



Guam Memorial Hospital Authority Aturidåt Espetåt Mimuriåt Guåhan



850 GOV. CARLOS CAMACHO ROAD
OKA, TAMUNING, GUAM 96913
TEL: 647-2444 or 647-2330
FAX: (671) 649-0145

September 25, 2019

AMENDMENT #1

FOR

GMHA IFB 017-2019

PROVIDE CONSTRUCTION SERVICES FOR THE REMOVAL AND REPLACEMENT OF THE SKILLED NURSING FACILITY'S CHILLER SYSTEM PROJECT

This amendment is being issued to respond to a clarification submitted by JWS and USA Contractors:

CLARIFICATION SUBMITTED BY JWS: After checking the Invitation for Bid, Summary of Work and the CD related to project we are unable to locate the following forms required:

Affidavit re Ethical Standards
Affidavit re Contingent Fees
Certification of Bidder Regarding Equal Employment Opportunities
Certification Regarding No-Segregated Facilities
Sex Offender Certification
Wage and Benefit Certification
US DOL Wage and Benefit Determination for Guam

RESPONSE: See attached copies of the missing required forms. Please be sure to add and complete and submit them along with all other required documents.

CLARIFICATION AND REQUEST FROM JWS AD USA CONTRACTORS: BOTH BIDDERS REQUESTING FOR EXTENSION TO THE BID SUBMISSION DATE:

RESPONSE: BID SUBMISSION DATE AS READ: September 30, 2019 on or before 9:00 am
With the Public Opening at 9:30 am

CHANGE BID SUBMISSION DATE TO READ AS: October 18, 2019 on or before 9:00 am
with the Public Opening at 9:30 am on the same day.

If you have any questions, please address your concerns in writing to Lillian Perez-Posadas, Hospital Administrator/CEO and fax to the Materials Management Office at 649-3640 for email it to dfp@gmha.org

Sincerely yours,



Dolores Pangelinan
Hospital Materials Management Administrator,

Acknowledgment of Receipt: Return acknowledgment to fax number 649-3640

Company

Print Name

Signature Date

APPENDIX L

**CERTIFICATION OF BIDDER REGARDING
EQUAL EMPLOYMENT OPPORTUNITY**

GENERAL

In accordance with Executive Order 11246 (30 F.R. 12319-25), the implementing rules and regulations thereof, and orders of the Secretary of Labor, a Certification regarding Equal Opportunity is required of bidders or prospective Contractors and their proposed sub-contractors prior to the award of Contract or sub-contracts.

CERTIFICATION OF BIDDER

Bidder's Name:

Address:

Internal Revenue Service Employer Identification No.:

1. Participation in a previous Contract or sub-contract.
 - a. Bidder has participated in a previous Contract or sub-contract subject to the Equal Opportunity clause Yes No
 - b. Compliance reports were required to be filled in connection with such Contract or sub-contract Yes No
 - c. Bidder has filed all compliance reports required by Executive Orders 10925, 11114, 11246 or by regulations of the Equal Employment Opportunity Commission issued pursuant to Title VII or the Civil Rights Act of 1964 Yes No
 - d. If answer to item (c) is "NO", please explain in detail on reverse side of this certification.
2. Dollar Amount of Bid: \$ _____.
3. Anticipated performance period _____ days.
4. Expected total number of employees who will perform the proposed construction:

5. Non-segregated Facilities

a. Notice to Prospective Contractor.

- (1) A Certification of Non-segregated Facilities, as required by the May 9, 1967, order (32 F.R. 7439, May 19, 1967) on Elimination of Segregated Facilities, by the Secretary of Labor, must be submitted to the recipient prior to the award of a Contract exceeding \$10,000 which is not exempt from the provisions of the Equal Opportunity Clause.
- (2) Contractors receiving Contract awards exceeding \$10,000 which are not exempt from the provisions of the Equal Opportunity Clause will be required to provide for the forwarding of the following notice to prospective sub-contractors for supplies and construction Contracts where the sub-contracts exceed \$10,000 and are not exempt from the provisions of the Equal Opportunity Clause.

b. Notice to Prospective sub-contractors of Requirements for Certification of Non-segregated Facilities.

- (1) A Certification of Non-segregated Facilities, as required by the May 9, 1967, order (32 F.R. 7439, May 19, 1967) on Elimination of Segregated Facilities, by the Secretary of Labor, must be submitted prior to the award of a sub-contract exceeding \$10,000 which is not exempt from the provisions of the Equal Opportunity Clause.
- (2) Contractors receiving sub-contract awards exceeding \$10,000 which are not exempt from the provisions of the Equal Opportunity Clause will be required to provide for the forwarding of this notice to prospective sub-contractors for supplies and construction Contracts, where the sub-contractors exceed \$10,000 and are not exempt from the provisions of the Equal Opportunity Clause.

c. Certification of Non-segregated Facilities.

The Contractor certifies that he does not maintain or provide for his employees any segregated facilities at any of his establishments, and that he does not permit his employees to perform their services at any location, under his control, where segregated facilities are maintained. The Contractor agrees that a breach of this certification is a violation of the Equal Opportunity Clause in this Contract.

As used in this certification, the term "segregated facilities" means any waiting rooms, work areas, rest rooms and wash rooms, restaurants and other eating areas, time clocks, locker rooms and other storage or dressing areas, parking lots, drinking fountains, recreation or entertainment areas, transportation, or housing facilities provided for employees which are segregated by

explicit directive or are in fact segregated on the basis of race, creed, color, or national origin because of habit, local custom, or otherwise. The Contractor agrees that (except where he has obtained identical certifications from proposed sub-contractors for specific time periods) he will obtain identical certifications in duplicate from proposed sub-contractors prior to the award of sub-contracts exceeding \$10,000 which are not exempt from the provisions of the Equal Opportunity Clause, and that he will retain the duplicate of such certifications in his files. The Contractor will include the original in his Bid Package.

6. Race of ethnic group designation of bidder. Enter race or ethnic group in the appropriate box:

- | | | | | | |
|--------------------------|-------------------------------------|--------------------------|------------------|--------------------------|----------|
| <input type="checkbox"/> | African American | <input type="checkbox"/> | Spanish American | <input type="checkbox"/> | Oriental |
| <input type="checkbox"/> | Aleut | <input type="checkbox"/> | American Indian | <input type="checkbox"/> | Eskimo |
| <input type="checkbox"/> | White (other than Spanish American) | | | | |
| <input type="checkbox"/> | Pacific Islander | | | | |

REMARKS:

Certification: The information above is true and complete to the best of my knowledge and belief.

Name and Title of Signer:

(Please Type)

(Signature)

(Date)

NOTE: The penalty for making false statements in offers is prescribed in 18 U.S.C. 1001.

APPENDIX M

**CERTIFICATION OF BIDDER
REGARDING NONSEGREGATED FACILITIES**

(Applicable to Contracts and related sub-contracts \$10,000 which are not exempt from the Equal Opportunity Clause.)

The Contractor certifies that he does not maintain or provide for his employees any segregated facilities in any of his establishment, and that he does not permit his employees to perform their services at any location, under his control, where segregated facilities are maintained. The Contractor certifies further that he will not maintain or provide for his employees any segregated facilities at any of his establishments, and that he will not permit his employees to perform their services at any location under his control, where segregated facilities are maintained. The Contractor agrees that a breach of this certification is a violation of the Equal Opportunity Clause in this Contract. As used in this certification, the term "segregated facilities" means any waiting rooms, work areas, rest rooms and wash rooms and other storage or dressing areas, parking lots, drinking fountains, recreation or entertainment areas, transportation, and housing facilities provided for employees which are segregated by explicit directive or are in fact segregated on the basis of race, creed, color, or national origin, because of habit, local custom, or otherwise. The Contractor agrees that (except where he has obtained identical certifications from proposed sub-contractors for specific time periods) he will obtain identical certifications exceeding \$10,000 which are not exempt from the provision of the Equal Opportunity Clause, and that he will retain such certifications in his files.

NAME AND TITLE OF SIGNER:

(Please Type)

(Signature)

(Date)

NOTE: The penalty for making false statements in offers is prescribed in 18 U.S.C. 1001.

APPENDIX O

CERTIFICATION OF NON-EMPLOYMENT OF CONVICTED SEXUAL OFFENDERS

Pursuant to Guam Public Law 28-24, as amended by Guam Public Law 28-98, if a Contract for services is awarded to the bidder or offeror, then the service provider must warrant that no person in its employment who has been convicted of a sex offense under the provisions of Chapter 25 of Title 9 of the Guam Code Annotated or of an offense defined in Article 2 of Chapter 28 of Title 9 of the Guam Code Annotated, or who has been convicted in any other jurisdiction of an offense with the same elements as heretofore defined, or who is listed on the Sex Offender Registry, shall provide services on behalf of the service provider while on government of Guam property, with the exception of public highways. If any employee of a service provider is providing services on government property and is convicted subsequent to an award of a Contract, then the service provider warrants that it will notify the Government of the conviction within twenty-four hours of the conviction, and will immediately remove such convicted person from providing services on government property. If the service provider is found to be in violation of any of the provisions of this paragraph, then the Government will give notice to the service provider to take corrective action. The service provider shall take corrective action within twenty-four hours of notice from the Government, and the service provider shall notify the Government when action has been taken. If the service provider fails to take corrective steps within twenty-four hours of notice from the Government, then the Government in its sole discretion may suspend temporarily any Contract for services until corrective action

I, _____ being a duly authorized representative acknowledge the
(print name)
directive as describe above and ensure the Bid Proposal as submitted addresses the directive.

(Company Name)

(Title)

(Signature)

(Date)

APPENDIX N

WAGE AND BENEFIT CERTIFICATION

Invitation for Bid No. GMHA IFB 017-2019 Name of Offeror: _____

I, _____ hereby **certify under penalty of perjury as follows:**

(1) That I am _____ [*please select one: the offeror, a partner of the offeror, an officer of the offeror*] making the bid or proposal in the foregoing identified procurement;

(2) That I have read and understand the provisions of 5 GCA § 5801 and § 5802 below and that I will ensure that I and my sub-contractors will comply with said provisions which read as follows:

§ 5801. Wage Determination Established.

In such cases where the government of Guam enters into Contractual arrangements with a sole proprietorship, a partnership or a corporation ("Contractor") for the provision of a service to the government of Guam, and in such cases where the Contractor employs a person(s) whose purpose, in whole or in part, is the direct delivery of service Contracted by the government of Guam, then the Contractor shall pay such employee(s) in accordance with the Wage Determination for Guam and the Northern Mariana Islands issued and promulgated by the U.S. Department of Labor for such labor as is employed in the direct delivery of Contract deliverables to the government of Guam.

The Wage Determination most recently issued by the U.S. Department of Labor at the time a Contract is awarded to a Contractor by the government of Guam shall be used to determine wages, which shall be paid to employees pursuant to this Article. Should any Contract contain a renewal clause, then at the time of renewal adjustments, there shall be made stipulations contained in that Contract for applying the Wage Determination, as required by this Article, so that the Wage Determination promulgated by the U.S. Department of Labor on a date most recent to the renewal date shall apply.

§ 5802. Benefits

In addition to the Wage Determination detailed in this Article, any Contract to which this Article applies shall also contain provisions mandating health and similar benefits for employees covered by this Article, such benefits having a minimum value as detailed in the Wage Determination issued and promulgated by the U.S. Department of Labor, and shall contain provisions guaranteeing a minimum of ten (10) paid holidays per annum per employee.

(3) That the offeror and its sub-contractors are now, or will be prior to beginning performance and throughout the Contract term, in full compliance with 5 GCA § 5801 and § 5802.

(4) That I have attached the most recent wage and benefit determinations applicable to Guam issued by the U.S. Department of Labor and that I will ensure all of my employees and the employees of my sub-contractors will be provided a minimum of ten (10) paid holidays per annum.

Signature

Date

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 | WASHINGTON D.C. 20210
 |
 |
 |
 | Wage Determination No.: 2015-5694
 Daniel W. Simms Division of | Revision No.: 9
 Director Wage Determinations | Date Of Last Revision: 08/02/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Guam Northern Marianas Wake Island

Area: Guam Statewide

Northern Marianas Statewide

Wake Island Statewide

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.57 |
| 01012 - Accounting Clerk II | | 15.23 |
| 01013 - Accounting Clerk III | | 17.04 |
| 01020 - Administrative Assistant | | 19.48 |
| 01035 - Court Reporter | | 17.40 |
| 01041 - Customer Service Representative I | | 10.89 |
| 01042 - Customer Service Representative II | | 12.25 |
| 01043 - Customer Service Representative III | | 13.37 |
| 01051 - Data Entry Operator I | | 12.15 |
| 01052 - Data Entry Operator II | | 13.25 |
| 01060 - Dispatcher Motor Vehicle | | 14.37 |
| 01070 - Document Preparation Clerk | | 13.85 |
| 01090 - Duplicating Machine Operator | | 13.85 |
| 01111 - General Clerk I | | 10.35 |
| 01112 - General Clerk II | | 11.29 |
| 01113 - General Clerk III | | 12.68 |
| 01120 - Housing Referral Assistant | | 19.39 |
| 01141 - Messenger Courier | | 11.37 |
| 01191 - Order Clerk I | | 12.57 |
| 01192 - Order Clerk II | | 13.71 |
| 01261 - Personnel Assistant (Employment) I | | 15.95 |
| 01262 - Personnel Assistant (Employment) II | | 17.85 |
| 01263 - Personnel Assistant (Employment) III | | 19.89 |
| 01270 - Production Control Clerk | | 21.78 |
| 01290 - Rental Clerk | | 11.10 |
| 01300 - Scheduler Maintenance | | 15.55 |
| 01311 - Secretary I | | 15.55 |
| 01312 - Secretary II | | 17.40 |
| 01313 - Secretary III | | 19.39 |
| 01320 - Service Order Dispatcher | | 12.73 |
| 01410 - Supply Technician | | 19.48 |
| 01420 - Survey Worker | | 15.26 |
| 01460 - Switchboard Operator/Receptionist | | 9.67 |
| 01531 - Travel Clerk I | | 12.77 |
| 01532 - Travel Clerk II | | 13.83 |
| 01533 - Travel Clerk III | | 14.78 |
| 01611 - Word Processor I | | 14.53 |

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| 01612 - Word Processor II | 16.31 |
| 01613 - Word Processor III | 18.26 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 13.58 |
| 05010 - Automotive Electrician | 13.06 |
| 05040 - Automotive Glass Installer | 12.10 |
| 05070 - Automotive Worker | 12.10 |
| 05110 - Mobile Equipment Servicer | 10.27 |
| 05130 - Motor Equipment Metal Mechanic | 13.71 |
| 05160 - Motor Equipment Metal Worker | 12.10 |
| 05190 - Motor Vehicle Mechanic | 13.71 |
| 05220 - Motor Vehicle Mechanic Helper | 10.12 |
| 05250 - Motor Vehicle Upholstery Worker | 12.10 |
| 05280 - Motor Vehicle Wrecker | 12.10 |
| 05310 - Painter Automotive | 12.87 |
| 05340 - Radiator Repair Specialist | 12.10 |
| 05370 - Tire Repairer | 11.44 |
| 05400 - Transmission Repair Specialist | 13.61 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.47 |
| 07041 - Cook I | 11.45 |
| 07042 - Cook II | 13.33 |
| 07070 - Dishwasher | 9.12 |
| 07130 - Food Service Worker | 9.34 |
| 07210 - Meat Cutter | 11.86 |
| 07260 - Waiter/Waitress | 9.19 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.40 |
| 09040 - Furniture Handler | 9.95 |
| 09080 - Furniture Refinisher | 16.40 |
| 09090 - Furniture Refinisher Helper | 12.06 |
| 09110 - Furniture Repairer Minor | 14.27 |
| 09130 - Upholsterer | 16.40 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 9.35 |
| 11060 - Elevator Operator | 9.29 |
| 11090 - Gardener | 12.90 |
| 11122 - Housekeeping Aide | 9.29 |
| 11150 - Janitor | 9.29 |
| 11210 - Laborer Grounds Maintenance | 9.74 |

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|--|-------|
| 11240 - Maid or Houseman | 9.22 |
| 11260 - Pruner | 8.72 |
| 11270 - Tractor Operator | 11.80 |
| 11330 - Trail Maintenance Worker | 9.74 |
| 11360 - Window Cleaner | 10.37 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.77 |
| 12011 - Breath Alcohol Technician | 17.77 |
| 12012 - Certified Occupational Therapist Assistant | 24.38 |
| 12015 - Certified Physical Therapist Assistant | 24.38 |
| 12020 - Dental Assistant | 14.21 |
| 12025 - Dental Hygienist | 32.84 |
| 12030 - EKG Technician | 25.10 |
| 12035 - Electroneurodiagnostic Technologist | 25.10 |
| 12040 - Emergency Medical Technician | 17.77 |
| 12071 - Licensed Practical Nurse I | 15.88 |
| 12072 - Licensed Practical Nurse II | 17.77 |
| 12073 - Licensed Practical Nurse III | 19.81 |
| 12100 - Medical Assistant | 12.26 |
| 12130 - Medical Laboratory Technician | 18.82 |
| 12160 - Medical Record Clerk | 13.61 |
| 12190 - Medical Record Technician | 17.77 |
| 12195 - Medical Transcriptionist | 15.88 |
| 12210 - Nuclear Medicine Technologist | 39.04 |
| 12221 - Nursing Assistant I | 11.03 |
| 12222 - Nursing Assistant II | 12.43 |
| 12223 - Nursing Assistant III | 13.54 |
| 12224 - Nursing Assistant IV | 15.22 |
| 12235 - Optical Dispenser | 17.77 |
| 12236 - Optical Technician | 15.88 |
| 12250 - Pharmacy Technician | 15.49 |
| 12280 - Phlebotomist | 15.22 |
| 12305 - Radiologic Technologist | 22.69 |
| 12311 - Registered Nurse I | 22.53 |
| 12312 - Registered Nurse II | 27.56 |
| 12313 - Registered Nurse II Specialist | 27.56 |
| 12314 - Registered Nurse III | 33.34 |
| 12315 - Registered Nurse III Anesthetist | 33.34 |
| 12316 - Registered Nurse IV | 39.96 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.01 |

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|--|---------|-------|
| 12320 - Substance Abuse Treatment Counselor | | 22.01 |
| 13000 - Information And Arts Occupations | | |
| 13011 - Exhibits Specialist I | | 19.45 |
| 13012 - Exhibits Specialist II | | 24.09 |
| 13013 - Exhibits Specialist III | | 29.47 |
| 13041 - Illustrator I | | 19.45 |
| 13042 - Illustrator II | | 24.09 |
| 13043 - Illustrator III | | 29.47 |
| 13047 - Librarian | | 26.68 |
| 13050 - Library Aide/Clerk | | 15.48 |
| 13054 - Library Information Technology Systems Administrator | | 24.09 |
| 13058 - Library Technician | | 16.64 |
| 13061 - Media Specialist I | | 17.38 |
| 13062 - Media Specialist II | | 19.45 |
| 13063 - Media Specialist III | | 21.67 |
| 13071 - Photographer I | | 17.38 |
| 13072 - Photographer II | | 19.45 |
| 13073 - Photographer III | | 24.09 |
| 13074 - Photographer IV | | 29.47 |
| 13075 - Photographer V | | 35.65 |
| 13090 - Technical Order Library Clerk | | 18.74 |
| 13110 - Video Teleconference Technician | | 17.38 |
| 14000 - Information Technology Occupations | | |
| 14041 - Computer Operator I | | 15.71 |
| 14042 - Computer Operator II | | 17.22 |
| 14043 - Computer Operator III | | 19.19 |
| 14044 - Computer Operator IV | | 21.33 |
| 14045 - Computer Operator V | | 23.62 |
| 14071 - Computer Programmer I | (see 1) | 15.73 |
| 14072 - Computer Programmer II | (see 1) | 19.50 |
| 14073 - Computer Programmer III | (see 1) | 23.84 |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | 24.23 |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 15.71 |
| 14160 - Personal Computer Support Technician | | 21.33 |
| 14170 - System Support Specialist | | 21.24 |
| 15000 - Instructional Occupations | | |

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|---|-------|
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.23 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.32 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.91 |
| 15050 - Computer Based Training Specialist / Instructor | 24.23 |
| 15060 - Educational Technologist | 27.61 |
| 15070 - Flight Instructor (Pilot) | 34.91 |
| 15080 - Graphic Artist | 20.47 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | 34.91 |
| 15086 - Maintenance Test Pilot Rotary Wing | 34.91 |
| 15088 - Non-Maintenance Test/Co-Pilot | 34.91 |
| 15090 - Technical Instructor | 17.65 |
| 15095 - Technical Instructor/Course Developer | 21.58 |
| 15110 - Test Proctor | 13.87 |
| 15120 - Tutor | 13.87 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.78 |
| 16030 - Counter Attendant | 9.78 |
| 16040 - Dry Cleaner | 11.30 |
| 16070 - Finisher Flatwork Machine | 9.78 |
| 16090 - Presser Hand | 9.78 |
| 16110 - Presser Machine Drycleaning | 9.78 |
| 16130 - Presser Machine Shirts | 9.78 |
| 16160 - Presser Machine Wearing Apparel Laundry | 9.78 |
| 16190 - Sewing Machine Operator | 11.94 |
| 16220 - Tailor | 12.44 |
| 16250 - Washer Machine | 10.24 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.40 |
| 19040 - Tool And Die Maker | 20.61 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.96 |
| 21030 - Material Coordinator | 21.78 |
| 21040 - Material Expediter | 21.78 |
| 21050 - Material Handling Laborer | 11.37 |
| 21071 - Order Filler | 9.66 |
| 21080 - Production Line Worker (Food Processing) | 13.96 |
| 21110 - Shipping Packer | 14.47 |
| 21130 - Shipping/Receiving Clerk | 14.47 |
| 21140 - Store Worker I | 14.48 |
| 21150 - Stock Clerk | 20.34 |

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|---|-------|
| 21210 - Tools And Parts Attendant | 13.96 |
| 21410 - Warehouse Specialist | 13.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.69 |
| 23019 - Aircraft Logs and Records Technician | 16.09 |
| 23021 - Aircraft Mechanic I | 19.70 |
| 23022 - Aircraft Mechanic II | 20.69 |
| 23023 - Aircraft Mechanic III | 21.74 |
| 23040 - Aircraft Mechanic Helper | 13.70 |
| 23050 - Aircraft Painter | 18.50 |
| 23060 - Aircraft Servicer | 16.09 |
| 23070 - Aircraft Survival Flight Equipment Technician | 18.50 |
| 23080 - Aircraft Worker | 17.38 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 17.38 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 19.70 |
| 23110 - Appliance Mechanic | 16.40 |
| 23120 - Bicycle Repairer | 13.17 |
| 23125 - Cable Splicer | 19.59 |
| 23130 - Carpenter Maintenance | 15.10 |
| 23140 - Carpet Layer | 15.33 |
| 23160 - Electrician Maintenance | 18.05 |
| 23181 - Electronics Technician Maintenance I | 15.33 |
| 23182 - Electronics Technician Maintenance II | 16.40 |
| 23183 - Electronics Technician Maintenance III | 18.31 |
| 23260 - Fabric Worker | 14.27 |
| 23290 - Fire Alarm System Mechanic | 15.43 |
| 23310 - Fire Extinguisher Repairer | 13.17 |
| 23311 - Fuel Distribution System Mechanic | 17.46 |
| 23312 - Fuel Distribution System Operator | 13.17 |
| 23370 - General Maintenance Worker | 11.96 |
| 23380 - Ground Support Equipment Mechanic | 19.70 |
| 23381 - Ground Support Equipment Servicer | 16.09 |
| 23382 - Ground Support Equipment Worker | 17.38 |
| 23391 - Gunsmith I | 13.17 |
| 23392 - Gunsmith II | 15.33 |
| 23393 - Gunsmith III | 17.46 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 17.16 |

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| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 18.25 |
| 23430 - Heavy Equipment Mechanic | 17.64 |
| 23440 - Heavy Equipment Operator | 16.26 |
| 23460 - Instrument Mechanic | 17.46 |
| 23465 - Laboratory/Shelter Mechanic | 16.40 |
| 23470 - Laborer | 11.37 |
| 23510 - Locksmith | 16.40 |
| 23530 - Machinery Maintenance Mechanic | 23.13 |
| 23550 - Machinist Maintenance | 17.46 |
| 23580 - Maintenance Trades Helper | 10.67 |
| 23591 - Metrology Technician I | 17.46 |
| 23592 - Metrology Technician II | 18.56 |
| 23593 - Metrology Technician III | 19.66 |
| 23640 - Millwright | 17.46 |
| 23710 - Office Appliance Repairer | 16.40 |
| 23760 - Painter Maintenance | 13.95 |
| 23790 - Pipefitter Maintenance | 17.64 |
| 23810 - Plumber Maintenance | 16.57 |
| 23820 - Pneudraulic Systems Mechanic | 17.46 |
| 23850 - Rigger | 17.46 |
| 23870 - Scale Mechanic | 15.33 |
| 23890 - Sheet-Metal Worker Maintenance | 16.09 |
| 23910 - Small Engine Mechanic | 15.33 |
| 23931 - Telecommunications Mechanic I | 19.01 |
| 23932 - Telecommunications Mechanic II | 19.76 |
| 23950 - Telephone Lineman | 18.24 |
| 23960 - Welder Combination Maintenance | 17.92 |
| 23965 - Well Driller | 17.46 |
| 23970 - Woodcraft Worker | 17.46 |
| 23980 - Woodworker | 13.17 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 14.54 |
| 24570 - Child Care Attendant | 10.09 |
| 24580 - Child Care Center Clerk | 12.58 |
| 24610 - Chore Aide | 10.56 |
| 24620 - Family Readiness And Support Services Coordinator | 14.54 |
| 24630 - Homemaker | 16.12 |
| 25000 - Plant And System Operations Occupations | |

| | |
|---|-------|
| 25010 - Boiler Tender | 17.46 |
| 25040 - Sewage Plant Operator | 19.63 |
| 25070 - Stationary Engineer | 17.46 |
| 25190 - Ventilation Equipment Tender | 12.06 |
| 25210 - Water Treatment Plant Operator | 19.63 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.90 |
| 27007 - Baggage Inspector | 9.40 |
| 27008 - Corrections Officer | 12.05 |
| 27010 - Court Security Officer | 12.05 |
| 27030 - Detection Dog Handler | 10.90 |
| 27040 - Detention Officer | 12.05 |
| 27070 - Firefighter | 12.05 |
| 27101 - Guard I | 9.40 |
| 27102 - Guard II | 10.90 |
| 27131 - Police Officer I | 12.05 |
| 27132 - Police Officer II | 13.40 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.79 |
| 28042 - Carnival Equipment Repairer | 13.97 |
| 28043 - Carnival Worker | 9.45 |
| 28210 - Gate Attendant/Gate Tender | 13.18 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.84 |
| 28515 - Recreation Specialist | 18.26 |
| 28630 - Sports Official | 11.74 |
| 28690 - Swimming Pool Operator | 17.71 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.47 |
| 29020 - Hatch Tender | 21.47 |
| 29030 - Line Handler | 21.47 |
| 29041 - Stevedore I | 19.98 |
| 29042 - Stevedore II | 22.96 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 38.78 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 26.74 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 29.45 |
| 30021 - Archeological Technician I | 17.49 |
| 30022 - Archeological Technician II | 19.56 |

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| 30023 - Archeological Technician III | 24.21 |
| 30030 - Cartographic Technician | 23.18 |
| 30040 - Civil Engineering Technician | 23.08 |
| 30051 - Cryogenic Technician I | 25.57 |
| 30052 - Cryogenic Technician II | 28.24 |
| 30061 - Drafter/CAD Operator I | 17.49 |
| 30062 - Drafter/CAD Operator II | 19.56 |
| 30063 - Drafter/CAD Operator III | 20.77 |
| 30064 - Drafter/CAD Operator IV | 25.57 |
| 30081 - Engineering Technician I | 14.84 |
| 30082 - Engineering Technician II | 16.66 |
| 30083 - Engineering Technician III | 18.64 |
| 30084 - Engineering Technician IV | 23.08 |
| 30085 - Engineering Technician V | 28.24 |
| 30086 - Engineering Technician VI | 34.16 |
| 30090 - Environmental Technician | 23.08 |
| 30095 - Evidence Control Specialist | 23.08 |
| 30210 - Laboratory Technician | 20.77 |
| 30221 - Latent Fingerprint Technician I | 25.57 |
| 30222 - Latent Fingerprint Technician II | 28.24 |
| 30240 - Mathematical Technician | 23.34 |
| 30361 - Paralegal/Legal Assistant I | 19.44 |
| 30362 - Paralegal/Legal Assistant II | 23.68 |
| 30363 - Paralegal/Legal Assistant III | 28.99 |
| 30364 - Paralegal/Legal Assistant IV | 33.88 |
| 30375 - Petroleum Supply Specialist | 28.24 |
| 30390 - Photo-Optics Technician | 21.93 |
| 30395 - Radiation Control Technician | 28.24 |
| 30461 - Technical Writer I | 23.08 |
| 30462 - Technical Writer II | 28.24 |
| 30463 - Technical Writer III | 34.16 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.65 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.82 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.74 |
| 30494 - Unexploded (UXO) Safety Escort | 24.65 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.65 |
| 30501 - Weather Forecaster I | 25.57 |
| 30502 - Weather Forecaster II | 31.09 |
| 30620 - Weather Observer Combined Upper Air Or Surface Programs | (see 2) 20.77 |

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| 30621 - Weather Observer Senior | (see 2) | 23.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31010 - Airplane Pilot | | 29.82 |
| 31020 - Bus Aide | | 8.15 |
| 31030 - Bus Driver | | 9.69 |
| 31043 - Driver Courier | | 9.69 |
| 31260 - Parking and Lot Attendant | | 9.55 |
| 31290 - Shuttle Bus Driver | | 10.59 |
| 31310 - Taxi Driver | | 9.43 |
| 31361 - Truckdriver Light | | 10.59 |
| 31362 - Truckdriver Medium | | 11.61 |
| 31363 - Truckdriver Heavy | | 13.92 |
| 31364 - Truckdriver Tractor-Trailer | | 13.92 |
| 99000 - Miscellaneous Occupations | | |
| 99020 - Cabin Safety Specialist | | 14.54 |
| 99030 - Cashier | | 9.33 |
| 99050 - Desk Clerk | | 9.70 |
| 99095 - Embalmer | | 24.65 |
| 99130 - Flight Follower | | 24.65 |
| 99251 - Laboratory Animal Caretaker I | | 22.25 |
| 99252 - Laboratory Animal Caretaker II | | 24.31 |
| 99260 - Marketing Analyst | | 21.54 |
| 99310 - Mortician | | 24.65 |
| 99410 - Pest Controller | | 14.61 |
| 99510 - Photofinishing Worker | | 12.95 |
| 99710 - Recycling Laborer | | 14.32 |
| 99711 - Recycling Specialist | | 21.66 |
| 99730 - Refuse Collector | | 13.63 |
| 99810 - Sales Clerk | | 9.66 |
| 99820 - School Crossing Guard | | 16.44 |
| 99830 - Survey Party Chief | | 22.02 |
| 99831 - Surveying Aide | | 12.52 |
| 99832 - Surveying Technician | | 16.27 |
| 99840 - Vending Machine Attendant | | 22.25 |
| 99841 - Vending Machine Repairer | | 28.30 |
| 99842 - Vending Machine Repairer Helper | | 22.25 |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.54 per hour computed on the basis of all hours worked up to 40 hours per week by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.22 per hour computed on the basis of all hours worked up to 40 hours per week by service employees employed on the covered contracts. *

*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; and 4 weeks after 3 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformance may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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))."