

U.S. DEPARTMENT OF LABOR WAGE AND BENEFIT DETERMINATION (SCA)

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| <p>"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p> | <p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> |
| <p>Daniel W. Simms Director</p> | <p>Division of Wage Determinations</p> |
| <p>Wage Determination No.: 2015-5693 Revision No.: 19 Date Of Last Revision: 07/17/2023</p> | |

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.

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| <p>If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:</p> | <p>Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.</p> |
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GDOL guidance indicates that E.O. 14026 does NOT apply to Government of Guam Service Contracts.

See our website for more information.

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.

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 | | 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 |

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| 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 |

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| 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 Administrator | 26.53 |
| 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) |

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| 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 I | | 21.03 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | | 23.84 |
| 23110 - Appliance Mechanic | | 19.46 |
| 23120 - Bicycle Repairer | | 15.61*** |
| 23125 - Cable Splicer | | 22.47 |

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| 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 Mechanic | 19.27 |
| 23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 20.50 |
| 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 - Pneudraulic 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 Coordinator | 15.01*** |
| 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 |

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| 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 |

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| 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.

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))."

DECLARATION RE: COMPLIANCE WITH U.S. DOL WAGE DETERMINATION

Procurement No.: _____

Name of Offeror Company: _____

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

- (1) That I am _____ [*please select one: the Offeror, a partner of the Offeror, an officer of the Offeror*] making the bid or proposal in the foregoing identified procurement;
- (2) That the Offeror is in full compliance with the U.S. DOL Wage Determination, as may be applicable to the procurement referenced herein;

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

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

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

- (3) That I have attached the most recent wage determination applicable to Guam issued by the U.S. Department of Labor. **[INSTRUCTIONS - Please attach!]**

Signature

**AFFIDAVIT DISCLOSING OWNERSHIP, INFLUENCE, COMMISSIONS AND
CONFLICTS OF INTEREST**

CITY OF _____)
) ss.
 ISLAND OF GUAM)

Preface. As a condition of submitting a Bid/Offer/Proposal or responding to any method of source selection for the purpose of entering into a contract with the GTA, this Affidavit requires all Bidders/Offerors/Prospective Contractors to make disclosures of ownership, influence, commissions, gratuities, kickbacks, and conflicts of interest occurring **during the 365 calendar days preceding the publication of this solicitation and until award of a contract**. This includes the duty to disclose **any changes** to the facts disclosed herein throughout the solicitation process; and if the entity submitting this Affidavit is awarded a contract, the duty to disclose **any changes** to the facts disclosed herein **continues throughout the life of the contract, including any extensions or renewals**.

A. I, the undersigned, being first duly sworn, depose and say that I am an authorized representative of the Bidder/Offeror/Prospective Contractor and that (please check and fill out all that apply):

The Bidder/Offeror/Prospective Contractor is an individual with a business license, and all decisions are by, and all profit is for, that same individual, with principal place of business street address being: _____

The Bidder/Offeror/Prospective Contractor is a business or artificial person (as defined in 1 GCA § 715 or 5 GCA §§ 5030(n) or 5233(b)), and is a sole proprietorship owned entirely (100%) by _____, with principal place of business street address being: _____

The Bidder/Offeror/Prospective Contractor is a business or artificial person (as defined in 1 GCA § 715 or 5 GCA §§ 5030(n) or 5233(b)), and is owned by the following multiple individuals. Note: owners of more than 10% are statutorily required to be listed below, but other owners of smaller percentage are encouraged to be listed as well.

| Name of Owner | Principal Place of Business Street Address of Interest |
|---------------|--|
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |

One or more of the more-than-10% owners listed above is a business or artificial person.
 Any more-than-25% owners of such a business or artificial person are listed below per 5 GCA § 5233. Note: any less-than-25% owners of such a business or artificial person is encouraged to also be listed below.

Name of >10% Owner Business or Artificial Person:

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

| Names of owners of the >10% Owner Business or Artificial Person (“Second Tier Owner”) | Owner’s Principal Place of Business Street Address | % of Interest |
|---|--|---------------|
| | | |
| | | |
| | | |
| | | |
| | | |

Name of other >10% Owner Business or Artificial Person:

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

| Names of owners of the >10% Owner Business or Artificial Person (“Second Tier Owner”) | Owner’s Principal Place of Business Street Address | % of Interest |
|---|--|---------------|
| | | |
| | | |
| | | |
| | | |
| | | |

- B. If any Second Tier Owner identified above is an artificial person, the natural or artificial owners of such Second Tier Owner who have held more than 49% of the shares or interest in the Bidder/Offeror/Prospective Contractor (Third Tier Owners) are as follows [if none, please so state]:

Second Tier Owner Name _____

| Name of Third Tier Owner | Principal Place of Business Street Address | % of Interest |
|--------------------------|--|---------------|
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |

- C. If the name of no natural person has been identified as an owner, or a Second or Third Tier Owner of the Bidder/Offeror/Prospective Contractor, please identify the name, position, address, and contact information of the natural person having the authority and responsibility for the Bid/Offer/Proposal/Prospective Contract, and the name of any natural person who has the authority and power to remove and replace the designated responsible person:

| Name of Natural Person | Position | Street Address of Principal Place of Business | Phone Number, Email Address, and other Contact Information |
|------------------------|----------|---|--|
| | | | |
| | | | |
| | | | |

D. Further, I say that the persons who have received or are entitled to receive a commission, gratuity, contingent fee or other compensation to solicit, secure, or assist in obtaining business related to the Bid/Offer/Proposal/Prospective Contract for which this Affidavit is submitted are as follows (if none, please so state):

| Name | Principal Place of Business Street Address | Amount of Compensation |
|-------|--|------------------------|
| _____ | _____ | _____ |
| _____ | _____ | _____ |

E. Further, I say that the persons who have directly or indirectly participated in this solicitation and who are also employees of GTA, if federal funds are to be used in the payment of the contract related to the Bid/Offer/Proposal/Prospective Contract for which this Affidavit is submitted, are as follows (if none, please so state):

| Name | Principal Place of Business Street Address |
|-------|--|
| _____ | _____ |
| _____ | _____ |

F. Regardless of any ownership interest, the following individuals have the power to control the performance of the contract or to control the Bidder/Offeror/Prospective Contractor, directly or indirectly:

| Name | Principal Place of Business Street Address |
|-------|--|
| _____ | _____ |
| _____ | _____ |

G. Until award of the contract, and throughout the term of any contract awarded to the Bidder/Offeror/Prospective Contractor represented herein, I agree to promptly make any disclosures not made previously and update changes in ownership, identities of owners and other required information, interests, compensation or conflicts of the persons required to be disclosed. I understand that failure to comply with this requirement shall constitute a material breach of contract.

H. I hereby declare under penalty of perjury under the laws of Guam that the foregoing is true and correct.

Executed on: _____
(date)

Signature of one of the following:
Bidder/Offeror/Prospective Contractor, if a licensed individual
Owner of sole proprietorship Bidder/Offeror/Prospective Contractor
Partner, if the Bidder/Offeror/Prospective Contractor is a partnership
Officer, if the Bidder/Offeror/Prospective Contractor is a corporation

Subscribed and sworn to before me

This _____ day of _____, 20_____.

NOTARY PUBLIC

My commission expires: _____

AFFIDAVIT RE: NO GRATUITIES OR KICKBACKS

CITY OF _____)
) SS.

ISLAND OF GUAM)

_____ [state name of affiant signing below], being first duly sworn,
deposes and says that:

1. The name of the offering firm or individual is _____ [state name of Offeror company or Offeror]. Affiant is _____ [state one of the following: the Offeror, a partner of the Offeror, an officer of the Offeror] making the foregoing identified bid or Proposal.

2. To the best of affiant’s knowledge, neither affiant, nor any of the Offeror’s officers, representatives, agents, subcontractors, or employees have violated, or are violating the prohibition against gratuities and kickbacks. Further, affiant promises, on behalf of Offeror, not to violate the prohibition against gratuities and kickbacks.

3. To the best of affiant’s knowledge, neither affiant, nor any of the Offeror’s officers, representatives, agents, subcontractors, or employees have offered, given, or agreed to give, any GTA employee or former GTA employee, any payment, gift, kickback, gratuity, or offer of employment in connection with Offeror’s Proposal. violated, or are violating the prohibition against gratuities and kickbacks.

4. I make these statements on behalf of myself as a representative of the Offeror, and on behalf of the Offeror’s officers, representatives, agents, subcontractors, and employees.

Signature of one of the following:

Offeror, if the Offeror is an individual;
Partner, if the Offeror is a partnership;
Officer, if the Offeror is a corporation.

Subscribed and sworn to before me this ____ day of _____, 20__.

NOTARY PUBLIC
My commission expires: _____

CERTIFICATION OF NON-EMPLOYMENT OF CONVICTED SEXUAL OFFENDERS

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

I, _____ being a duly authorized representative of the Offeror,
(print name)

acknowledge the requirements described above, have ensured that the Proposal as submitted addresses these requirements, and certify that if awarded the contract, the Offeror will follow these mandates.

(Company Name)

(Title)

(Signature)

(Date)

CERTIFICATION REGARDING LOBBYING

The undersigned certifies, to the best of his or her knowledge and belief, that:

(1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment of modification of any Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents of all sub-awards at all tiers (including subcontracts, sub-grants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, United States Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

Organization: _____

Street address: _____

City, State, Zip: _____

CERTIFIED BY: _____

TITLE: _____

SIGNATURE: _____

DATE: _____