.82
23850 - Rigger	34.82
23870 - Scale Mechanic	30.64
23890 - Sheet-Metal Worker, Maintenance	34.82
23910 - Small Engine Mechanic	30.64
23931 - Telecommunications Mechanic I	35.81
23932 - Telecommunications Mechanic II	37.49
23950 - Telephone Lineman	38.23
23960 - Welder, Combination, Maintenance	27.24
23965 - Well Driller	34.82
23970 - Woodcraft Worker	34.82
23980 - Woodworker	26.64
24000 - Personal Needs Occupations	
24550 - Case Manager	22.78
24570 - Child Care Attendant	17.29
24580 - Child Care Center Clerk	21.55
24610 - Chore Aide	16.04
24620 - Family Readiness And Support Services Coordinator	22.78
24630 - Homemaker	22.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	39.56
25040 - Sewage Plant Operator	39.00
25070 - Stationary Engineer	39.57
25190 - Ventilation Equipment Tender	28.88
25210 - Water Treatment Plant Operator	39.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.12
27007 - Baggage Inspector	17.66
27008 - Corrections Officer	39.57
27010 - Court Security Officer	36.45
27030 - Detection Dog Handler	23.51
27040 - Detention Officer	39.57
27070 - Firefighter	27.18
27101 - Guard I	17.66
27102 - Guard II	23.51
27131 - Police Officer I	35.16
27132 - Police Officer II	39.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.46
28042 - Carnival Equipment Repairer	20.90
28043 - Carnival Worker	16.50
28210 - Gate Attendant/Gate Tender	20.38
28310 - Lifeguard	18.15
28350 - Park Attendant (Aide)	22.79
28510 - Recreation Aide/Health Facility Attendant	16.63

28515 - Recreation Specialist	28.25
28630 - Sports Official	18.15
28690 - Swimming Pool Operator	24.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.89
29020 - Hatch Tender	31.89
29030 - Line Handler	31.89
29041 - Stevedore I	29.93
29042 - Stevedore II	33.84
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	22.69
30022 - Archeological Technician II	25.38
30023 - Archeological Technician III	31.45
30030 - Cartographic Technician	31.45
30040 - Civil Engineering Technician	33.54
30051 - Cryogenic Technician I	27.37
30052 - Cryogenic Technician II	30.23
30061 - Drafter/CAD Operator I	22.69
30062 - Drafter/CAD Operator II	25.38
30063 - Drafter/CAD Operator III	28.31
30064 - Drafter/CAD Operator IV	34.83
30081 - Engineering Technician I	20.22
30082 - Engineering Technician II	22.69
30083 - Engineering Technician III	25.38
30084 - Engineering Technician IV	31.45
30085 - Engineering Technician V	38.47
30086 - Engineering Technician VI	46.54
30090 - Environmental Technician	27.40
30095 - Evidence Control Specialist	24.71
30210 - Laboratory Technician	26.16
30221 - Latent Fingerprint Technician I	27.37
30222 - Latent Fingerprint Technician II	30.23
30240 - Mathematical Technician	31.45
30361 - Paralegal/Legal Assistant I	24.91
30362 - Paralegal/Legal Assistant II	30.87
30363 - Paralegal/Legal Assistant III	37.76
30364 - Paralegal/Legal Assistant IV	45.68
30375 - Petroleum Supply Specialist	30.23
30390 - Photo-Optics Technician	31.45
30395 - Radiation Control Technician	30.23
30461 - Technical Writer I	28.39
30462 - Technical Writer II	34.72
30463 - Technical Writer III	42.00
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	29.59
30502 - Weather Forecaster II	35.98
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2)	28.31
30621 - Weather Observer, Senior (see 2)	31.45
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	41.30
31020 - Bus Aide	16.23
31030 - Bus Driver	22.01
31043 - Driver Courier	18.77
31260 - Parking and Lot Attendant	15.38
31290 - Shuttle Bus Driver	17.84
31310 - Taxi Driver	15.27
31361 - Truckdriver, Light	20.16

31362 - Truckdriver, Medium	21.68
31363 - Truckdriver, Heavy	24.70
31364 - Truckdriver, Tractor-Trailer	24.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	20.14
99030 - Cashier	16.71
99050 - Desk Clerk	18.02
99095 - Embalmer	34.14
99130 - Flight Follower	34.14
99251 - Laboratory Animal Caretaker I	22.81
99252 - Laboratory Animal Caretaker II	24.48
99260 - Marketing Analyst	32.71
99310 - Mortician	34.14
99410 - Pest Controller	20.89
99510 - Photofinishing Worker	17.94
99710 - Recycling Laborer	26.40
99711 - Recycling Specialist	30.55
99730 - Refuse Collector	25.27
99810 - Sales Clerk	16.83
99820 - School Crossing Guard	18.76
99830 - Survey Party Chief	28.85
99831 - Surveying Aide	18.84
99832 - Surveying Technician	26.23
99840 - Vending Machine Attendant	22.81
99841 - Vending Machine Repairer	28.15
99842 - Vending Machine Repairer Helper	22.81

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))."