



# Department of Integrated Services For Individuals with Disabilities



**Lourdes A. Leon Guerrero,**  
GOVERNOR

Dipåtamenton Programa Para I Maninutet

**Michelle Perez**  
DIRECTOR

**Joshua F. Tenorio**  
LIEUTENANT GOVERNOR

## REQUEST FOR PROPOSALS DISID RFP 01-2024

Amendment #3

Date: November 6<sup>th</sup>, 2023

By my signature below, I hereby acknowledge receipt of and compliance with this amendment to the above referenced RFP.

NAME OF OFFEROR
MAILING ADDRESS
PRINT NAME
SIGNATURE
TITLE
DATE

For those reviewing this proposal amendment from the website, this acknowledgment form can be dropped off at 138 East Marine Corps Drive Jones & Guerrero Commercial Plaza, Suite C101 Hagatna, Guam 96910, during weekdays, except holidays and weekends, faxed to 671-477-9183 or emailed to [Melanie-joy.Ogo@disid.guam.gov](mailto:Melanie-joy.Ogo@disid.guam.gov)

Any questions regarding this amendment must be submitted in writing to DISID Director's Office.

  
Michelle Perez  
Director





Lourdes A. Leon Guerrero,  
GOVERNOR

Joshua F. Tenorio  
LIEUTENANT GOVERNOR

# Department of Integrated Services For Individuals with Disabilities



Michelle Perez  
DIRECTOR

Dipårtamenton Programa Para I Maninutet  
Government of Guam

*Division of Support Services for Individuals with Disabilities*

## REQUEST FOR PROPOSALS DISID RFP 01-2024

Professional Adult Day Care Services for Individuals with Severe Disabilities

### Amendment #3

November 6<sup>th</sup>, 2023

The above numbered and described solicitation is amended and set forth below:

#### Section XIV. APPENDICES OF MANDATORY FORMS

This amendment is being issued to incorporate the U.S. Department of Labor (DOL) Wage Determination No. 2015-5693, Revision No. 19, dated July 17, 2023, into the RFP. This wage determination was inadvertently excluded in the original RFP packet, but it is now being included as an amendment.

All proposers are hereby notified that the U.S. DOL Wage Determination No. 2015-5693, Revision No. 19, dated July 17, 2023, is now part of the RFP. All proposals must comply with the requirements of this wage determination.

A copy of the U.S. DOL Wage Determination No. 2015-5693, Revision No. 19, dated July 17, 2023, is attached to this amendment.

**AND**



# Department of Integrated Services For Individuals with Disabilities

Dipåttamenton Programa Para I Maninutet  
Government of Guam  
*Division of Support Services for Individuals with Disabilities*

## **SECTION VII** **SCOPE OF SERVICES: PROGRAM SPECIFICATIONS**

Page 31:

**10. FACILITIES/CENTER HOURS:** The Adult Day Care (ADC) Centers' hours of operation shall be provided from 7:00a.m. to 6:00p.m. Monday through Friday, except on the **twelve (12)** identified holidays in compliance with the Health and Welfare benefits as provided by the U.S. Department of Labor provisions for Guam. Offerors are required to ensure the hours of operations at the Centers are maintained except in cases of emergency or upon notification from the DISID-DSS.

**The amended information on RFP 01-2024 packet shall read:**

Page 31:

**10. FACILITIES/CENTER HOURS:** The Adult Day Care (ADC) Centers' hours of operation shall be provided from 7:00a.m. to 6:00p.m. Monday through Friday, except on the **eleven (11)** identified holidays in compliance with the Health and Welfare benefits as provided by the U.S. Department of Labor provisions for Guam. Offerors are required to ensure the hours of operations at the Centers are maintained except in cases of emergency or upon notification from the DISID-DSS.

Submission of completed acknowledgement receipt is required and appreciated.

  
\_\_\_\_\_  
Michelle Perez  
Director



"REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5693  
Revision No.: 19  
Date Of Last Revision: 07/17/2023

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026.

If the contract is entered into on or   after January 30, 2022, or the   contract is renewed or extended (e.g., workers     an option is exercised) on or after applicable     January 30, 2022: determination,       	Executive Order 14026 generally applies to   the contract.   The contractor must pay all covered   at least \$16.20 per hour (or the   wage rate listed on this wage   if it is higher) for all hours spent   performing on the contract in 2023.
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The applicable Executive Order minimum wage rate will be adjusted annually.  
Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

States: Guam, Northern Marianas, Wake Island

Area: Guam Statewide  
Northern Marianas Statewide  
Wake Island Statewide

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.27***	
01012 - Accounting Clerk II	
16.02***	
01013 - Accounting Clerk III	
17.93	
01020 - Administrative Assistant	
21.43	
01035 - Court Reporter	
17.40	
01041 - Customer Service Representative I	
12.75***	
01042 - Customer Service Representative II	
14.23***	
01043 - Customer Service Representative III	
15.62***	
01051 - Data Entry Operator I	
12.16***	
01052 - Data Entry Operator II	
13.27***	
01060 - Dispatcher, Motor Vehicle	
17.39	
01070 - Document Preparation Clerk	
13.85***	
01090 - Duplicating Machine Operator	
13.85***	
01111 - General Clerk I	
11.33***	
01112 - General Clerk II	
12.36***	
01113 - General Clerk III	
13.88***	
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  
22.97  
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  
15.40\*\*\*  
01410 - Supply Technician  
21.43  
01420 - Survey Worker  
16.96  
01460 - Switchboard Operator/Receptionist  
10.78\*\*\*  
01531 - Travel Clerk I  
13.01\*\*\*  
01532 - Travel Clerk II  
14.12\*\*\*  
01533 - Travel Clerk III  
15.09\*\*\*  
01611 - Word Processor I  
14.53\*\*\*  
01612 - Word Processor II  
16.31  
01613 - Word Processor III  
18.26  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
17.20  
05010 - Automotive Electrician  
16.16\*\*\*  
05040 - Automotive Glass Installer  
15.11\*\*\*  
05070 - Automotive Worker  
15.11\*\*\*  
05110 - Mobile Equipment Servicer  
12.96\*\*\*  
05130 - Motor Equipment Metal Mechanic  
17.20

05160 - Motor Equipment Metal Worker  
 15.11\*\*\*  
 05190 - Motor Vehicle Mechanic  
 17.20  
 05220 - Motor Vehicle Mechanic Helper  
 11.87\*\*\*  
 05250 - Motor Vehicle Upholstery Worker  
 14.06\*\*\*  
 05280 - Motor Vehicle Wrecker  
 15.11\*\*\*  
 05310 - Painter, Automotive  
 16.16\*\*\*  
 05340 - Radiator Repair Specialist  
 15.11\*\*\*  
 05370 - Tire Repairer  
 12.67\*\*\*  
 05400 - Transmission Repair Specialist  
 17.20  
 07000 - Food Preparation And Service Occupations  
 07010 - Baker  
 11.10\*\*\*  
 07041 - Cook I  
 14.44\*\*\*  
 07042 - Cook II  
 16.84  
 07070 - Dishwasher  
 9.69\*\*\*  
 07130 - Food Service Worker  
 10.11\*\*\*  
 07210 - Meat Cutter  
 13.34\*\*\*  
 07260 - Waiter/Waitress  
 9.73\*\*\*  
 09000 - Furniture Maintenance And Repair Occupations  
 09010 - Electrostatic Spray Painter  
 18.75  
 09040 - Furniture Handler  
 11.37\*\*\*  
 09080 - Furniture Refinisher  
 18.75  
 09090 - Furniture Refinisher Helper  
 13.77\*\*\*  
 09110 - Furniture Repairer, Minor  
 16.32  
 09130 - Upholsterer  
 18.75  
 11000 - General Services And Support Occupations  
 11030 - Cleaner, Vehicles  
 9.69\*\*\*  
 11060 - Elevator Operator

9.69\*\*\*  
11090 - Gardener  
14.28\*\*\*  
11122 - Housekeeping Aide  
10.13\*\*\*  
11150 - Janitor  
10.13\*\*\*  
11210 - Laborer, Grounds Maintenance  
10.79\*\*\*  
11240 - Maid or Houseman  
9.67\*\*\*  
11260 - Pruner  
9.66\*\*\*  
11270 - Tractor Operator  
13.07\*\*\*  
11330 - Trail Maintenance Worker  
10.79\*\*\*  
11360 - Window Cleaner  
11.32\*\*\*  
12000 - Health Occupations  
12010 - Ambulance Driver  
18.96  
12011 - Breath Alcohol Technician  
18.96  
12012 - Certified Occupational Therapist Assistant  
26.02  
12015 - Certified Physical Therapist Assistant  
26.02  
12020 - Dental Assistant  
18.79  
12025 - Dental Hygienist  
39.73  
12030 - EKG Technician  
28.73  
12035 - Electroneurodiagnostic Technologist  
28.73  
12040 - Emergency Medical Technician  
18.96  
12071 - Licensed Practical Nurse I  
16.95  
12072 - Licensed Practical Nurse II  
18.96  
12073 - Licensed Practical Nurse III  
21.14  
12100 - Medical Assistant  
13.42\*\*\*  
12130 - Medical Laboratory Technician  
18.82  
12160 - Medical Record Clerk  
14.97\*\*\*

12190 - Medical Record Technician  
17.77  
12195 - Medical Transcriptionist  
16.95  
12210 - Nuclear Medicine Technologist  
41.68  
12221 - Nursing Assistant I  
12.43\*\*\*  
12222 - Nursing Assistant II  
13.97\*\*\*  
12223 - Nursing Assistant III  
15.24\*\*\*  
12224 - Nursing Assistant IV  
17.12  
12235 - Optical Dispenser  
18.96  
12236 - Optical Technician  
16.95  
12250 - Pharmacy Technician  
15.49\*\*\*  
12280 - Phlebotomist  
16.95  
12305 - Radiologic Technologist  
28.73  
12311 - Registered Nurse I  
23.50  
12312 - Registered Nurse II  
28.73  
12313 - Registered Nurse II, Specialist  
28.73  
12314 - Registered Nurse III  
34.76  
12315 - Registered Nurse III, Anesthetist  
34.76  
12316 - Registered Nurse IV  
41.68  
12317 - Scheduler (Drug and Alcohol Testing)  
23.50  
12320 - Substance Abuse Treatment Counselor  
23.50  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
21.42  
13012 - Exhibits Specialist II  
26.53  
13013 - Exhibits Specialist III  
32.45  
13041 - Illustrator I  
21.42  
13042 - Illustrator II

26.53  
 13043 - Illustrator III  
 32.45  
 13047 - Librarian  
 29.38  
 13050 - Library Aide/Clerk  
 17.05  
 13054 - Library Information Technology Systems  
 26.53  
 Administrator  
 13058 - Library Technician  
 18.11  
 13061 - Media Specialist I  
 19.15  
 13062 - Media Specialist II  
 21.42  
 13063 - Media Specialist III  
 23.87  
 13071 - Photographer I  
 19.15  
 13072 - Photographer II  
 21.42  
 13073 - Photographer III  
 26.53  
 13074 - Photographer IV  
 32.45  
 13075 - Photographer V  
 39.27  
 13090 - Technical Order Library Clerk  
 21.42  
 13110 - Video Teleconference Technician  
 19.15  
 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  
 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  
 29.40  
 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  
 17.67  
 15095 - Technical Instructor/Course Developer  
 23.78  
 15110 - Test Proctor  
 15.70\*\*\*  
 15120 - Tutor  
 15.70\*\*\*  
 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
 16010 - Assembler  
 10.83\*\*\*  
 16030 - Counter Attendant  
 10.83\*\*\*  
 16040 - Dry Cleaner  
 12.36\*\*\*  
 16070 - Finisher, Flatwork, Machine

10.83\*\*\*  
16090 - Presser, Hand  
10.83\*\*\*  
16110 - Presser, Machine, Drycleaning  
10.83\*\*\*  
16130 - Presser, Machine, Shirts  
10.83\*\*\*  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.83\*\*\*  
16190 - Sewing Machine Operator  
12.88\*\*\*  
16220 - Tailor  
13.40\*\*\*  
16250 - Washer, Machine  
11.34\*\*\*  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
19.46  
19040 - Tool And Die Maker  
24.46  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.36\*\*\*  
21030 - Material Coordinator  
22.97  
21040 - Material Expediter  
22.97  
21050 - Material Handling Laborer  
12.57\*\*\*  
21071 - Order Filler  
10.62\*\*\*  
21080 - Production Line Worker (Food Processing)  
15.36\*\*\*  
21110 - Shipping Packer  
17.12  
21130 - Shipping/Receiving Clerk  
17.12  
21140 - Store Worker I  
15.83\*\*\*  
21150 - Stock Clerk  
22.26  
21210 - Tools And Parts Attendant  
15.36\*\*\*  
21410 - Warehouse Specialist  
15.36\*\*\*  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
25.04  
23019 - Aircraft Logs and Records Technician  
19.47

23021 - Aircraft Mechanic I  
23.84  
23022 - Aircraft Mechanic II  
25.04  
23023 - Aircraft Mechanic III  
26.30  
23040 - Aircraft Mechanic Helper  
16.58  
23050 - Aircraft, Painter  
22.39  
23060 - Aircraft Servicer  
19.47  
23070 - Aircraft Survival Flight Equipment Technician  
22.39  
23080 - Aircraft Worker  
21.03  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
21.03  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
23.84  
II  
23110 - Appliance Mechanic  
19.46  
23120 - Bicycle Repairer  
15.61\*\*\*  
23125 - Cable Splicer  
22.47  
23130 - Carpenter, Maintenance  
17.58  
23140 - Carpet Layer  
18.20  
23160 - Electrician, Maintenance  
19.37  
23181 - Electronics Technician Maintenance I  
18.20  
23182 - Electronics Technician Maintenance II  
19.46  
23183 - Electronics Technician Maintenance III  
20.72  
23260 - Fabric Worker  
16.94  
23290 - Fire Alarm System Mechanic  
16.77  
23310 - Fire Extinguisher Repairer  
15.61\*\*\*  
23311 - Fuel Distribution System Mechanic  
20.72  
23312 - Fuel Distribution System Operator  
15.61\*\*\*



23370 - General Maintenance Worker  
13.24\*\*\*  
23380 - Ground Support Equipment Mechanic  
23.84  
23381 - Ground Support Equipment Servicer  
19.47  
23382 - Ground Support Equipment Worker  
21.03  
23391 - Gunsmith I  
15.61\*\*\*  
23392 - Gunsmith II  
18.20  
23393 - Gunsmith III  
20.72  
23410 - Heating, Ventilation And Air-Conditioning  
19.27  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
20.50  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
19.50  
23440 - Heavy Equipment Operator  
18.10  
23460 - Instrument Mechanic  
20.72  
23465 - Laboratory/Shelter Mechanic  
19.46  
23470 - Laborer  
12.57\*\*\*  
23510 - Locksmith  
19.46  
23530 - Machinery Maintenance Mechanic  
23.13  
23550 - Machinist, Maintenance  
20.72  
23580 - Maintenance Trades Helper  
11.77\*\*\*  
23591 - Metrology Technician I  
20.72  
23592 - Metrology Technician II  
22.03  
23593 - Metrology Technician III  
23.33  
23640 - Millwright  
20.72  
23710 - Office Appliance Repairer  
19.46  
23760 - Painter, Maintenance  
17.04

23790 - Pipefitter, Maintenance  
19.96  
23810 - Plumber, Maintenance  
18.75  
23820 - Pseudraulic Systems Mechanic  
20.72  
23850 - Rigger  
20.72  
23870 - Scale Mechanic  
18.20  
23890 - Sheet-Metal Worker, Maintenance  
19.55  
23910 - Small Engine Mechanic  
18.20  
23931 - Telecommunications Mechanic I  
19.96  
23932 - Telecommunications Mechanic II  
21.24  
23950 - Telephone Lineman  
20.62  
23960 - Welder, Combination, Maintenance  
19.96  
23965 - Well Driller  
21.13  
23970 - Woodcraft Worker  
20.71  
23980 - Woodworker  
15.61\*\*\*  
24000 - Personal Needs Occupations  
24550 - Case Manager  
15.01\*\*\*  
24570 - Child Care Attendant  
10.09\*\*\*  
24580 - Child Care Center Clerk  
13.25\*\*\*  
24610 - Chore Aide  
14.06\*\*\*  
24620 - Family Readiness And Support Services  
15.01\*\*\*  
Coordinator  
24630 - Homemaker  
16.12\*\*\*  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
22.79  
25040 - Sewage Plant Operator  
22.89  
25070 - Stationary Engineer  
22.79  
25190 - Ventilation Equipment Tender

15.72\*\*\*  
25210 - Water Treatment Plant Operator  
22.89  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
10.90\*\*\*  
27007 - Baggage Inspector  
9.63\*\*\*  
27008 - Corrections Officer  
14.59\*\*\*  
27010 - Court Security Officer  
14.59\*\*\*  
27030 - Detection Dog Handler  
10.90\*\*\*  
27040 - Detention Officer  
14.59\*\*\*  
27070 - Firefighter  
14.59\*\*\*  
27101 - Guard I  
9.63\*\*\*  
27102 - Guard II  
10.90\*\*\*  
27131 - Police Officer I  
14.59\*\*\*  
27132 - Police Officer II  
16.21  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
13.24\*\*\*  
28042 - Carnival Equipment Repairer  
14.46\*\*\*  
28043 - Carnival Worker  
9.78\*\*\*  
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  
26.02

29020 - Hatch Tender  
26.02  
29030 - Line Handler  
26.02  
29041 - Stevedore I  
24.21  
29042 - Stevedore II  
27.82  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
43.06  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
29.69  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
32.70  
30021 - Archeological Technician I  
18.17  
30022 - Archeological Technician II  
20.33  
30023 - Archeological Technician III  
25.19  
30030 - Cartographic Technician  
25.19  
30040 - Civil Engineering Technician  
25.19  
30051 - Cryogenic Technician I  
27.89  
30052 - Cryogenic Technician II  
30.80  
30061 - Drafter/CAD Operator I  
18.17  
30062 - Drafter/CAD Operator II  
20.33  
30063 - Drafter/CAD Operator III  
22.66  
30064 - Drafter/CAD Operator IV  
27.89  
30081 - Engineering Technician I  
16.19\*\*\*  
30082 - Engineering Technician II  
18.17  
30083 - Engineering Technician III  
20.33  
30084 - Engineering Technician IV  
25.19  
30085 - Engineering Technician V  
30.80  
30086 - Engineering Technician VI  
37.27  
30090 - Environmental Technician

25.19  
 30095 - Evidence Control Specialist  
 25.19  
 30210 - Laboratory Technician  
 22.66  
 30221 - Latent Fingerprint Technician I  
 27.89  
 30222 - Latent Fingerprint Technician II  
 30.80  
 30240 - Mathematical Technician  
 25.19  
 30361 - Paralegal/Legal Assistant I  
 19.54  
 30362 - Paralegal/Legal Assistant II  
 24.21  
 30363 - Paralegal/Legal Assistant III  
 29.61  
 30364 - Paralegal/Legal Assistant IV  
 35.83  
 30375 - Petroleum Supply Specialist  
 30.80  
 30390 - Photo-Optics Technician  
 24.92  
 30395 - Radiation Control Technician  
 30.80  
 30461 - Technical Writer I  
 25.19  
 30462 - Technical Writer II  
 30.80  
 30463 - Technical Writer III  
 37.27  
 30491 - Unexploded Ordnance (UXO) Technician I  
 27.37  
 30492 - Unexploded Ordnance (UXO) Technician II  
 33.11  
 30493 - Unexploded Ordnance (UXO) Technician III  
 39.69  
 30494 - Unexploded (UXO) Safety Escort  
 27.37  
 30495 - Unexploded (UXO) Sweep Personnel  
 27.37  
 30501 - Weather Forecaster I  
 27.89  
 30502 - Weather Forecaster II  
 33.93  
 30620 - Weather Observer, Combined Upper Air Or (see 2)  
 22.66  
 Surface Programs  
 30621 - Weather Observer, Senior (see 2)  
 25.19

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot

33.11

31020 - Bus Aide

8.97\*\*\*

31030 - Bus Driver

11.73\*\*\*

31043 - Driver Courier

10.26\*\*\*

31260 - Parking and Lot Attendant

9.91\*\*\*

31290 - Shuttle Bus Driver

11.65\*\*\*

31310 - Taxi Driver

11.41\*\*\*

31361 - Truckdriver, Light

11.21\*\*\*

31362 - Truckdriver, Medium

12.16\*\*\*

31363 - Truckdriver, Heavy

16.11\*\*\*

31364 - Truckdriver, Tractor-Trailer

16.11\*\*\*

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist

16.14\*\*\*

99030 - Cashier

10.01\*\*\*

99050 - Desk Clerk

9.71\*\*\*

99095 - Embalmer

27.37

99130 - Flight Follower

27.37

99251 - Laboratory Animal Caretaker I

24.31

99252 - Laboratory Animal Caretaker II

26.56

99260 - Marketing Analyst

21.54

99310 - Mortician

27.37

99410 - Pest Controller

16.07\*\*\*

99510 - Photofinishing Worker

14.38\*\*\*

99710 - Recycling Laborer

17.32

99711 - Recycling Specialist

23.38

99730 - Refuse Collector  
16.40  
99810 - Sales Clerk  
10.63\*\*\*  
99820 - School Crossing Guard  
17.96  
99830 - Survey Party Chief  
23.99  
99831 - Surveying Aide  
13.65\*\*\*  
99832 - Surveying Technician  
17.73  
99840 - Vending Machine Attendant  
24.31  
99841 - Vending Machine Repairer  
30.96  
99842 - Vending Machine Repairer Helper  
24.31

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which



requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure

to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."