CHECK APPROPRIATE BOX
SERVICE CONTRACT
CONSTRUCTION CONTRACT

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

NOTE: THE CONTRACTOR	SHALL COMPLETE ITEMS 3 THROU	IGH 16 AND SI	UBMIT THE REQUE	ST, IN QU	ADRUPLICAT	E, TO THE C	ONTRACTING C	FFICER
1. TO: ADMINISTRATOR, En WAGE AND HOUR DI U.S. DEPARTMENT C WASHINGTON, D.C.	nployment Standards Administration VISION DF LABOR		2. FROM: (REPO				············	
з. contractor Webb County		·				4. DAT	E OF REQUEST	
5. CONTRACT NUMBER 70CDCR18DIG000004	6. DATE BID OPENED (SEALED BIDDING) N/A	7. DATE OF 02/28/			TE CONTRAC TED 02/28/2		9. DATE OPTION	ON EXERCISED (IF SCA ONLY)
10. SUBCONTRACTOR (IF. CoreCivic	ANY)			<u>, </u>				
	PTION OF WORK IATTACH ADDITION Federal inmates to include cus			/, medica	l, and subsi	istence se	rvices.	
12. LOCATION (CITY, COL								
	n Center, Laredo, Webb Count							
13, IN ORDER TO COMPLET INDICATED CLASSIFICAT	TE THE WORK PROVIDED FOR UNDE FION(S) NOT INCLUDED IN THE DEPA	ER THE ABOVE ARTMENT OF L	CONTRACT, IT IS ABOR DETERMINA	S NECESSA ATION	RY TO ESTA	BLISH THE F	OLLOWING RAT	E(S) FOR THE
NUMBER:	, Revision 5		DA1	red:	07/2	5/2017		
a. LIST IN ORDER: PROPOS AND RATIONALE FOR PR	SED CLASSIFICATION TITLES(S); JOE OPOSED CLASSIFICATIONS (SCA OF	B DESCRIPTIOI NLY)	N(S); DUTIES;		b. WAGE R	ATE(S)	c. FRINGE B	ENEFITS PAYMENT:
FGE = GS-8 Description: The Assist and operational security officers assigned to the the Shift Supervisor. Di of inmates/residents and regular inspections of all description is attached. Rationale: This position position, a GS-6, in the of \$14.94 per hour. The multiplying the Detention	tion Title: ASSISTANT SHIFT ant Shift Supervisor assists in the activities in a correctional/defention shift and may serve as acting Shift and may serve as	e supervision of the supervisor luties related of their legal ted functions. try level Dete ategory that her hour was concrease to the	of the administration of the absence of the supervision rights. Conducts and Complete job ention Officer has a required ratical culated by the higher grade, in	s of on s	\$18.41		\$4.	41
National Republic And Title National Republic Re	ip Development	ative (IF ANY,	TITLE ASSIT	stant	Shift	CHECK APPRI	OPRIATE BOX-REFI	RENCING BLOCK 13.
Unutana	Maria		Supen	NSOV		⊿ AG		DISAGREE
	DBY CONTRACTING OFFICE							
AND RECOMMENDAT	RTIES AGREE AND THE CONTRACTIN IONS ARE ATTACHED. RTIES CANNOT AGREE ON THE PROF							
HOUR DIVISION IS TH	HEREFORE REQUESTED. AVAILABLE	INFORMATIO	N AND RECOMME	NDATIONS	ARE ATTAC	HED.	23201.014	- TIE MOSE AN
SIGNATURE OF CONTRACT	<i>Sen</i> ING OFFICER OR REPRESENTATIVE	nd copies 1, 2, ar	nd 3 to Department of		FLEPHONE	DATE SU	BMITED	
and the second of the second			NO.		make rights.	DATE 301	omi Lo	

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CONSTRUCTION CONTRACT

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

NOTE: THE CONTRACTOR SHALL COMPLETE ITEMS 3 THROUGH	GH 16 AND SUBMIT THE REQU	EST. IN QUADRUPLICAT	TE, TO THE C	ONTRACTING OFFICER
TO: ADMINISTRATOR, Employment Standards Administration WAGE AND HOUR DIVISION U.S. DEPARTMENT OF LABOR WASHINGTON, D.C. 20210	2. FROM: (REP		, , , , , , , , , , , , , , , , , , , ,	
3. CONTRACTOR Webb County			4. DAT	E OF REQUEST
5. CONTRACT NUMBER 6. DATE BID OPENED (SEALED	7. DATE OF AWARD	8. DATE CONTRA	CT MODK	la sara apriori susseines us
70CDCR18DIG000004 BIDDING) N/A	02/28/2018	STARTED 02/28/		9. DATE OPTION EXERCISED (IF APPLICABLE) (SCA ONLY)
10. SUBCONTRACTOR (IF ANY) CoreCivic				
11. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITION DETENTION SERVICES FOR FEDERAL INMATES TO INCLUDE CUS		y, medical, and sub	sistence se	rvices.
12. LOCATION (<i>CITY, COUNTY AND STATE)</i> Webb County Detention Center, Laredo, Webb County	=			
13. IN ORDER TO COMPLETE THE WORK PROVIDED FOR UNDE INDICATED CLASSIFICATION(S) NOT INCLUDED IN THE DEPA	R THE ABOVE CONTRACT, IT I RTMENT OF LABOR DETERMIN,	S NECESSARY TO ESTA ATION	BLISH THE F	OLLOWING RATE(S) FOR THE
NUMBER: 2015-5240, Revision 5		07/2	5/2017	
B. LIST IN ORDER: PROPOSED CLASSIFICATION TITLES(S); JOB AND RATIONALE FOR PROPOSED CLASSIFICATIONS (SCA ON	DESCRIPTION(S); DUTIES; ILY)	b. WAGE I	RATE(S)	c. FRINGE BENEFITS PAYMENT
(Use reverse or attach additional sheets, if n Proposed Classification Title: ASSISTANT SHIFT FGE = GS-8	ecessary) SUPERVISOR	\$18.41		\$4.41
and operational security activities in a correctional/detention officers assigned to the shift and may serve as acting Shift the Shift Supervisor. Directs officers in performing their during of inmates/residents and the protection and preservation of regular inspections of all security-related and control-related description is attached.	it Supervisor in the absence of uties related to the supervision of their legal rights. Conducts	of n 3		
Rationale: This position is two grades higher than the entroposition, a GS-6, in the Protective Service Occupations card \$14.94 per hour. The proposed wage rate of \$18.41 per multiplying the Detention Officer rate by the percentage in accordance with the SCA Conformance Guide, Appendix	ategory that has a required ra er hour was calculated by crease to the higher grade, in			
Natasha K. Metcalf Vice President, Partnership Development	TIVE (IF ANY) 15. SIGNATURE	AND TITLE OF PRIME (CONTRACTO	REPRESENTATIVE
16. SIGNATURE OF EMPLOYEE OR REPRESENTATIVE	TITLE ASSISTAN	+ 5h.V.	CHECK APPR	OPRIATE BOX-REFERENCING BLOCK 13.
Quintana, Maniza	SUPCIVIE		-AGI	REE DISAGREE
TO BE COMPLETED BY CONTRACTING OFFICER	CHECK AS APPROPRIA	TE - SEE FAR 22.	019 (SCA) OR FAR 22.406-3 (DBAI)
THE INTERESTED PARTIES AGREE AND THE CONTRACTIN AND RECOMMENDATIONS ARE ATTACHED.				
THE RECOMMENDATIONS THE THIRTHER.		ACEDATE A DETERM	INATION OF	THE OUESTION BY THE WAGE AN
THE INTERESTED PARTIES CANNOT AGREE ON THE PROPHOUR DIVISION IS THEREFORE REQUESTED. AVAILABLE	OSED CLASSIFICATION AND WINFORMATION AND RECOMME	NDATIONS ARE ATTAC	HED.	The document of the thirds in
THE INTERESTED PARTIES CANNOT AGREE ON THE PROPHOUR DIVISION IS THEREFORE REQUESTED. AVAILABLE	INFORMATION AND RECOMME d copies 1, 2, and 3 to Department of	NDATIONS ARE ATTAC	CHED.	

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3. CONTRACTOR Webb County				4. DATE	OF REQUEST
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10. SUBCONTRACTOR (IF ANY) CoreCivic		•			·
11. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITION Detention services for Federal inmates to include cust		oility, medica	I, and subsist	ence ser	vices.
12. LOCATION (CITY, COUNTY AND STATE) Webb County Detention Center, Laredo, Webb County			DV TO PCTACI	eu tue e	
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NUMBER: 2015-5240, Revision 5 a. LIST IN ORDER: PROPOSED CLASSIFICATION TITLES(S); JÖB AND RATIONALE FOR PROPOSED CLASSIFICATIONS (SCA ONI	DESCRIPTION(S); DUTIES;	DATED:	b. WAGE RAT		c. FRINGE BENEFITS PAYMENT
(Use reverse or attach additional sheets, if necessary) Proposed Classification Title: ASSISTANT SHIFT SUPERVISOR FGE = GS-8			\$18.41		\$4.41
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Vice President, Partnership Development					
16. SIGNATURE OF EMPLOYEE OR REPRESENTATIVE	TITLE 1955	istant + Supervi	C.F	RECK APPRO	DPRIATE BOX-REFERENCING BLOCK 13.
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AND RECOMMENDATIONS ARE ATTACHED. THE INTERESTED PARTIES CANNOT AGREE ON THE PROPORTION OF T	DSED CLASSIFICATION AN	D WAGE RATE	. A DETERMINA	ATION OF	
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SIGNATURE OF CONTRACTING OFFICER OR REPRESENTATIVE	TITLE AND (COMMERCIAL	ELEPHONE	DATE SUE	BMITED

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3. CONTRACTOR Webb County				4. DATE	OF REQUEST	
5. CONTRACT NUMBER 70CDCR18DIG000004 6. DATE BID OPENED (SEALED BIDDING) N/A	7. DATE OF 02/28/2		8. DATE CONTRACT STARTED 02/28/20		9. DATE OPTION EXERCISED (IF APPLICABLE) (SCA ONLY)	
10. SUBCONTRACTOR (IF ANY) CoreCivic						
11. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITION. Detention services for Federal inmates to include custo		•	edical, and subsis	tence serv	vices.	
12. LOCATION (CITY, COUNTY AND STATE) Webb County Detention Center, Laredo, Webb County, 13. IN ORDER TO COMPLETE THE WORK PROVIDED FOR UNDER		CONTRACT, IT IS NE	CESSARY TO ESTAR	ISH THE FO	LOWING RATE(S) FOR THE	
2015-5240. Revision 5	TMENT OF LA	ABOR DETERMINATIO	N 07/25			
NUMBER: a. LIST IN ORDER: PROPOSED CLASSIFICATION TITLES(S); JOB D AND RATIONALE FOR PROPOSED CLASSIFICATIONS (SCA ONL)	DESCRIPTION Y)	DATED:	b. WAGE RA	TE(S)	c. FRINGE BENEFITS PAYMENTS	
(Use reverse or attach additional sheets, if nec Proposed Classification Title: ASSISTANT SHIFT S	cessary/ SUPERVIS	OR	\$18.41		\$4.41	
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National Turner and TITLE OF SUBCONTRACTOR REPRESENTATION OF THE PRESENTATION OF THE P	IVE (IF ANY)	15. SIGNATURE AND	L DITILE OF PRIME CO	NTRACTOR	REPRESENTATIVE	
16. SIGNATURE OF EMPLOYEE OR REPRESENTATIVE		TITLE A 55,57	1017	HECK APPROP	PRIATE BOX-REFERENCING BLOCK 13.	
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TO BE COMPLETED BY CONTRACTING OFFICER AT THE INTERESTED PARTIES AGREE AND THE CONTRACTING AND RECOMMENDATIONS ARE ATTACHED.						
THE INTERESTED PARTIES CANNOT AGREE ON THE PROPO HOUR DIVISION IS THEREFORE REQUESTED. AVAILABLE IN	SED CLASSIF NFORMATION	FICATION AND WAGE AND RECOMMENDA	ERATE. A DETERMIN TIONS ARE ATTACH	ATION OF T ED.	THE QUESTION BY THE WAGE AND	
(Send of Signature of Contracting Officer or Representative		d 3 to Department of Labo TITLE AND COMMER NO.		DATE SUB	MITED	

REQUEST FOR AUTHORIZATION ADDITIONAL CLASSIFICATION AND			PRIATE BOX CONTRACT UCTION CONTRACT		OMB No.: 9000-0089 Expires: 02/28/96		
Public reporting burden for this collection of information is estimated sources, gathering and maintaining the data needed, and completing aspect of this collection of information, including suggestions for red DC 20405; and to the Office of Management and Budget, Paperwor	and reviewing thucing this burder	ne collection of inform n, to the FAR Secre	nation. Send commer tariat (VRS), Office of	nts regarding Federal Ac	this burden	estimate or any other	
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Webb County Detention Center, Laredo, Webb County, 13. IN ORDER TO COMPLETE THE WORK PROVIDED FOR UNDER		INTRACT, IT IS NEC	CESSARY TO ESTABL	ISH THE FO	LLOWING RA	TE(S) FOR THE	
INDICATED CLASSIFICATION(S) NOT INCLUDED IN THE DEPAR 2015-5240, Revision 5	TMENT OF LABO	OR DETERMINATION	N 07/25/	2017			
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(Use reverse or attach additional sheets, if net Proposed Classification Title: ASSISTANT SHIFT: FGE = GS-8		₹ #	\$18.41		\$4	.41	
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14. SIGNATURE AND TITLE OF SUBCONTRACTOR REPRESENTAT Natasha K. Metcalf Vice President, Partnership Development	TVE (IF ANY) 15	5. SIGNATURE AND	TITLE OF PRIME COI	NTRACTOR	REPRESENTA	TIVE	
16. SIGNATURE OF EMPLOYEE OR REPRESENTATIVE	Ťľ	TLE	Ċ	HECK APPROI	PRIATE BOX-RE	FERENCING BLOCK 13.	
midel a suit	م	ssisteant	eu deruis ma	AGR	EE	DISAGREE	
TO BE COMPLETED BY CONTRACTING OFFICER		•		19 (SCA)	OR FAR 2	2.406-3 (DBA))	
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		to Department of Labor		r			
SIGNATURE OF CONTRACTING OFFICER OR REPRESENTATIVE	T)	TLE AND COMMERO O.	JIAL TELEPHONE	DATE SUBI	MITED		

REQUEST FOR AUTHORIZATION OF	CONTRACT OMB No				
ADDITIONAL CLASSIFICATION AND RATE	RUCTION CONTRACT	Ex	pires:	02/28/96	
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3. CONTRACTOR Webb County			4. DATE OF	REQUEST	•
	AVAIADD	la DATE CONTRACT V	(ODK)		
5. CONTRACT NUMBER 70CDCR18DIG000004 BIDDING) N/A 70CDCR18DIG0000004 BIDDING) N/A 70CDCR18DIG00000004 BIDDING) N/A 70CDCR18DIG0000000004 BIDDING) N/A 70CDCR18DIG000000000000000000000000000000000000		8. DATE CONTRACT W STARTED 02/28/2018			ION EXERCISED (IF (SCA ONLY)
10. SUBCONTRACTOR (IF ANY) CoreCivic					
11. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITIONAL SHEET IF I	NEEDED)				
Detention services for Federal inmates to include custody, control, 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 OF INDICATED CLASSIFICATION(S) NOT INCLUDED IN THE DEPARTMENT OF LA	CONTRACT, IT IS NE BOR DETERMINATIO	CESSARY TO ESTABLIS	H THE FOLL	OWING RA	TE(S) FOR THE
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Natasha K Metcalf Vice President, Partnership Development	15. SIGNATURE ANI	D TITLE OF PRIME CONT	TRACTOR RE	PRESENTA	TIVE
·	TITLE	[CHE	CK APPROPRIA	ATE BOX-RE	FERENCING BLOCK 13.
., .1		_ F	AGREE		DISAGREE
TO BE COMPLETED BY CONTRACTING OFFICER (CHECK AS		Supero Sor		_	
THE INTERESTED PARTIES AGREE AND THE CONTRACTING OFFICER REC					
AND RECOMMENDATIONS ARE ATTACHED.					

NSN 7540-01-268-0631 Previous edition is usable

SIGNATURE OF CONTRACTING OFFICER OR REPRESENTATIVE

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.

TITLE AND COMMERCIAL TELEPHONE

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

NO.

DATE SUBMITED

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

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CHE	K APPROPRIATE BOX
	K APPROPRIATE BOX SERVICE CONTRACT
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OMB No.: 9000-0089 Expires: 02/28/96

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3. CONTRACTOR				4. DATE O	F REQUEST
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CHECK APPROPRIATE BOX
SERVICE CONTRACT
CONSTRUCTION CONTRACT

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

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

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

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CHECK APPROPRIATE BOX
SERVICE CONTRACT
CONSTRUCTION CONTRACT

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

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Job Title	Job Code
ASSISTANT SHIFT SUPERVISOR	9104

Department	EEO Code	EEO Category	FLSA Status	Full Time	Part Time
07	009	sw	Non-Exempt	X	N/A

SUMMARY:

The Assistant Shift Supervisor assists in the supervision of the administrative and operational security activities in a correctional/detention facility. Directly supervises officers assigned to the shift and may serve as acting Shift Supervisor in the absence of the Shift Supervisor. Directs officers in performing their duties related to the supervision of inmates/residents and the protection and preservation of their legal rights. The Assistant Shift Supervisor conducts regular inspections of all security-related and control-related functions. Must be able to work any post assignment on any shift.

ESSENTIAL FUNCTIONS:

The incumbent should be able to perform all of the following functions at a pace and level of performance consistent with the job performance requirements. Any additional qualifications and/or essential job functions applicable for specific facility locations will be contained in Appendix A.

- 1. Directly supervises assigned security staff on the shift in the performance of their duties and evaluates the performance of subordinate staff as prescribed by facility and company policy. This includes training new employees, listening to concerns and effectively resolving disputes or issues, taking corrective or disciplinary action, monitoring post assignments and use of overtime, approving leave requests, and preparing inmates/resident work assignments.
- 2. Understands and complies with specific post orders written for the assigned post. Ensures that subordinate staff receive, read, understand and sign their post orders as required by policy. Demonstrates and provides guidance to staff on adherence to approved safety and security practices. Works with Learning and Development and Master Scheduling teams to facilitate the necessary staff training and monitors completion of required certification(s) and/or licensure(s) for the performance of staff duties.
- 3. Interprets, enforces and complies with applicable rules, regulations, policies, procedures, standards and/or contract requirements. Directs staff to perform duties consistent with policy and procedure.

Job Title	Job Code
ASSISTANT SHIFT SUPERVISOR	9104

- 4. Attends scheduled staff meetings to enhance effective communications between facility management, staff and inmates/residents. Assists in streamlining communications and maintaining consistency of operation between shifts.
- 5. Prepares or directs the preparation of shift logs, disciplinary reports, daily counts and other administrative reports and records as required by policy, to include an account of all significant events or scheduled appointments during shift. Reviews reports and records produced on the shift for completeness and accurate documentation.
- 6. Conducts routine inspections of all housing units and common areas to verify that subordinate officers are performing their duties in compliance with proper standards, facility operating procedures and company guidelines for maintaining the safety and security of staff and inmates/residents. Directs subordinate security staff to correct problems detected.
- 7. Inspects posts to observe preparedness of staff and to confirm that security is properly maintained at all times.
- 8. Manages conflicts and mediates disputes through the use of appropriate management techniques and devises workable solutions. Responds to investigations and inquiries with accuracy by gathering information and evidence, and establishing facts and valid conclusions to assist with efficiently initiating and completing investigations. Properly processes all reports and documents in a timely manner. Exercises independent judgment in determining when probable cause exists to recommend or take disciplinary action.
- 9. Assists in monitoring and managing inventory and tool and key control. Manages the availability of supplies, equipment and/or restraint devices for staff use in the performance of their duties. Requisitions additional supplies as needed.
- 10. Assists in managing the safety and security of operations during emergencies or disturbances, utilizing appropriate restraints when necessary or administering basic emergency medical aid. Assists in preventing escapes, pursues fleeing inmates/residents, participates in searches for escaped inmates/residents and other duties which may involve quickly entering and exiting secured areas.
- 11. May occasionally provide coverage for a post assignment as required by business necessity in the event of a shortage of staff or in an emergency situation.

Job Title	Job Code
Assistant Shift Supervisor	9104

- 12. Manages verbal and mental abuse when confronted with the hostile views and opinions of inmates/residents. Takes appropriate action to prevent or defuse potentially disruptive situations.
- 13. Domestic U. S. travel may be required.

QUALIFICATIONS:

High School diploma, GED certification or equivalent is required. Three years of experience in a criminal justice field is required. One year of corrections experience, including the care and custody of inmates/offenders is required. One year of experience in a supervisory capacity is preferred. Additional education in criminal justice or a related field may be substituted for the required experience on a year-for-year basis up to two years. No substitution for the required corrections experience. Experience in Microsoft Office or other similar software applications is preferred. A valid driver's license is required.

SUMMARY OF CURRENT JOB PERFORMANCE CHARACTERISTICS

Job Title	Job Code	Department	Full Time	Part Time
Assistant Shift Supervisor	9104	07	х	N/A

GROUP I (Number of ho	urs in an 8-hວເ	ır day)		Intermittent	Constant
Sitting				<1	
Standing				<1	
Walking		ĺ		>6	
GROUP II	Weight	N/A	Occasionally	Frequently	Continuously
Lifting up to	150		X		
Carrying up to	25		Х		
Pushing up to	150		Х		
Pulling up to	150		Х		
GROUP III		N/A	Occasionally	Frequently	Continuously
Squatting			Х		
Bending				Х	
Kneeling			X		
Reaching				Х	
Twisting				Х	
Crawling			X		
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 and/or humidity				Х	
Exposure to dust, fumes or gases				Х	
Being near moving machine		X			
Working from heights			Х		
Exposure to Infectious Diseases			Х		
Driving			Х		
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.

Travel: Occasional local ground travel, and long distance ground travel.

Additional Physical Demands:

While performing the duties of the 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 occasionally lift and/or move up to 150 lbs.

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



Webb County Detention Center – 70CDCR18DIG000004 Assistant Shift Supervisor 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 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 determined that this position is two grades 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.

The Assistant Shift Supervisor assists in the supervision of the security activities in a correctional/detention facility. The position provides direction and oversight to Detention Officers and Senior Detention Officers on a shift in the performance of their duties, evaluates the performance of subordinate staff, provides training and takes corrective action. The Senior Detention Officer position, which manages more complex posts than the Detention Officer position, was previously conformed at an FGE GS-7 level. Based on the skill level, responsibility and scope of work, this position is considered one FGE level higher than the Senior Detention Officer position, and is more appropriately classified as an Assistant Shift Supervisor. Accordingly, we propose a wage rate of \$18.41 per hour, which was calculated by multiplying the Detention Officer rate by 1.11 to the higher grade, one step at a time, in accordance with the SCA Conformance Guide, Appendix C.

This methodology is consistent with conformance approval for the Assistant Shift Supervisor position at the Nevada Southern Detention Center (ODT-8-C-0001), which was based on the same criteria.

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