

**REQUEST FOR AUTHORIZATION OF
ADDITIONAL CLASSIFICATION AND RATE**

CHECK APPROPRIATE BOX
 SERVICE CONTRACT
 CONSTRUCTION CONTRACT

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

Public reporting burden for this collection of information is estimated to average 15 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the FAR Secretariat (VRS), Office of Federal Acquisition Policy, GSA, Washington, DC 20405; and to the Office of Management and Budget, Paperwork Reduction Project (9000-0089), Washington, DC 20503.

NOTE: THE CONTRACTOR SHALL COMPLETE ITEMS 3 THROUGH 16 AND SUBMIT THE REQUEST, IN QUADRUPPLICATE, TO THE CONTRACTING OFFICER

1. TO: ADMINISTRATOR, Employment Standards Administration
 WAGE AND HOUR DIVISION
 U.S. DEPARTMENT OF LABOR
 WASHINGTON, D.C. 20210

2. FROM: (REPORTING OFFICE)

3. CONTRACTOR: Webb County

4. DATE OF REQUEST

5. CONTRACT NUMBER: 70CDCR18DIG000004

6. DATE BID OPENED (SEALED BIDDING): N/A

7. DATE OF AWARD: 02/28/2018

8. DATE CONTRACT WORK STARTED: 02/28/2018

9. DATE OPTION EXERCISED (IF APPLICABLE) (SCA ONLY)

10. SUBCONTRACTOR (IF ANY): CoreCivic

11. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITIONAL SHEET IF NEEDED)
 Detention services for Federal inmates to include custody, control, accountability, medical, and subsistence services.

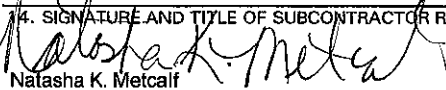
12. LOCATION (CITY, COUNTY AND STATE)
 Webb County Detention Center, Laredo, Webb County, Texas

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 CLASSIFICATION(S) NOT INCLUDED IN THE DEPARTMENT OF LABOR DETERMINATION

NUMBER: 2015-5240, Revision 5

DATED: 07/25/2017

a. LIST IN ORDER: PROPOSED CLASSIFICATION TITLES(S); JOB DESCRIPTION(S); DUTIES; AND RATIONALE FOR PROPOSED CLASSIFICATIONS (SCA ONLY)	b. WAGE RATE(S)	c. FRINGE BENEFITS PAYMENTS
<p align="center"><i>(Use reverse or attach additional sheets, if necessary)</i></p> <p>Proposed Classification Title: WAREHOUSE COORDINATOR FGE = WG-6</p> <p>Description: The Warehouse Coordinator performs a variety of warehousing duties including the receiving, storing and inventorying of supplies and equipment needed to maintain the daily operation of the facility. A complete job description is attached.</p> <p>Rationale: This position is one grade higher than the entry level Warehouse Specialist position, a WG-5, in the Materials Handling and Packing Occupations category that has a required rate of \$10.62 per hour. The proposed wage rate is \$11.15 per hour, which is approximately 5% higher than the Warehouse Specialist rate. Methodology is attached.</p>	<p>\$11.15</p>	<p>\$4.41</p>

14. SIGNATURE AND TITLE OF SUBCONTRACTOR REPRESENTATIVE (IF ANY)

 Natasha K. Metcalf
 Vice President, Partnership Development

15. SIGNATURE AND TITLE OF PRIME CONTRACTOR REPRESENTATIVE

16. SIGNATURE OF EMPLOYEE OR REPRESENTATIVE


TITLE: Warehouse Coordinator

CHECK APPROPRIATE BOX-REFERENCING BLOCK 13.
 AGREE DISAGREE

TO BE COMPLETED BY CONTRACTING OFFICER (CHECK AS APPROPRIATE - SEE FAR 22.1019 (SCA) OR FAR 22.406-3 (DBA))

- THE INTERESTED PARTIES AGREE AND THE CONTRACTING OFFICER RECOMMENDS APPROVAL BY THE WAGE AND HOUR DIVISION. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.
- THE INTERESTED PARTIES CANNOT AGREE ON THE PROPOSED CLASSIFICATION AND WAGE RATE. A DETERMINATION OF THE QUESTION BY THE WAGE AND HOUR DIVISION IS THEREFORE REQUESTED. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.

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16. SIGNATURE OF EMPLOYEE OR REPRESENTATIVE: Jose Luis Rogeen

TITLE: Warehouse Coordinator

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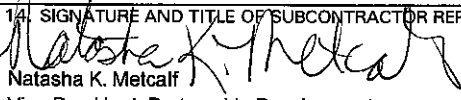
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Job Title	Job Code
WAREHOUSE COORDINATOR	9035

Department	EEO Code	EEO Category	FLSA Status	Hours/Week	Full Time	Part Time
05	009	SW	Non Exempt	40	X	N/A

SUMMARY:

The Warehouse Coordinator performs a variety of warehousing duties including the receiving, storing and inventorying supplies and equipment needed to maintain the daily operation of the facility.

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.

- Verify in-coming shipments against receiving documents; note and report any discrepancies or damages.
- Route items to appropriate storage locations; store in accordance with established storage procedures.
- Maintain an up-to-date inventory of all equipment and supplies on a daily, weekly and/or monthly basis to monitor minimum and maximum levels.
- Label and issue clothing and shoes inmates/residents entering the program in accordance with established procedures.
- Prepare and maintain a variety of records and reports to include a current list of inmates in the program; quantity, size and type of clothing and shoes issued; date and clothing issue number; and work schedules. Process reports and documents in a timely manner.
- Create and maintain files in an organized manner, to include sorting, labeling, filing and retrieving, in accordance with corporate and facility file retention and storage procedures; maintain confidentiality and security of records.
- Check all requisitions received; input data accurately and produce finished documents and reports efficiently using a computerized system; copy, compile and distribute as necessary.

Job Title	Job Code
WAREHOUSE COORDINATOR	9035

- Issue clothing and linens to housing units; issue requisitioned supplies to staff and inmates/residents.
- Receive and properly store all commodities in keeping with appropriate sanitation standards; provide for ample supplies to be readily housed and dispensed for daily facility use.
- Store, dispense and inventory cleaning supplies and chemicals in accordance with applicable codes.
- Assist in the effective management of facility/department resources.
- Rearrange and inventory clothing, commodities, equipment and supplies in accordance with established procedures; monitor minimum and maximum levels.
- Verify that all clothing and laundry items are properly cleaned and maintained in good condition; examine items and report deterioration and/or damage; provide for proper repair, exchange or replacement of items; document and destroy items worn beyond repair.
- Order supplies and equipment in a timely manner via the purchase order system; confirm ample supplies are readily housed and dispensed for daily facility use.
- Prepare materials for shipment, as required.
- Provide supervision and direction for assigned staff and inmates/residents in the performance of their duties.
- Prepare work assignments for assigned inmates/residents.
- Escort inmates/residents or coordinate the movement of inmates/residents to and from different areas.
- Assist in the overall facility security plan by conducting counts of inmates/residents working in the area, controlling access to equipment and supplies and controlling the introduction of contraband items into the facility living areas through proper search procedures.
- Conduct inspections of work area and equipment for compliance with the requirements of all applicable policies, procedures, rules, standards and/or health, sanitation and safety laws; report results of inspections as required.

Job Title <p style="text-align: center;">WAREHOUSE COORDINATOR</p>	Job Code <p style="text-align: center;">9035</p>
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- Monitor safety practices; prepare and disseminate safety and accident reports as required by policy; take appropriate action in cases of serious and unusual incidents and emergencies.
- 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 and providing reliable testimony in court and other formal settings.
- Attend scheduled staff meetings and promote effective communications between administration, staff and inmates/residents.
- Participate in in-service and other training programs as required.
- 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 bills of lading, purchase orders and requisitions.
- Effect the movement of heavy objects from one place to another; access elevated surfaces; pass through openings; move over obstacles and in confined areas.
- Engage in functions in confined areas that include such things as physically checking the doors, windows and other areas to verify 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.
- Establish and maintain effective working relations with others and handle difficult interpersonal contacts.
- Experience exposure to body fluids, wastes and experience encounter with deceased or contagious persons.

Job Title	Job Code
WAREHOUSE COORDINATOR	9035

- Add, subtract, multiply and divide using whole numbers, common fractions and decimals; apply concepts such as fractions, percentages, ratios and proportions to practical situations.
- Interpret a variety of instructions furnished in written, oral, diagram or schedule form.
- Operate hand or power truck and forklift.
- 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.
- Endeavor to comply with the requirements of applicable regulations, laws, rules, procedures, policies, standards and/or contracts.

QUALIFICATIONS:

High school diploma, GED certification or equivalent. One year experience in warehouse operation and the physical control and movement of inventory preferred. A valid driver's license is required.

SUMMARY OF CURRENT JOB PERFORMANCE CHARACTERISTICS

Job Title	Job Code	Department	Hours/Week	Full Time	Part Time
Warehouse Coordinator	9035	05	40	X	N/A

GROUP I (Number of hours in an 8-hour day)				Intermittent	Constant	
Sitting				>2		
Standing				>3		
Walking				>3		
GROUP II		Weight	N/A	Occasionally	Frequently	Continuously
Lifting up to		75			X	
Carrying up to		75			X	
Pushing up to		150			X	
Pulling up to		150			X	
GROUP III		N/A	Occasionally	Frequently	Continuously	
Squatting			X			
Bending				X		
Kneeling			X			
Reaching				X		
Twisting				X		
Crawling			X			
Ladder Climbing			X			
Stair Climbing			X			
Other Climbing		X				
GROUP IV		N/A	Occasionally	Frequently	Continuously	
Walking on rough ground				X		
Exposure to changes of temperature or humidity				X		
Exposure to dust, fumes or gases				X		
Being near moving machinery				X		
Working from heights			X			
Exposure to Infectious Diseases			X			
Driving				X		
Mental Alertness					X	

OTHER CHARACTERISTICS:

Use of the following equipment:

Telephone, computer, calculator, fire extinguisher,
operate hand or power truck and forklift.

Travel: Frequent local ground 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.

Specific vision abilities required include:

Close, color distance and peripheral vision; depth perception; and ability to adjust focus.



Webb County Detention Center - 70CDCR18DIG000004
Warehouse Coordinator Conformance Methodology

The method for determining the wage rate for the proposed classification employed at the Webb County Detention 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 Warehouse Specialist position, a WG-5, in the Materials Handling and Packing Occupations category that has a required rate of \$10.62 per hour, in the applicable wage determination. We propose the wage rate of \$11.15 per hour, which is approximately 5% higher than the Warehouse Specialist rate.

This methodology is consistent with the conformance approval for the Warehouse Coordinator position at Webb County Detention Center under the previous contract (ODT-8-C-0002), which was based on the same criteria.

CoreCivic appreciates your consideration of this information and approval of the conformance request for the Warehouse Coordinator position at the Webb County Detention Center.

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(Use reverse or attach additional sheets, if necessary)

Proposed Classification Title: SENIOR DETENTION OFFICER
FGE = GS-7

\$15.69

\$4.41

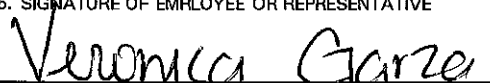
Description: The Senior Detention Officer assists in the supervision of the administrative and operational security activities in a detention facility. Directly supervises Detention Officers assigned to the shift. Provides for the protection of each inmate/resident and the preservation of each inmate's/resident's 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. 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.

14. SIGNATURE AND TITLE OF SUBCONTRACTOR REPRESENTATIVE (IF ANY)

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 Vice President, Partnership Development

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THE INTERESTED PARTIES CANNOT AGREE ON THE PROPOSED CLASSIFICATION AND WAGE RATE. A DETERMINATION OF THE QUESTION BY THE WAGE AND HOUR DIVISION IS THEREFORE REQUESTED. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.

(Send copies 1, 2, and 3 to Department of Labor)

SIGNATURE OF CONTRACTING OFFICER OR REPRESENTATIVE

TITLE AND COMMERCIAL TELEPHONE NO.

DATE SUBMITTED

**REQUEST FOR AUTHORIZATION OF
ADDITIONAL CLASSIFICATION AND RATE**

CHECK APPROPRIATE BOX
 SERVICE CONTRACT
 CONSTRUCTION CONTRACT

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

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NOTE: THE CONTRACTOR SHALL COMPLETE ITEMS 3 THROUGH 16 AND SUBMIT THE REQUEST, IN QUADRUPPLICATE, TO THE CONTRACTING OFFICER

1. TO: ADMINISTRATOR, Employment Standards Administration
 WAGE AND HOUR DIVISION
 U.S. DEPARTMENT OF LABOR
 WASHINGTON, D.C. 20210

2. FROM: (REPORTING OFFICE)

3. CONTRACTOR: Webb County

4. DATE OF REQUEST

5. CONTRACT NUMBER: 70CDCR18DIG000004

6. DATE BID OPENED (SEALED BIDDING): N/A

7. DATE OF AWARD: 02/28/2018

8. DATE CONTRACT WORK STARTED: 02/28/2018

9. DATE OPTION EXERCISED (IF APPLICABLE) (SCA ONLY)

10. SUBCONTRACTOR (IF ANY): CoreCivic

11. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITIONAL SHEET IF NEEDED)
 Detention services for Federal inmates to include custody, control, accountability, medical, and subsistence services.


12. LOCATION (CITY, COUNTY AND STATE)
 Webb County Detention Center, Laredo, Webb County, Texas

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 CLASSIFICATION(S) NOT INCLUDED IN THE DEPARTMENT OF LABOR DETERMINATION

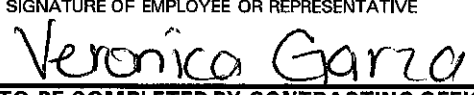
NUMBER: 2015-5240, Revision 5

DATED: 07/25/2017

a. LIST IN ORDER: PROPOSED CLASSIFICATION TITLES(S); JOB DESCRIPTION(S); DUTIES; AND RATIONALE FOR PROPOSED CLASSIFICATIONS (SCA ONLY)	b. WAGE RATE(S)	c. FRINGE BENEFITS PAYMENTS
<p>(Use reverse or attach additional sheets, if necessary)</p> <p>Proposed Classification Title: SENIOR DETENTION OFFICER FG = GS-7</p> <p>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 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. A complete job description is attached.</p> <p>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.</p>	<p>\$15.69</p>	<p>\$4.41</p>

14. SIGNATURE AND TITLE OF SUBCONTRACTOR REPRESENTATIVE (IF ANY)

 Natasha K. Metcalf
 Vice President, Partnership Development

15. SIGNATURE AND TITLE OF PRIME CONTRACTOR REPRESENTATIVE

16. SIGNATURE OF EMPLOYEE OR REPRESENTATIVE


TITLE: SDO

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10. SUBCONTRACTOR (IF ANY)
 CoreCivic

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12. LOCATION (CITY, COUNTY AND STATE)
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c. FRINGE BENEFITS PAYMENTS

(Use reverse or attach additional sheets, if necessary)

Proposed Classification Title: SENIOR DETENTION OFFICER
FGE = GS-7

\$15.69

\$4.41

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 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. 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.

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 Vice President, Partnership Development

15. SIGNATURE AND TITLE OF PRIME CONTRACTOR REPRESENTATIVE

16. SIGNATURE OF EMPLOYEE OR REPRESENTATIVE
 Veronica Garza

TITLE
 SDO

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DATE SUBMITTED

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	X	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

Job 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.

Job Title	Job Code
SENIOR DETENTION OFFICER	9013

- 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.

Job Title	Job Code
SENIOR DETENTION OFFICER	9013

- 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.
- 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.

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 pre-service 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	X	N/A

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

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.

Travel: 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.



Webb County Detention Center - 70CDCR18DIG000004
Senior Detention Officer Conformance Methodology

The method for determining the wage rate for the proposed classification employed at the Webb County Detention 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 Webb County Detention Center.