



**SEVENTH AMENDMENT – FIFTH ONE MONTH EXTENSION  
 CONTRACTUAL AGREEMENT  
 BETWEEN THE GOVERNMENT OF GUAM AND  
 CATHOLIC SOCIAL SERVICE FOR  
 RESPITE CARE OR PERSONAL CARE ATTENDANT SERVICES  
 DISID-RCP/RFP No. 03-12**

**THIS AGREEMENT** is made between the GUAM BEHAVIORAL HEALTH AND WELLNESS CENTER, an agency of the GOVERNMENT OF GUAM (GBHWC), whose office address is 790 Governor Carlos G. Camacho Road, Tamuning, Guam 96913, and CATHOLIC SOCIAL SERVICE (hereinafter called Contractor), a non-profit organization, whose office address is #234-A U.S. Army Juan C. Fejeran Street, Barrigada, Guam 96913.

**WHEREAS**, a contractual agreement was entered into between GBHWC and Contractor on May 03, 2013 that engaged the professional services of Contractor for the purpose of providing respite care or personal care attendant services for families and individuals who have chronic disability or terminal illness.

**WHEREAS**, the First Amendment was entered and extended and renewed the contractual agreement until September 30, 2014.

**WHEREAS**, the Second Amendment, and final renewal term was entered and the contractual agreement was extended until September 30, 2015.

**WHEREAS**, the Third Amendment – First One Month was entered and the contractual agreement was extended until October 31, 2015.

**WHEREAS**, the Fourth Amendment – Second One Month was entered and the contractual agreement was extended until November 30, 2015.

**WHEREAS**, the Fifth Amendment – Third One Month was entered and the contractual agreement was extended until December 31, 2015.

**WHEREAS**, the Sixth Amendment – Fourth One Month was entered and the contractual agreement was extended until January 31, 2016.

**WHEREAS**, SECTION III CONTRACT TERM paragraph B permits there to be a special monthly extension period after the final renewal term on a month-to-month basis (each being a “Monthly Extension Period”), to begin immediately after the expiration of the final renewal period, provided that in no event may the parties agree to more than six (6) Monthly Extension Periods. The Monthly Extension Periods may be agreed to by the parties only if the GBHWC is unable to continue the services uninterrupted under a new contract after a new solicitation and procurement undertaken by the GBHWC.

**WHEREAS**, SECTION IV CONTRACTOR’S COMPENSATION FOR SERVICES in paragraphs A and B sets the Compensation for Services under this Agreement and states it “shall be not to exceed amount of Four Hundred Three Thousand Three Hundred Forty-Two Dollars and No/100 Cents (\$403,342.00) per fiscal year, subject to availability of funding. This cost reimbursement contract shall not exceed amounts and maximum number of consumers as set forth in Attachment D. Unless otherwise modified by written request from Contractor and approved by DMHSA” (now GBHWC).

**WHEREAS**, GBHWC has undertaken a new solicitation and procurement to enter in a new contract for the contractual services that are part of this Agreement, in RFP 07-2015 published on September 30, 2015, and closed on October 19, 2015, but is not able to continue services uninterrupted after January 31, 2016, under a new contract at this time.

**WHEREAS**, it is the intention of GBHWC and Contractor to continue services for a fifth one month after the fourth one month extension term ends January 31, 2016, under the same contractual terms and agreed compensation pursuant to a One Month Extension.

**WHEREAS**, this is the Fifth Monthly Extension agreed to by the parties, and in no event may the parties agree to more than one (1) additional Monthly Extension.

**NOW THEREFORE**, GBHWC and Contractor, in consideration of mutual covenant hereinafter set forth, agree as follows:

The parties herein agree to a one month extension of the contract term to February 29, 2016, pursuant to the agreed monthly extension compensation set forth in **the Exhibit** attached in the not to exceed monthly amount of \$33,611.83.

All other terms and conditions of the contract remain as amended unchanged and in effect.

C130601007

16-0053

IN WITNESS WHEREOF, the parties have entered into this agreement on the dates indicated by their respective names.

CONTRACTOR:

GOVERNMENT OF GUAM:

Diana Calvo  
DIANA CALVO, Executive Director  
Catholic Social Service  
Date: 1/25/2016

Reym. Vega  
REY M. VEGA, Director  
Guam Behavioral Health and Wellness Center  
Date: 1/12/16

CERTIFIED FUNDS AVAILABLE:

APPROVED: 1/21/14

Benny A. Pinaula  
Benny A. Pinaula, Certifying Officer  
Date: 1/12/16  
Account No: 5602A162300GA215230 (PL 33-66)  
Amount No.: \$33,611.83  
Account No.:  
Amount No.:  
Vendor No.: C2408101  
Period Covering: 02/01/2016 to 02/29/2016

J. S. Calvo  
JOSE S. CALVO, Director  
Bureau of Budget, Management Research  
Date: FEB 02 2016  
CLEARED PER  
BPMR'S REVIEW

RECEIVED  
1023 AM  
JAN 27 2016  
Bureau of Budget and  
Management Research

APPROVED AS TO LEGALITY AND FORM:

E. Barrett-Anderson  
Elizabeth Barrett-Anderson,  
Attorney General of Guam  
Date: 2/10/16

RECEIVED  
Civil / Solicitor  
FEB 4 2016  
S. Bobe  
OFFICE OF THE ATTORNEY GENERAL OF GUAM

16-0053  
APPROVED:

Eddie Baza Calvo  
Eddie Baza Calvo  
Governor of Guam  
Date: FEB 22 2016

DEPARTMENT OF ADMINISTRATION  
DIVISION OF ACCOUNTS  
Registration Date 02/22/2016  
Registered No. C130601007  
Vendor Book No. C2408101 Amend #7 EXTENSION  
Registered By R 02/01/2016

## EXHIBIT

### Monthly Agreed Price/Budget

The parties agree to the extension of the prior agreed Budget Amount of \$33,611.83 per month for a minimum of sixty (60) not to exhibit maximum of eighty (80) consumers on this one month extension.

**CONTRACTOR:**

**GOVERNMENT OF GUAM:**

*Diana Calvo*

\_\_\_\_\_  
DIANA CALVO, Executive Director  
Catholic Social Service  
Date: 1/25/2016

*Rey M. Vega*

\_\_\_\_\_  
REY M. VEGA, Director  
Guam Behavioral Health and Wellness Center  
Date: 1/12/16



ONE MONTH EXTENSION PROGRAM COST:  
 GBHWC RFP 03-12

**GBHWC RFP FORM Exhibit**

Classification and Account Codes	February 2016	Justification, Rationale or Comment
<b>Personnel &amp; Benefits Costs (110/111)</b>		
Salaries		
Fica Taxes		
Health & Welfare		
Overtime		
Subtotal (110/111)	\$	(Attach proposed staffing pattern)
<b>Operations</b>		
<b>TRAVEL (220)</b>		
Local Mileage		
Off-Island Travel		
Subtotal (220)	\$	
<b>CONTRACTUAL (230/233/270/271)</b>		
Equipment Maintenance		
Lease Equipment		
Office Space Rental		
Training		
Payroll Service Fees		
Insurance		
Printing		
Audit		
Trash Removal		
Building Maintenance		
Workman's Comp.		
Drug Testing		
Subtotal (230/233/270/271)	\$	
<b>SUPPLIES AND MATERIALS (240)</b>		
Office/Computer Supplies		
Household Supplies		
Food		
Fuel		
Subtotal (240)	\$	
<b>EQUIPMENT (250) (under \$5000.00)</b>		
List Equipment (under \$5000)		(Attach list or quotation)
Subtotal (250)	\$	
<b>MISCELLANEOUS (290)</b>		
List Miscellaneous		
Subtotal (290)	\$	
<b>Utilities (360 - 363)</b>		
Power		
Water/Sewer		
Telephone/Cable/Internet/Fax		
Subtotal (360-363)	\$	
<b>Capital Outlay (450) (over \$5000)</b>		
List Capital Outlay (over \$5000)		(Attach list or quotation)
Subtotal (450)	\$	
<b>TOTALS</b>	<b>\$</b>	
# Employees		

**CONTRACTOR:**

~~ATTACHMENT~~

*Diana Calvo*

**DIANA CALVO**, Executive Director  
 Catholic Social Service  
 Date: 1/25/2016

**GOVERNMENT OF GUAM:**

*Rey M. Vega*

**REY M. VEGA**, Director  
 Guam Behavioral Health and Wellness Center  
 Date: 1/22/16



ONE MONTH EXTENSION PROGRAM COST  
 GBWHWC RFP 03-12

GBHWC RFP FORM Exhibit

Classification and Account Codes	February 2016	Justification, Rationale or Comment
<b>Personnel &amp; Benefits Costs (110/111)</b>	\$2,330.15	
Salaries	\$17,856.09	
Fica Taxes	\$1,365.99	
Health & Welfare	\$7,083.93	
Overtime	\$541.92	
Subtotal (110/111)	\$29,178.08	
<b>Operations</b>	<b>\$1,257.55</b>	
<b>TRAVEL (220)</b>		
Local Mileage	\$1,307.75	
Off-Island Travel	\$0.00	
Subtotal (220)	\$1,307.75	
<b>CONTRACTUAL (230/233/270/271)</b>		
Equipment Maintenance	\$0.00	
Lease Equipment	\$0.00	
Office Space Rental	\$0.00	
Training	\$0.00	
Payroll Service Fees	\$616.00	
Insurance	\$241.11	
Printing	\$0.00	
Audit	\$0.00	
Trash Removal	\$55.00	
Building Maintenance	\$0.00	
Workman's Comp	\$133.34	
Drug Testing	\$385.00	
Subtotal (230/233/270/271)	\$1,430.45	
<b>SUPPLIES AND MATERIAL (240)</b>		
Office/Computer Supplies	\$0.00	
Household Supplies	\$0.00	
Food	\$0.00	
Fuel	\$0.00	
Subtotal (240)	\$0.00	
<b>EQUIPMENT (250) (under \$5000.00)</b>		
List Equipment (under \$5000.00)	\$0.00	
Subtotal (250)	\$0.00	
<b>MISCELLANEOUS (290)</b>		
List Miscellaneous	\$0.00	
Subtotal (290)	\$0.00	
<b>Utilities (360-363)</b>		
Power	\$267.00	
Water/Sewer	\$75.00	
Telephone/Cable/Internet/Fax	\$96.00	
Subtotal (360-363)	\$438.00	
<b>Capital Outlay (450) (over \$5000)</b>		
List Capital Outlay (over \$5000)	\$0.00	
Subtotal (450)	\$0.00	
<b>TOTALS</b>	<b>\$33,611.83</b>	
#Employees		

CONTRACTOR  
DIANA CALVO  
 DIANA CALVO, Executive Director  
 Catholic Social Service  
 Date: 1/25/2016

GOVERNMENT OF GUAM  
REY M. VEGA  
 REY M. VEGA, Director  
 Guam Behavioral Health and Wellness Center  
 Date: 1/27/16

**CATHOLIC SOCIAL SERVICE  
RESPITE CARE  
Staffing Pattern - FISCAL YEAR 2016  
FEBRUARY 1-29, 2016**

<b>Position Title</b>	<b>% of Allocation</b>	<b>Per. Hr.</b>	<b>Per Annum</b>	<b>Fica</b>	<b>Health &amp; Welfare</b>	<b>H &amp; W Fica</b>	<b>TOTAL COSTS</b>
<b>Program Staff</b>							
Program Manager	100%	16.00	2,688.00	205.63	717.36	54.88	3,665.87
Nursing Assistant-Supervisor	100%	11.30	1,898.40	145.23	717.36	54.88	2,815.87
Nursing Assistant	87.50%	10.03	1,474.41	112.79	627.69	48.02	2,262.91
Nursing Assistant	87.50%	10.03	1,474.41	112.79	627.69	48.02	2,262.91
Nursing Assistant	87.50%	10.03	1,474.41	112.79	627.69	48.02	2,262.91
Nursing Assistant	87.50%	10.03	1,474.41	112.79	627.69	48.02	2,262.91
Nursing Assistant	87.50%	10.03	1,474.41	112.79	627.69	48.02	2,262.91
Nursing Assistant	87.50%	10.03	1,474.41	112.79	627.69	48.02	2,262.91
Nursing Assistant	87.50%	10.03	1,474.41	112.79	627.69	48.02	2,262.91
Nursing Assistant	87.50%	10.03	1,474.41	112.79	627.69	48.02	2,262.91
<b>Total Personnel</b>		<b>11</b>	<b>17,856.09</b>	<b>1,365.99</b>	<b>7,083.93</b>	<b>541.92</b>	<b>26,847.93</b>

Note: H&W increased to 4.27/hr

**ATTACHMENT D**

COUNTER OFFER LETTER

DATED

JANUARY 24, 2013

DISID-RCP/RFP NO. 03-12

  
4-27-13

54756  
Page 41 of 42

OPC  
4/27/13



REC'D 1/24/2013 - nbc  
FMB 2013-599K

Confidential Procurement Communication

January 24, 2013

department of  
**MENTAL HEALTH &  
SUBSTANCE ABUSE**  
Dipartimento Salu Mental  
Yan Abusan Amal

Ms. Diana Calvo  
Executive Director  
Catholic Social Service  
# 234 U.S. Army Juan C. Fejeran Street  
Barrigada, Guam 96913

790 Gov. Carlos G. Camacho Rd.  
Tamuning, Guam 96913  
Phone: 671-647-5330 5448  
Fax: 671-647-5402

EDDIE BAZA CALVO  
Governor

RAY TENORIO  
Lieutenant Governor

REY VEGA  
Acting Director

Subject: DMHSA COUNTER OFFER  
DISID-RCP/RFP NO. 03-12

*Buenas yan Hafa Adai*, Ms. Calvo:

With reference to your proposal to provide services for our Respite Care or Personal Care Attendant Services (DISID-RCP/RFP No. 03-12), please be advised that the Department of Mental Health and Substance Abuse (DMHSA) has declined your July 13, 2012 offer of \$437,360.24. However, DMHSA desires to continue negotiation with a counter-offer that will expire ten (10) calendar days from delivery date and as follows:

Annual Fee:	\$403,342.00 per annum; pro-rated the first contract year and effective the date Governor signs to end of fiscal year, September 30, 2013.
Monthly Amount*:	\$33,611.83 per month for a maximum eighty (80) consumers and not to exceed \$403,342.00 per fiscal year.
Number of Consumers:	60 minimum to 80 maximum consumers per month from DMHSA/DISID Referrals and Wait List (Minimum 16 hours per month, per consumer).
Term:	Two years; renewable each fiscal year upon availability of funds. Anticipated start date is February/March 2013 to September 30, 2013.

If the above term and conditions meet your approval, please accept in the space provided below, and then return this letter to the undersigned along with other pertinent documents. Otherwise contrary, please indicate as appropriate.

Your continuing interest to serve the most-needed members of our Community is truly appreciated, and I look forward to a great partnership during this new year 2013. *Si Yu'os Ma'ase.*

Sincerely yours,

*Rey Vega 1/24/13*  
REY M VEGA  
Director (Acting)

**Offeror's Response to DMHSA counter-offer**

The above mentioned terms and conditions are acceptable as written .

Signed by: *Diana B. Calvo* Date *1/30/2013*

The above mentioned terms and conditions are not acceptable, but we submit the following counter-offer to DMHSA.

\_\_\_\_\_  
\_\_\_\_\_  
Signed by: \_\_\_\_\_ Date \_\_\_\_\_

Cc: Procurement File

*4-27-13*  
*Page 55 of 56*  
*nbc 4/27/13*



WD 05-2147 (Rev.-19) was first posted on www.wdol.gov on 01/05/2016

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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.: 2005-2147  
Revision No.: 19  
Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the 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 \$10.15 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 2016. 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](http://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		12.50
01012 - Accounting Clerk II		13.53
01013 - Accounting Clerk III		15.59
01020 - Administrative Assistant		17.67
01040 - Court Reporter		15.38
01051 - Data Entry Operator I		10.48
01052 - Data Entry Operator II		11.99
01060 - Dispatcher, Motor Vehicle		13.06
01070 - Document Preparation Clerk		12.25
01090 - Duplicating Machine Operator		12.25
01111 - General Clerk I		10.29
01112 - General Clerk II		11.28
01113 - General Clerk III		12.32
01120 - Housing Referral Assistant		17.15
01141 - Messenger Courier		10.12
01191 - Order Clerk I		11.23
01192 - Order Clerk II		12.25
01261 - Personnel Assistant (Employment) I		14.33
01262 - Personnel Assistant (Employment) II		14.90
01263 - Personnel Assistant (Employment) III		16.48
01270 - Production Control Clerk		18.34
01280 - Receptionist		9.67
01290 - Rental Clerk		11.10
01300 - Scheduler, Maintenance		13.75
01311 - Secretary I		13.75
01312 - Secretary II		15.38
01313 - Secretary III		17.15

01320 - Service Order Dispatcher	11.57
01410 - Supply Technician	17.67
01420 - Survey Worker	15.26
01531 - Travel Clerk I	11.61
01532 - Travel Clerk II	12.57
01533 - Travel Clerk III	13.44
01611 - Word Processor I	12.25
01612 - Word Processor II	13.75
01613 - Word Processor III	15.38
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	13.34
05010 - Automotive Electrician	13.06
05040 - Automotive Glass Installer	12.10
05070 - Automotive Worker	12.10
05110 - Mobile Equipment Servicer	8.59
05130 - Motor Equipment Metal Mechanic	13.06
05160 - Motor Equipment Metal Worker	12.10
05190 - Motor Vehicle Mechanic	13.06
05220 - Motor Vehicle Mechanic Helper	10.12
05250 - Motor Vehicle Upholstery Worker	12.10
05280 - Motor Vehicle Wrecker	12.10
05310 - Painter, Automotive	12.37
05340 - Radiator Repair Specialist	12.10
05370 - Tire Repairer	7.81
05400 - Transmission Repair Specialist	12.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.47
07041 - Cook I	9.54
07042 - Cook II	11.78
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.78
07210 - Meat Cutter	11.86
07260 - Waiter/Waitress	7.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.38
09040 - Furniture Handler	8.85
09080 - Furniture Refinisher	14.38
09090 - Furniture Refinisher Helper	10.66
09110 - Furniture Repairer, Minor	12.51
09130 - Upholsterer	14.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.23
11060 - Elevator Operator	8.23
11090 - Gardener	10.99
11122 - Housekeeping Aide	8.33
11150 - Janitor	8.23
11210 - Laborer, Grounds Maintenance	9.14
11240 - Maid or Houseman	7.25
11260 - Pruner	8.23
11270 - Tractor Operator	10.33
11330 - Trail Maintenance Worker	9.14
11360 - Window Cleaner	9.14
12000 - Health Occupations	
12010 - Ambulance Driver	15.81
12011 - Breath Alcohol Technician	15.81
12012 - Certified Occupational Therapist Assistant	21.70
12015 - Certified Physical Therapist Assistant	21.70
12020 - Dental Assistant	13.20
12025 - Dental Hygienist	29.85
12030 - EKG Technician	23.96
12035 - Electroneurodiagnostic Technologist	23.96

12040 - Emergency Medical Technician	15.81
12071 - Licensed Practical Nurse I	14.14
12072 - Licensed Practical Nurse II	15.81
12073 - Licensed Practical Nurse III	17.63
12100 - Medical Assistant	11.54
12130 - Medical Laboratory Technician	14.14
12160 - Medical Record Clerk	11.82
12190 - Medical Record Technician	13.59
12195 - Medical Transcriptionist	14.14
12210 - Nuclear Medicine Technologist	34.75
12221 - Nursing Assistant I	10.03
12222 - Nursing Assistant II	11.30
12223 - Nursing Assistant III	12.31
12224 - Nursing Assistant IV	13.84
12235 - Optical Dispenser	15.81
12236 - Optical Technician	14.14
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.84
12305 - Radiologic Technologist	22.64
12311 - Registered Nurse I	20.70
12312 - Registered Nurse II	25.32
12313 - Registered Nurse II, Specialist	25.32
12314 - Registered Nurse III	30.64
12315 - Registered Nurse III, Anesthetist	30.64
12316 - Registered Nurse IV	36.72
12317 - Scheduler (Drug and Alcohol Testing)	19.59
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.06
13012 - Exhibits Specialist II	18.66
13013 - Exhibits Specialist III	22.83
13041 - Illustrator I	15.06
13042 - Illustrator II	18.66
13043 - Illustrator III	22.83
13047 - Librarian	20.66
13050 - Library Aide/Clerk	12.00
13054 - Library Information Technology Systems Administrator	18.66
13058 - Library Technician	15.06
13061 - Media Specialist I	13.46
13062 - Media Specialist II	15.06
13063 - Media Specialist III	16.80
13071 - Photographer I	12.82
13072 - Photographer II	14.32
13073 - Photographer III	17.75
13074 - Photographer IV	21.73
13075 - Photographer V	26.30
13110 - Video Teleconference Technician	12.91
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.65
14042 - Computer Operator II	15.76
14043 - Computer Operator III	17.56
14044 - Computer Operator IV	19.50
14045 - Computer Operator V	21.81
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	13.65

14160 - Personal Computer Support Technician	19.50
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)	33.30
15050 - Computer Based Training Specialist / Instructor	24.23
15060 - Educational Technologist	22.82
15070 - Flight Instructor (Pilot)	33.30
15080 - Graphic Artist	20.47
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	8.08
16030 - Counter Attendant	8.08
16040 - Dry Cleaner	9.34
16070 - Finisher, Flatwork, Machine	8.08
16090 - Presser, Hand	8.08
16110 - Presser, Machine, Drycleaning	8.08
16130 - Presser, Machine, Shirts	8.08
16160 - Presser, Machine, Wearing Apparel, Laundry	8.08
16190 - Sewing Machine Operator	9.86
16220 - Tailor	10.33
16250 - Washer, Machine	8.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	14.49
19040 - Tool And Die Maker	18.20
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.49
21030 - Material Coordinator	18.34
21040 - Material Expediter	18.34
21050 - Material Handling Laborer	10.65
21071 - Order Filler	9.66
21080 - Production Line Worker (Food Processing)	12.49
21110 - Shipping Packer	13.33
21130 - Shipping/Receiving Clerk	13.33
21140 - Store Worker I	13.23
21150 - Stock Clerk	18.58
21210 - Tools And Parts Attendant	12.49
21410 - Warehouse Specialist	12.49
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.69
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
23080 - Aircraft Worker	17.38
23110 - Appliance Mechanic	14.49
23120 - Bicycle Repairer	9.74
23125 - Cable Splicer	15.43
23130 - Carpenter, Maintenance	13.00
23140 - Carpet Layer	13.55
23160 - Electrician, Maintenance	14.99
23181 - Electronics Technician Maintenance I	14.72
23182 - Electronics Technician Maintenance II	15.05
23183 - Electronics Technician Maintenance III	18.31
23260 - Fabric Worker	12.60
23290 - Fire Alarm System Mechanic	15.43

23310 - Fire Extinguisher Repairer	11.67
23311 - Fuel Distribution System Mechanic	15.43
23312 - Fuel Distribution System Operator	13.01
23370 - General Maintenance Worker	11.95
23380 - Ground Support Equipment Mechanic	19.70
23381 - Ground Support Equipment Servicer	16.09
23382 - Ground Support Equipment Worker	17.38
23391 - Gunsmith I	11.67
23392 - Gunsmith II	13.55
23393 - Gunsmith III	15.43
23410 - Heating, Ventilation And Air-Conditioning Mechanic	15.76
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.55
23430 - Heavy Equipment Mechanic	15.15
23440 - Heavy Equipment Operator	13.73
23460 - Instrument Mechanic	15.43
23465 - Laboratory/Shelter Mechanic	14.49
23470 - Laborer	10.65
23510 - Locksmith	14.49
23530 - Machinery Maintenance Mechanic	17.38
23550 - Machinist, Maintenance	15.43
23580 - Maintenance Trades Helper	9.92
23591 - Metrology Technician I	15.43
23592 - Metrology Technician II	16.41
23593 - Metrology Technician III	17.37
23640 - Millwright	15.43
23710 - Office Appliance Repairer	14.38
23760 - Painter, Maintenance	13.55
23790 - Pipefitter, Maintenance	15.32
23810 - Plumber, Maintenance	14.38
23820 - Pneudraulic Systems Mechanic	15.43
23850 - Rigger	15.43
23870 - Scale Mechanic	13.55
23890 - Sheet-Metal Worker, Maintenance	15.21
23910 - Small Engine Mechanic	13.55
23931 - Telecommunications Mechanic I	19.01
23932 - Telecommunications Mechanic II	19.76
23950 - Telephone Lineman	18.24
23960 - Welder, Combination, Maintenance	14.66
23965 - Well Driller	15.43
23970 - Woodcraft Worker	15.43
23980 - Woodworker	11.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.09
24580 - Child Care Center Clerk	12.58
24610 - Chore Aide	12.43
24620 - Family Readiness And Support Services Coordinator	12.44
24630 - Homemaker	16.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	15.43
25040 - Sewage Plant Operator	14.49
25070 - Stationary Engineer	15.43
25190 - Ventilation Equipment Tender	10.73
25210 - Water Treatment Plant Operator	14.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.90
27007 - Baggage Inspector	7.35
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	7.37
27102 - Guard II	10.90
27131 - Police Officer I	12.05
27132 - Police Officer II	13.40
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.53
28042 - Carnival Equipment Repairer	10.08
28043 - Carnival Equipment Worker	7.78
28210 - Gate Attendant/Gate Tender	13.18
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	10.76
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	15.20
29020 - Hatch Tender	15.20
29030 - Line Handler	15.20
29041 - Stevedore I	14.22
29042 - Stevedore II	16.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.49
30022 - Archeological Technician II	19.56
30023 - Archeological Technician III	24.21
30030 - Cartographic Technician	23.18
30040 - Civil Engineering Technician	21.93
30061 - Drafter/CAD Operator I	17.49
30062 - Drafter/CAD Operator II	19.56
30063 - Drafter/CAD Operator III	20.74
30064 - Drafter/CAD Operator IV	24.21
30081 - Engineering Technician I	14.62
30082 - Engineering Technician II	16.41
30083 - Engineering Technician III	18.36
30084 - Engineering Technician IV	22.34
30085 - Engineering Technician V	27.83
30086 - Engineering Technician VI	33.66
30090 - Environmental Technician	21.10
30210 - Laboratory Technician	20.74
30240 - Mathematical Technician	23.34
30361 - Paralegal/Legal Assistant I	19.06
30362 - Paralegal/Legal Assistant II	21.53
30363 - Paralegal/Legal Assistant III	26.35
30364 - Paralegal/Legal Assistant IV	30.80
30390 - Photo-Optics Technician	21.93
30461 - Technical Writer I	22.17
30462 - Technical Writer II	27.10
30463 - Technical Writer III	32.79
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.74

30621 - Weather Observer, Senior	(see 2)	23.00
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.15
31030 - Bus Driver		9.69
31043 - Driver Courier		8.97
31260 - Parking and Lot Attendant		7.25
31290 - Shuttle Bus Driver		9.99
31310 - Taxi Driver		8.21
31361 - Truckdriver, Light		8.97
31362 - Truckdriver, Medium		11.61
31363 - Truckdriver, Heavy		12.48
31364 - Truckdriver, Tractor-Trailer		12.48
99000 - Miscellaneous Occupations		
99030 - Cashier		7.46
99050 - Desk Clerk		9.70
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		16.24
99252 - Laboratory Animal Caretaker II		17.04
99310 - Mortician		22.74
99410 - Pest Controller		13.28
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		10.76
99711 - Recycling Specialist		16.27
99730 - Refuse Collector		10.24
99810 - Sales Clerk		8.95
99820 - School Crossing Guard		15.03
99830 - Survey Party Chief		20.30
99831 - Surveying Aide		11.54
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		20.19
99841 - Vending Machine Repairer		23.57
99842 - Vending Machine Repairer Helper		20.19

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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 4174)

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 conformances 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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.