

16-0806 JY
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**FIFTH AMENDMENT – THIRD ONE MONTH EXTENSION
CONTRACTUAL AGREEMENT
BETWEEN THE GOVERNMENT OF GUAM AND
ELIM PACIFIC MINISTRIES (DBA OASIS EMPOWERMENT CENTER) FOR
RESIDENTIAL AND SOCIAL DETOXIFICATION SUBSTANCE TREATMENT
FOR ADULT FEMALES
DMHSA RFP 03-2014**

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**Bureau of Budget &
Management Resea**

THIS AGREEMENT is made between the Guam Behavioral Health and Wellness Center, (GBHWC), an agency of the GOVERNMENT OF GUAM, whose office address is 790 Governor Carlos G. Camacho Road, Tamuning, Guam 96913, Territory of Guam, (hereinafter called Government) and Elim Pacific Ministries, doing business as Oasis Empowerment Center, (hereinafter called Contractor) whose office address is 556 East Marine Corps Drive, Hagatna, Guam 96910.

WHEREAS, a contractual agreement was entered into between the Government and Contractor on August 11, 2014 that engaged the professional services of the Contractor for the purpose of rendering Residential and Social Detoxification Substance Treatment for Adult Females.

WHEREAS, the First Amendment was entered and extended and renewed the contractual agreement until September 30, 2015.

WHEREAS, the Second Amendment was entered and renewed the contractual agreement until September 30, 2016.

WHEREAS, the Third Amendment was entered and renewed the contractual agreement until October 31, 2016.

WHEREAS, the Fourth Amendment was entered and renewed the contractual agreement until November 30, 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 paragraph A sets the Annual and Monthly Compensation under this Agreement and states it shall be compensated on a not to exceed fixed amount of FOUR HUNDRED THOUSAND AND NO/100 DOLLARS (\$400,000.00) per fiscal year with a not-to-exceed eleven (11) monthly payments for Thirty-Three Thousand Three Hundred Thirty-Three and No/100 Dollars (\$33,333.00) and one monthly payment of Thirty-Three Thousand Three Hundred Thirty-Seven and No/100 Dollars (\$33,337.00) for not less than ten (10) consumers (2 for social detoxification and 8 for residential) per month upon clearances of monthly invoices to GBHWC, however subject to the availability of funds. No additional costs are allowable without prior written approval by GBHWC. Any cost above the agreed upon amounts shall be at the expense of the Contractor.

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 07-2016 published on August 02, 2016 but is not able to continue services uninterrupted after September 30, 2016 under a new contract at this time.

WHEREAS, it is the intention of GBHWC and Contractor to continue services for a third one month after the final renewal term ends September 30, 2016, under the same contractual terms and agreed compensation pursuant to a One Month Extension.

WHEREAS, this is the third Monthly Extension agreed to by the parties, and in no event may the parties agree to more than three (3) additional Monthly Extensions.

NOW THEREFORE, the Government and the 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 December 31, 2016, pursuant to the agreed monthly extension compensation set forth in **the Exhibit** attached in the not to exceed monthly amount of \$33,333.00

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

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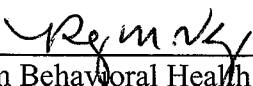
16-0806

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

CONTRACTOR:

GOVERNMENT OF GUAM:


Elim Pacific Ministries, dba Oasis Empowerment
Robert J. Zimmerman, Executive Director
Date: 11/15/2016

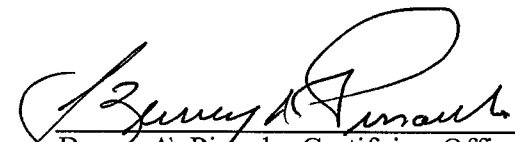

Guam Behavioral Health and Wellness Center
Rey M. Vega, Director
Date: 11/14/16

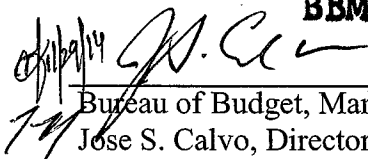
CERTIFIED FUNDS AVAILABLE:

Account No.: 5100A172300GA015290
Amount No.: \$33,333.00
Vendor No.: 00081905
Period Covering: 12/01/2016 to 12/31/2016

APPROVED:

**CLEARED PER
BBMR'S REVIEW**

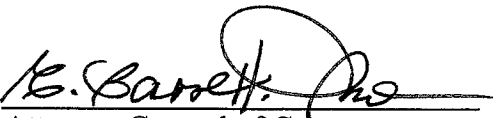

Benny A. Pinaula, Certifying Officer
Date: NOV 14 2016


Bureau of Budget, Management Research
Jose S. Calvo, Director
Date: NOV 30 2016

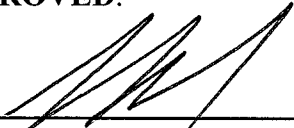
APPROVED AS TO LEGALITY AND FORM:

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**Bureau of Budget and
Management Research**


Attorney General of Guam
Elizabeth Barrett-Anderson
Date: 12/13/16
GBHWC 16-0806

APPROVED:


Governor of Guam
Eddie Baza Calvo
Date: DEC 28 2016

**DEPARTMENT OF ADMINISTRATION
DIVISION OF ACCOUNTS**
Registration Date 12/28/2016
Registered No. 0140601535
Vendor Book No. 00081905 AMEND #5 INCREASE
Registered By R 01/20/2017

Monthly Agreed Price/Budget

The parties agree to the extension of the prior agreed Budget Amount of \$33,333.00 for not less than ten (10) consumers (2 for social detoxification and 8 for residential) per month on this one month extension.

CONTRACTOR:



Elim Pacific Ministries, dba Oasis Empowerment
Robert J. Zimmerman, Executive Director

Date: 11/15/2016

GOVERNMENT OF GUAM:



Guam Behavioral Health and Wellness Center
Rey M. Vega, Director

Date: 11/14/16

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.

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 |

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|--|-------|
| 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 |

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|---|---------------|
| 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 |

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| 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 |

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| 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 |

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|---|---------------|
| 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 |

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.

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