CHECK APPROPRIATE BOX SERVICE CONTRACT	OMB No.: Expires:	9000-0089 02/28/96
CONSTRUCTION CONTRACT	_,,,p.,, oo,	
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NOTE: THE CONTRACTOR	R SHALL COMPLETE ITEMS 3 THROUG	H 16 AND SUE	BMIT THE REQUEST,	IN QUADRUPLICATE	, TO THE CO	ONTRACTIN	NG OFFICER
WAGE AND HOUR D U.S. DEPARTMENT (WASHINGTON, D.C.	OF LABOR		2. FROM: <i>(REPORT)</i>	ING OFFICE)			
3. CONTRACTOR Webb County					4. DATE	OF REQUE	ST
5. CONTRACT NUMBER 70CDCR18DIG000010	6. DATE BID OPENED (SEALED BIDDING) N/A	7. DATE OF 2		8. DATE CONTRAC STARTED 07/02/2		1	OPTION EXERCISED (IF
10. SUBCONTRACTOR (IF. CoreCivic	ANY)	1		1			_
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Detention services for	Federal inmates to include custo	ody, control,	accountability, m	edical, and subsis	stence ser	vices.	
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NUMBER:), Revision 6		. DATED:	01/10	/2018		
a. LIST IN ORDER: PROPOS AND RATIONALE FOR PR	SED CLASSIFICATION TITLES(S); JOB ROPOSED CLASSIFICATIONS (SCA ONL	DESCRIPTION(LY)	S); DUT(ES;	b. WAGE RA	ATE(S)	c. FRING	GE BENEFITS PAYMENTS
Proposed Classifica	(Use reverse or attach additional sheets, if netion Title: SENIOR DETENTIO			\$15.69		;	\$4.13
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	her than the Detention Officer rate						
Natasha K. Metcalf Vice President, Partnersh	E/OF SUBCONTRACTOR REPRESENTATION OF THE PROPERTY OF THE PROPE	TIVE (IF ANY)	15. SIGNATURE ANI	O TITLE OF PRIME CO	NTRACTOR	REPRESEN	TATIVE
16. SIGNATURE OF EMPLO	YEE OR REPRESENTATIVE		TITLE		CHECK APPRO	PRIATE BOX	REFERENCING BLOCK 13.
<i>‡</i> '/\	-		500		AGR	EE	DISAGREE
	D BY CONTRACTING OFFICER						
AND RECOMMENDAT	RTIES AGREE AND THE CONTRACTING FIONS ARE ATTACHED.						
HOUR DIVISION IS T	RTIES CANNOT AGREE ON THE PROPO HEREFORE REQUESTED. AVAILABLE II	OSED CLASSIF INFORMATION	ICATION AND WAGE AND RECOMMENDA	HATE, A DETERMIN TIONS ARE ATTACH	IATION OF 1 IED.	FHE QUEST	ION BY THE WAGE AND
SIGNATURE OF CONTRACT	(Send TING OFFICER OR REPRESENTATIVE		3 to Department of Labo		DATE SUB	MITED	
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OMB No.: **9000-0089** Expires: 02/28/96

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. CONTRACTOR					4. DATE	OF REQUES	т
Webb County							
. CONTRACT NUMBER 70CDCR18DIG000010	6. DATE BID OPENED (SEALED BIDDING) N/A	7. DATE OF AWARD 07/02/2018		DATE CONTRACT FARTED 07/02/20		1	PTION EXERCISED (IF E) (SCA ONLY)
o. subcontractor (IF. CoreCivic	ANY)						
	PTION OF WORK (ATTACH ADDITION Federal inmates to include cus	····-,	y, med	lical, and subsis	tence ser	vices.	
2. LOCATION (CITY, COL	· · · · · · · · · · · · · · · · · · ·						
-	nter, Laredo, Webb County, Te						
	TE THE WORK PROVIDED FOR UNDE FION(S) NOT INCLUDED IN THE DEPA			SSARY TO ESTABL	ISH THE FO	DLLOWING H	ATE(S) FOR THE
NUMBER:	, Revision 6		TED:	01/10/	2018		
LIST IN ORDER: PROPOS AND RATIONALE FOR PF	SED CLASSIFICATION TITLES(S); JOE ROPOSED CLASSIFICATIONS (SCA OF	3 DESCRIPTION(S); DUTIES; NLY)		b. WAGE RA	TE(S)	c. FRINGI	BENEFITS PAYMENT
Proposed Classifica FGE = GS-7	(Use reverse or attach additional sheets, if rition Title: SENIOR DETENTION	necessary) ON OFFICER	6	\$15.69		\$	4.13
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•	YEE OR REPRESENTATIVE	TITLE					
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3. SIGNATURE OF EMPLO	· ·	5		SEE FAR 22.10			
6. SIGNATURE OF EMPLO TO BE COMPLETE THE INTERESTED PA	DYEE OR REPRESENTATIVE	R (CHECK AS APPROPRIA	1 <i>TE -</i> .		19 (SCA)	OR FAR	22.406-3 (DBA))
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CHE	K APPROPRIATE BOX
Y	SERVICE CONTRACT
	CONSTRUCTION CONTRACT

OMB No.: 9000-0089 Expires:

02/28/96

NOTE: THE CONTRACTOR SHALL COMPLETE	TEMS 3 THROUGH 16 AND	SUBMIT THE REQUEST.	IN QUADRUPLICATE,	TO THE CON	ITRACTING OFFICER
TO: ADMINISTRATOR, Employment Standards WAGE AND HOUR DIVISION U.S. DEPARTMENT OF LABOR WASHINGTON, D.C. 20210	Administration	2. FROM: (REPORT	ING OFFICE)		
3. CONTRACTOR Webb County		<u> </u>		4. DATE C	OF REQUEST
5. CONTRACT NUMBER 70CDCR18DIG000010 6. DATE BID OPENI		OF AWARD 2/2018	8. DATE CONTRACT STARTED 07/02/20		9. DATE OPTION EXERCISED (IF APPLICABLE) (SCA ONLY)
10. SUBCONTRACTOR (IF ANY) CoreCivic	-		•		
11. PROJECT AND DESCRIPTION OF WORK ## Detention services for Federal inmates		-	nedical, and subsis	tence servi	ces.
12. LOCATION (<i>CITY, COUNTY AND STATE)</i> Laredo Processing Center, Laredo, We	<u> </u>				
13. IN ORDER TO COMPLETE THE WORK PROV INDICATED CLASSIFICATION(S) NOT INCLUD			N.		LOWING RATE(S) FOR THE
NUMBER: 2015-5239, Revision 6		DATED:	01/10/	2018	
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	R/ 50			∠ AGRE	
TO BE COMPLETED BY CONTRAC					
THE INTERESTED PARTIES AGREE AND T AND RECOMMENDATIONS ARE ATTACH		RECOMMENDS APPROV	AL BY THE WAGE AN	ID HOUR DIV	ISION. AVAILABLE INFORMATIO
THE INTERESTED PARTIES CANNOT AGE HOUR DIVISION IS THEREFORE REQUEST	FED. AVAILABLE INFORMATI	ON AND RECOMMENDA	ATIONS ARE ATTACHE	ATION OF THE	HE QUESTION BY THE WAGE AN
SIGNATURE OF CONTRACTING OFFICER OR RI		and 3 to Department of Laboratory TITLE AND COMMERNO.		DATE SUBM	ITED

CHE	K APPROPRIATE BOX
	SERVICE CONTRACT
	CONSTRUCTION CONTRACT

OMB No.: 9000-0089 Expires: 02/28/96

	ND SUBMIT THE REQUEST,	IN QUADRUPLICATE.	TO THE CO	NTRACTING OFFICER
1. TO: ADMINISTRATOR, Employment Standards Administration WAGE AND HOUR DIVISION U.S. DEPARTMENT OF LABOR WASHINGTON, D.C. 20210	2. FROM: (REPORT)			
3. CONTRACTOR Webb County			4. DATE	OF REQUEST
	TE OF AWARD	8, DATE CONTRACT	MORK	9, DATE OPTION EXERCISED (IF
70CDCR18DIG000010 BIDDING) N/A 07	//02/2018	STARTED 07/02/20		APPLICABLE) (SCA ONLY)
10. SUBCONTRACTOR (IF ANY) CoreCivic				
11. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITIONAL SHE				
Detention services for Federal inmates to include custody, co	ontrol, accountability, m	edical, and subsis	tence ser	vices.
12. LOCATION (CITY, COUNTY AND STATE)				
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13. IN ORDER TO COMPLETE THE WORK PROVIDED FOR UNDER THE AB INDICATED CLASSIFICATION(S) NOT INCLUDED IN THE DEPARTMENT	OF LABOR DETERMINATION	CESSARY TO ESTABL	ISH THE FO	LLOWING RATE(S) FOR THE
NUMBER: 2015-5239, Revision 6	DATED:	01/10/	2018	
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Proposed Classification Title: SENIOR DETENTION OFF FGE = GS-7	ICER	\$15.69		\$4.13
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Rationale: This position is one grade higher than the entry lev position, a GS-6, in the Protective Service Occupations categorate of \$14.94 per hour. The proposed wage rate is \$15.69 per approximately 5% higher than the Detention Officer rate. Methods	ory that has a required er hour, which is			
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	CK AS APPROPRIATE		19 (SCA)	OR FAR 22.406-3 (DBA))
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	CONSTRUCTION CONTRACT

OMB No.: 9000-0089 Expires:

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NOTE: THE CONTRACTOR	R SHALL COMPLETE ITEMS 3 THROU	GH 16 AND SU	JBMIT THE REQUEST	, IN QUADRUPLICATE	, TO THE C	ONTRACTING OFFICER
1. TO:	mployment Standards Administration IVISION DF LABOR		2. FROM: (REPORT			
3. CONTRACTOR Webb County			<u> </u>		4. DATI	E OF REQUEST
5. CONTRACT NUMBER 70CDCR18DIG000010	6. DATE BID OPENED (SEALED BIDDING) N/A	7. DATE OF 07/02/2		8, DATE CONTRAC STARTED 07/02/2		9. DATE OPTION EXERCISED (IF APPLICABLE) ISCA ONLY)
10. SUBCONTRACTOR (IF CoreCivic	ANY)				<u> </u>	
	IPTION OF WORK (ATTACH ADDITIO	NAL SHEET IF	NEEDED)			
Detention services for	Federal inmates to include cus	tody, control	l, accountability, n	nedical, and subsis	stence ser	vices.
12. LOCATION (CITY, COL					-	
	nter, Laredo, Webb County, Te		CONTRACT IT IS N			
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	RTIES CANNOT AGREE ON THE PROF HEREFORE REQUESTED. AVAILABLE					THE QUESTION BY THE WAGE AN
SIGNATURE OF CONTRACT	(Sen	d copias 1, 2, and	d 3 to Department of Lab		DATE SUE	MITED
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	CONSTRUCTION CONTRACT

OMB No.: 9000-0089 Expires: 02/28/96

ADMINISTRATOR, Engloyment Standards Administration Wage And HOUR DVISCO. 3. CONTRACT NUMBER 8. DATE BID OPENED (SEALED O7/02/2018 STARTED 07/02/2018 PLANE) 5. CONTRACT NUMBER 8. DATE BID OPENED (SEALED O7/02/2018 STARTED 07/02/2018 APPLICABLE) SCA OM/19 10. SUBCONTRACTOR (IF ANY) 10. SUBCONTRACTOR (IF ANY) 10. SUBCONTRACTOR (IF ANY) 10. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITIONAL SHEET IF NEEDED) Defention services for Federal immates to include custody, control, accountability, medical, and subsistence services. 12. LOCATION (CITY, COUNTY AND STATE) 13. IN ORDER TO COMPLETE THE WORK PROVIDED FOR UNDER THE ABOVE CONTRACT, IT IS NECESSARY TO ESTABLISH THE FOLLOWING RATE(S) FOR THE INDICATED CLASSIFICATIONS (NOT INCLUDED IN THE DEPARTMENT OF LABOR DETERMINATION NOT INCLUDED IN THE DEPARTMENT OF LABOR DETERMINATION 13. IN ORDER THOPOSED CLASSIFICATION STATE 14. LIST IN ORDER. PROPOSED CLASSIFICATION STATE DAYS (INCLUDED IN THE DEPARTMENT OF LABOR DETERMINATION DAYS (INCLUDED IN THE DEPARTMENT OF LABOR DAYS (INCLUDED IN THE DEPARTMENT OF LABOR DAYS (INCLUDED IN	NOTE: THE CONTRACTOR	R SHALL COMPLETE ITEMS 3 THROUGH	H 16 AND SURMIT THE REQUEST		O THE C	ONTRACTING OFFICER
DATE OF REQUEST DATE OF DEPONSE	1. TO: ADMINISTRATOR, E WAGE AND HOUR D U.S. DEPARTMENT	mployment Standards Administration IIVISION OF LABOR			I I I I	OKTIACING OFFICER
B. CONTRACT MURSER TOCODCR ISDIGODOSIO SIDOMOSIO SIDOMOSIO NA 10. SUBCONTRACT WORK STARTED 07/02/2018 STARTE	3. CONTRACTOR		1. <u>-</u>		4. DAT	E OF REQUEST
CoreCivic The Project AND Description of Work (ATTACH ADDITIONAL SHEET IF NEEDED) Detention services for Federal immates to include custody, control, accountability, medical, and subsistence services. 12. LOCATION (CITY, COUNTY AND STATE) Lacred Processing Center, Laredo, Webb County, Texas 13. IN ORDER TO COMPLETE THE WORK PROVIDED FOR UNDERTHE ABOVE CONTRACT, IT IS NECESSARY TO ESTABLISH THE FOLLOWING RATE(S) FOR THE PROJECT CASSINGATION IN THE DEPARTMENT OF LASOR DETERMINATION NUMBER, 2015-5239, Revision 6 DATED: O1/10/2018 LIST IN ORDER, PROPOSED CLASSINGATION TITLES(S), JOB DESCRIPTIONIS); DUTIES: AND RATIONALE FOR PROVIDED CLASSINGATION TITLES(S), JOB DESCRIPTIONIS); DUTIES: (See repress or state) additional detects, Proposed Classification Title: SENIOR DETERNITION OFFICER Proposed Classification Title: SENIOR DETERNITION OFFICER FGE = GS-7 Description: The Senior Determino Officer assists in the supervision of the administrative and operational security activities in a detention facility. Directly supervises Determino Officers assigned to the shift. Provides for the protection of each immate/resident and the preservation of each immate/seledent and the preservation of each immate/seledent and directs adherence to all key control procedures. Must be able to work any post assignment on any shift. A complete job description is attached. A significant of the protective Service Occupations category that has a required rate of \$14.94 per hour. The proposed wage rate is \$15.69 per hour, which is approximately 5% higher than the Detention Officer rate. Methodology is attached. A significant process of the protective Service of REPRESENTATIVE (IF ANY) 15. SIGNATURE AND TITLE OF PRIME CONTRACTOR REPRESENTATIVE TITLE AND TITLE OF PRIME CONTRACTING OFFICER (CHECK AS APPROPRIATE - SEE FAR 22.1019 (SCA) OR FAR 22.406-3 (DBA)) THE INTEREST DEATHES CANNOT AGREE ON THE PROPOSED LASSIFICATION AND WAGE RATE. A DETERMINATION OF THE QUESTION BY THE WAGE AND HOUR DIVISION IS THEREFORE REQUISION. AVAILABLE	5. CONTRACT NUMBER					
11. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITIONAL SHEET IF NEEDED) Detention services for Federal Immates to include custody, control, accountability, medical, and subsistence services. 12. LOCATION (CITY, COUNTY AND STATE) Laredo Processing Center, Laredo, Webb County, Texas 13. IN ORDER TO COMPLETE THE WORK PROVIDED FOR UNDER THE ADOVE CONTRACT, IT IS NECESSARY TO ESTABLISH THE FOLLOWING RATE(S) FOR THE RICCATED CLASSIFICATIONS NOT INCLUDED IN THE DEPARTMENT OF LABOR DETERMINATION NUMBER. 2015-S239, Revision 6 DATED:		ANY)				
Laredo Processing Center, Laredo, Webb County, Texas 3. IN ORDERTO COMPLETE THE WORK PROVIDED FOR UNDERTHE ABOVE CONTRACT, IT IS NECESSARY TO ESTABLISH THE FOLLOWING RATE(S) FOR THE MODICATED CLASSIFICATIONS NOT INCLIDED IN THE DEPARTMENT OF LABOR DETERMINATION NUMBER: 2015-5239, Revision 6 DATED: 01/10/2018 LIST IN ORDER PROPOSED CLASSIFICATIONS (SCA ONL*) Proposed Classification Title: SENIOR DETERMINATION OF INCLIDED IN THE DEPARTMENT OF LABOR DETERMINATION THE SIST. JOB DESCRIPTION(S); DUTIES; DUTIES; DUTIES; DUTIES; DESCRIPTION OF PROPOSED CLASSIFICATIONS (SCA ONL*) Proposed Classification Title: SENIOR DETERMINON OFFICER FGE = GS-7 Description: The Senior Detention Officer assists in the supervision of the administrative and operational security activities in a detention facility. Directly supervises Detention Officers assigned to the shift. Provides for the protection of each immate/resident and the preservation of each immate/s/resident's legal rights. Supervises the count of immates/residents and directs adherence to all key control procedures. Must be able to work any post assignment on any shift. A complete job description is attached. Rationale: This position is one grade higher than the entry level Detention Officer position, a GS-6, in the Protective Service Occupations category that has a required rate of \$14.94 per hour. The proposed wage rate is \$15.69 per hour, which is approximately 5% higher than the Detention Officer rate. Methodology is attached. B. SIGNATURE AND TITLE OF SUBCONFRACTING OFFICER (CHECK AS APPROPRIATE - SEE FAR 22.1019 (SCA) OR FAR 22.406-3 (DBA)) THE INTERESTED PARTES AGREE AND THE CONTRACTING OFFICER (CHECK AS APPROPRIATE - SEE FAR 22.1019 (SCA) OR FAR 22.406-3 (DBA)) THE INTERESTED PARTES AGREE AND THE CONTRACTING OFFICER RECOMMENDS APPROVAL BY THE WAGE AND OUR DIVISION. APAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED. THE INTERESTED PARTES AGREE AND THE CONTRACTING OFFICER RECOMMENDS APPROVAL BY THE WAGE AND OUR DIVISION. STHEREFORE REQUISITED. AVAILAB	11. PROJECT AND DESCR			nedical, and subsist	ence se	rvices.
NUMBER: 2015-5239, Revision 6 **DATED:** **	Laredo Processing Ce	enter, Laredo, Webb County, Texa				
NOMBER: NOMBER: NOMBER: PROPOSED CLASSIFICATION TITLES(S); JOB DESCRIPTION(S); DUTIES; AND RATIONALE FOR PROPOSED CLASSIFICATIONS (SCA ONLY) (Interview or without items of the control of the contr	13. IN ORDER TO COMPLE INDICATED CLASSIFICA	TE THE WORK PROVIDED FOR UNDER TION(S) NOT INCLUDED IN THE DEPAR	THE ABOVE CONTRACT, IT IS NI TMENT OF LABOR DETERMINATION	ECESSARY TO ESTABLE ON	SH THE F	OLLOWING RATE(S) FOR THE
Proposed Classification Title: SENIOR DETENTION OFFICER FGE = GS-7 Description: The Senior Detention Officer assists in the supervision of the administrative and operational security activities in a detention facility. Directly supervises Detention Officers assigned to the shift. Provides for the protection of each immate/resident and the preservation of each immate/seldent and the preservation of each immate/seldent's legal rights. Supervises the count of immates/residents and directs adherence to all key control procedures. Must be able to work any post assignment on any shift. A complete job description is attached. Rationale: This position is one grade higher than the entry level Detention Officer position, a GS-6, in the Protective Service Occupations category that has a required rate of \$14.94 per hour. The proposed wage rate is \$15.69 per hour, which is approximately 5% higher than the Detention Officer rate. Methodology is attached. A. SIGNATURE AND TITLE OF SUBCONFRACTOR REPRESENTATIVE (IF ANY) 15. SIGNATURE AND TITLE OF PRIME CONTRACTOR REPRESENTATIVE TO BE COMPLETED BY CONTRACTING OFFICER (CHECK AS APPROPRIATE - SEE FAR 22.1019 (SCA) OR FAR 22.406-3 (DBA)) THE INTERESTED PARTIES CANNOT AGREE ON THE PROPOSED CLASSIFICATION AND WAGE RATE. A DETERMINATION OF THE QUESTION BY THE WAGE AND HOUR DIVISION. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED. SIGNATURE OF CONTRACTING OFFICER OR REPRESENTATIVE TITLE AND COMMERCIAL TELEPHONE DATE SUBMITED SECONDARY SUBMITED STANDARY SUBMITED STANDARY SUBMITED STANDARY SUBMITE	NUMBER:			01/10/2	018	<u></u>
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Y	SERVICE CONTRACT
	CONSTRUCTION CONTRA

OMB No.: 9000-0089 Expires: 02/28/96

NOTE: THE CONTRACTOR	SHALL COMPLETE ITEMS 3 THROUGH	H 16 AND SUBMIT THE REQUES	T, IN QUADRUPLICATE,	TO THE CONTRA	CTING OFFICER
WAGE AND HOUR D U.S. DEPARTMENT O WASHINGTON, D.C.	OF LABOR	2. FROM: (REPOR	TING OFFICE)		
3. CONTRACTOR Webb County				4. DATE OF RE	QUEST
5. CONTRACT NUMBER 70CDCR18DIG000010	6. DATE BID OPENED (SEALED BIDDING) N/A	7. DATE OF AWARD 07/02/2018	8. DATE CONTRACT STARTED 07/02/20		ATE OPTION EXERCISED (IF ICABLE) (SCA ONLY)
10. SUBCONTRACTOR (IF CoreCivic	ANY)				
	PTION OF WORK (ATTACH ADDITION Federal inmates to include custon	•	medical, and subsis	tence services.	
13. IN ORDER TO COMPLE	nter, Laredo, Webb County, Tex TE THE WORK PROVIDED FOR UNDER	THE ABOVE CONTRACT, IT IS I		ISH THE FOLLOW	ING RATE(S) FOR THE
	FION(S) NOT INCLUDED IN THE DEPAR), Revision 6	DATE	01/10/	2018	
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	CONSTRUCTION CONTRACT

OMB No.: **9000-0089** Expires: 02/28/96

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NOTE: THE CONTRACTOR SHALL COMPLETE ITEMS 3 THROUG 1. TO:	3H 16 AND SU	BMIT THE REQUES 2, FROM: (REPO	····	ATE, TO THE C	ONTRACTIN	IG OFFICER
ADMINISTRATOR, Employment Standards Administration WAGE AND HOUR DIVISION U.S. DEPARTMENT OF LABOR		2. PROW. PREPOR	ATING OFFICE)			
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Webb County				1. 5/11	0, 1,2452	<u>.</u>
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OMB No.: 9000-0089 Expires: 02/28/96

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3. CONTRACTOR Webb County						4. DATE	OF REQUEST
5. CONTRACT NUMBER 70CDCR18DIG000010	· · · · · · · · · · · · · · · ·				DATE CONTRACT STARTED 07/02/20		9. DATE OPTION EXERCISED (IF APPLICABLE) (SCA ONLY)
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OMB No.: **9000-0089** Expires: 02/28/96

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WASHINGTON, D.C. 3. CONTRACTOR	20210			•	4. DATI	E OF REQUEST
Webb County						
5. CONTRACT NUMBER 70CDCR18DIG000010	6. DATE BID OPENED (SEALED BIDDING) N/A	7. DATE OF AWAR 07/02/2018	(D	8. DATE CONTRACT STARTED 07/02/20		9. DATE OPTION EXERCISED (IF APPLICABLE) (SCA ONLY)
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OMB No.: 9000-0089 Expires: 02/28/96

NOTE. THE CONTRACTOR CHAIL COMPLETE PENA A PROCESS	II 46 AND CURETY THE	FOLIFOT IN QUANTIES	TO THE CO	NTDACTING OFFICED
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Webb County				51 /12a5251
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10. SUBCONTRACTOR (IF ANY) CoreCivic				
11. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITION	VAL SHEET IF NEEDED)			
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NUMBER: 2015-5239, Revision 6		01/10/	2018	
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Job Title	Job Code
SENIOR DETENTION OFFICER	9013

Department	EEO Code	EEO Category	FLSA Status	Hours/Week	Full Time	Part Time
07	009	SW	Non-Exempt	40	Х	N/A

SUMMARY:

The Senior Detention Officer assists in the supervision of the administrative and operational security activities in a detention facility. Directly supervises Detention Officers assigned to the shift. Provides for the protection of each inmate/resident and the preservation of each inmate's/resident's legal rights. Supervises the count of inmates/residents and directs adherence to all key control procedures. Must be able to work any post assignment on any shift.

ESSENTIAL FUNCTIONS:

The successful applicant should be able to perform ALL of the following functions at a pace and level of performance consistent with the actual job performance requirements.

- Read, understand and comply with specific post orders written for the assigned post.
- Provide general supervision of Detention Officers and inmates/residents on the shift in
 the performance of their duties and evaluate as prescribed by the facility and corporate
 policy. This includes training new employees; listening to complaints and effectively
 resolving disputes or problems; developing work schedules for subordinates;
 monitoring post assignments; approving leave requests; and preparing inmate/resident
 work assignments.
- Conduct inspections of all housing and general use areas to ensure that proper standards, facility operating procedures and corporate guidelines of security, health, safety, sanitation and welfare are maintained; direct staff and inmate/resident resources to correct problems detected.
- Assist in supervising the internal and external security of the facility; routinely inspect
 posts to observe alertness of personnel and to confirm security is properly maintained
 at all times.
- Assist in the effective management of facility resources.
- Provide for detention officers to receive, read, understand and log their post orders daily

J	lob Title	Job Code
	SENIOR DETENTION OFFICER	9013

- Motivate and encourage staff to perform their duties consistent with policy and procedures.
- Communicate responsibilities, authorities and accountability to all direct subordinates so that they are defined and understood.
- Attend scheduled staff meetings and enhance effective communications between administration, staff and inmates/residents; assist in maintaining communications and consistency of operation between shifts.
- Communicate effectively and coherently to administration, staff, inmates/residents, visitors and the general public, particularly in situations requiring tact, diplomacy, understanding, fairness, firmness and good judgment. This includes giving information, instructions and directions, mediating disputes, advising of rights and processes, and providing reliable testimony in court and other formal settings.
- Prepare or direct the preparation of shift logs, disciplinary reports and other administrative reports and records, using appropriate grammar, to include filing, alphabetizing and labeling; review reports and records produced on the shift; properly processes all reports and documents in a timely manner.
- Review, process and respond (via corporate counsel) to lawsuits and provide any related facility records; attend court and administrative hearings, when necessary.
- Read and comprehend legal and non-legal documents, including the processing of such documents as medical instructions, commitment orders, summons and other legal writs.
- Prepare inmate/resident work assignment.
- Respond to inmate/resident and staff grievances; attempt to resolve disputes and/or problems.
- Escort inmates/residents or coordinate the movement of inmates/residents to and from different areas; use handcuffs and other appropriate restraints when necessary or required.
- Monitor safety practices and verify safety and accident reports are prepared and disseminated as required by policy; take appropriate action in cases of serious and unusual incidents and emergencies.
- Complete investigations and inquiries as directed with accuracy by gathering information and evidence, interviewing and obtaining the statements of victims,

witnesses, suspects and confidential informers; exercise independent judgment by determining when probable cause exists to recommend or take disciplinary action.

- Apply, instruct and supervise others in the use of restraining equipment.
- Use, instruct, and supervise others in the use of communications equipment.
- Put on, operate and instruct others in the use of a self-contained breathing apparatus in appropriate situations.
- Reliably and repetitively identify inmates/residents by visual means.
- Effectively break up a fight and restrain an inmate/resident, forcibly if necessary, using handcuffs and other restraints; subdue resisting inmates/residents using maneuvers and resort to the use of hands and feet and other approved devices in self-defense.
- Aid in preventing escapes; pursue fleeing inmates/residents, take part in searches for
 escaped inmates/residents and other duties which may involve quickly entering and
 exiting secured areas; effecting the movement of heavy objects from one place to
 another; accessing elevated surfaces; passing through openings; moving over obstacles
 and in confined areas and using force to gain entrance.
- Perform searches of people, objects capable of concealing contraband, buildings and outdoor areas which will involve detecting and identifying objects, moving throughout the facility building(s) and/or grounds for long periods of time and detaining people.
- Engage in functions in confined areas that include such things as serving food, working rotating shifts, extended patrol and physically checking the doors, windows and other areas to ensure they are secure.
- Endure verbal and mental abuse when confronted with the hostile views and opinions of inmates/residents and others encountered in an antagonistic environment.
- Perform rescue functions at accidents, emergencies and disasters to include administering basic emergency medical aid, physically removing people away from dangerous situations, and securing and evacuating people from confined areas.
- Take appropriate action to prevent or diffuse potentially disruptive situations.
- Perform periodic inmate/resident counts.
- Verify the activities schedule is followed and that inmates/residents receive the opportunity for recreation as required by standards and policy.

Γ	Job Title	Job Code
	SENIOR DETENTION OFFICER	9013

- Inspect unclothed inmates/residents visually, with possible exposure to body fluids, wastes and possible encounter with deceased or contagious persons.
- Endeavor to comply with the requirements of applicable regulations, laws, rules, procedures, policies, standards and/or contract.
- Establish and maintain effective working relations with others and handle difficult interpersonal contacts.
- Define problems, collect data, establish facts and draw valid conclusions; apply management techniques to problems of administration and devise workable solutions.
- Add, subtract, multiply and divide using whole numbers, common fractions and decimals; apply concepts such as fractions, percentages, ratios and proportions to practical situations.
- Operate a vehicle during both the day and night where driving conditions can include congested traffic and unsafe road conditions caused by factors such as fog, rain, ice and snow.
- Remain alert at all times and react quickly, efficiently and calmly in emergency and other high stress situations.
- Occasional domestic U. S. travel for training or emergency situations is required.

Revised October 2002 Page 4

ļ	Job Title	Job Code	
	SENIOR DETENTION OFFICER	9013	

QUALIFICATIONS:

High school diploma, GED certification or equivalent, with three years experience in a criminal justice field, which preferably includes one year in a supervisory capacity. Additional education may be substituted on a year-for-year basis. Completion of basic preservice officer training and, where applicable, be a non-commissioned security officer licensed by the state of employment. A valid driver's license is required.

With written approval from Corporate Operations and/or Human Resources, the warden or facility administrator may waive any or all experience requirements if none of the applicants has all the qualifications and/or exhibits a superior level of job performance and demonstrates exceptional knowledge of company policies and procedures.

SUMMARY OF CURRENT JOB PERFORMANCE CHARACTERISTICS

Job Title	Job Code	Department	Hours/Week	Full Time	Part Time
Senior Detention Officer	9013	07	40	Х	N/A

GROUP I (Number of hor	ırs in an 8-hou	ır dav)		Intermittent	Constant
Sitting	<1				
Standing	<1				
Walking	>6				
GROUP II	Weight	N/A	Occasionally	Frequently	Continuously
	150	II/A	X	Troquency	Johannously
Lifting up to	25		X		
Carrying up to			X	<u> </u>	
Pushing up to	150				
Pulling up to	150		X		<u> </u>
GROUP III		N/A	Occasionally	Frequently	Continuously
Squatting			Х		
Bending				Х	
Kneeling			Х		
Reaching				Х	
Twisting				X	
Crawling			Х		
Ladder Climbing			Х		
Stair Climbing				Х	
Other Climbing - Describe:			Х		
GROUP IV		N/A	Occasionally	Frequently	Continuously
Walking on rough ground				Х	
Exposure to changes of temperature or humidity				X	:
Exposure to dust, fumes or gases				Х	
Being near moving machinery			Х		
Working from heights			Х		
Exposure to Infectious Diseases			X		
Driving			X		
Mental Alertness					Х

OTHER CHARACTERISTICS:

Use of the Following Equipment:

Vehicles, tools, computers, hand radio, gas mask, self contained breathing apparatus, metal detectors, firearms, electronic restraints, hand and leg cuffs, belly chains, and other restraint devices.

<u>Travel</u>: Occasional local and long distance ground travel; occasional long distance air travel.

Additional Physical Demands:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel objects or controls; reach with hands and arms; talk and hear.

Must occasional lift and/or move up to 150 lbs.

Specific vision abilities required include close, color, distance and peripheral vision; depth perception; and ability to adjust focus.



Laredo Processing Center - 70CDCR18DIG000010 Senior Detention Officer Conformance Methodology

The method for determining the wage rate for the proposed classification employed at the Laredo Processing Center is based on the process described in the U.S. Department of Labor Prevailing Wage Resource Book and the SCA Conformance Guide.

The work performed as described in our job description (attached) is not covered by the classifications listed in the wage determination or as described in the SCA Directory of Occupations 5th Edition. Pursuant to the guidance of the *Resource Book*, and considering the skills required and duties of the proposed classification, we have determined that this position is one grade higher than the entry level Detention Officer position, a GS-6, in the Protective Service Occupations category that has a required rate of \$14.94 per hour, in the applicable wage determination. We propose the wage rate of \$15.69 per hour, which is approximately 5% higher than the Detention Officer rate.

This methodology is consistent with conformance approvals for the Senior Detention Officer position at Webb County Detention Center under the previous contract (ODT-8-C-0002), Houston Processing Center (HSCEDM-09-D00007), Nevada Southern Detention Center (ODT-8-C-0001), and Otay Mesa Detention Center (ODT-5-C-0003), which were based on the same criteria.

CoreCivic appreciates your consideration of this information and approval of the conformance request for the Senior Detention Officer position at the Laredo Processing Center.