

AMENDMENT 4

**Invitation for Bid (IFB)
UOG IFB No. B24-06**

Date Issued: January 16, 2024

“IT SYSTEMS COLOCATION DISASTER RECOVERY SITE FOR THE UNIVERSITY OF GUAM (UOG)”

This is to notify all prospective offerors of the following amendment set forth below:

- 1.1 DEADLINE FOR WRITTEN QUESTIONS/CLARIFICATIONS should read as follows: is five (5) business days BEFORE the bid submission deadline Wednesday, January 24, 2024. Please adjust accordingly if the deadline is extended.**
- 1.2 DEADLINE FOR SUBMISSION of Bid Packages should read as follows: Wednesday, January 31, 2024, ON or BEFORE 2:00 P. M. via link provided for electronic submission to Bid Share folder provided by UOG Procurement Office. One (1) original copy along with original bid security must be dropped off to Procurement Office before bid submission deadline.**
- 1.3 REPLACE – WAGE DETERMINATIONS revised on 12/26/2023, set forth as attached.**
- 1.4 Question and Answer Sheet 1 set forth as attached.**

All other terms and conditions remain the same.



ADMINISTRATION & FINANCE
Consolidated Procurement Office

Elsa Flores
Acting Comptroller

Please acknowledge receipt and return by email to uog.bids@triton.uog.edu:

Name of company: _____

Print Name/Signature/Date

QUESTION & ANSWER SHEET NO.1

January 11, 2024

In response to the written “Questions” and/or ‘Request for Clarifications’ UOG received as of December 29, 2023 @ 12:43 pm from vendor: PTI PACIFICA INC., DBA IT&E

Question 1: Regarding the due date for UOG IFB B24-06, Page 1 indicates “Tuesday, January 19, 2024” (Tuesday is January 16, 2024), Page 3 indicates “January 16, 2023”, and lastly, the UOG website indicates “January 19, 2024”. Please Clarify

Answer: **Deadline submission has changed. Please refer to Amendment 4.**

Question 2: Regarding the U.S. Department of Labor Wage Determination, will the vendor need to provide the most recent Wage Determination No. 2015-5693, Revised on 12/26/2023 in the bid submission?

Answer: **Included in Amendment 4. Please refer to attachment A.**

Question 3: Regarding Page 30, Section II, Remote Trigger Black Hole; Will the college accept a NetScout/ Arbor DDoS solution?

Answer: **UOG will not accept his alternative and is requesting to support Remote Trigger Black Hole filtering as described in the bid specs II.C.2.i.1**

ATTACHMENT A

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5693
Revision No.: 20
Date Of Last Revision: 12/26/2023

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered
workers	at least \$17.20 per hour (or the
an option is exercised) on or after	wage rate listed on this wage
applicable	if it is higher) for all hours spent
January 30, 2022:	performing on the contract in 2024.
determination,	

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 RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.27***	
01012 - Accounting Clerk II	
16.02***	
01013 - Accounting Clerk III	
17.93	
01020 - Administrative Assistant	
21.43	
01035 - Court Reporter	
17.40	
01041 - Customer Service Representative I	
12.75***	
01042 - Customer Service Representative II	
14.23***	
01043 - Customer Service Representative III	
15.62***	
01051 - Data Entry Operator I	
12.16***	
01052 - Data Entry Operator II	
13.27***	
01060 - Dispatcher, Motor Vehicle	
17.39	
01070 - Document Preparation Clerk	
13.85***	
01090 - Duplicating Machine Operator	
13.85***	
01111 - General Clerk I	
11.33***	
01112 - General Clerk II	
12.36***	
01113 - General Clerk III	
13.88***	
01120 - Housing Referral Assistant	
19.39	
01141 - Messenger Courier	
11.37***	
01191 - Order Clerk I	
12.57***	
01192 - Order Clerk II	
13.71***	
01261 - Personnel Assistant (Employment) I	

15.95***
01262 - Personnel Assistant (Employment) II
17.85
01263 - Personnel Assistant (Employment) III
19.89
01270 - Production Control Clerk
22.97
01290 - Rental Clerk
11.10***
01300 - Scheduler, Maintenance
15.55***
01311 - Secretary I
15.55***
01312 - Secretary II
17.40
01313 - Secretary III
19.39
01320 - Service Order Dispatcher
15.40***
01410 - Supply Technician
21.43
01420 - Survey Worker
16.96***
01460 - Switchboard Operator/Receptionist
10.78***
01531 - Travel Clerk I
13.01***
01532 - Travel Clerk II
14.12***
01533 - Travel Clerk III
15.09***
01611 - Word Processor I
14.53***
01612 - Word Processor II
16.31***
01613 - Word Processor III
18.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
17.20
05010 - Automotive Electrician
16.16***
05040 - Automotive Glass Installer
15.11***
05070 - Automotive Worker
15.11***
05110 - Mobile Equipment Servicer
12.96***
05130 - Motor Equipment Metal Mechanic
17.20

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

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

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

26.53
13043 - Illustrator III
32.45
13047 - Librarian
29.38
13050 - Library Aide/Clerk
17.05***
13054 - Library Information Technology Systems
26.53
Administrator
13058 - Library Technician
18.11
13061 - Media Specialist I
19.15
13062 - Media Specialist II
21.42
13063 - Media Specialist III
23.87
13071 - Photographer I
19.15
13072 - Photographer II
21.42
13073 - Photographer III
26.53
13074 - Photographer IV
32.45
13075 - Photographer V
39.27
13090 - Technical Order Library Clerk
21.42
13110 - Video Teleconference Technician
19.15
14000 - Information Technology Occupations
14041 - Computer Operator I
15.71***
14042 - Computer Operator II
17.22
14043 - Computer Operator III
19.19
14044 - Computer Operator IV
21.33
14045 - Computer Operator V
23.62
14071 - Computer Programmer I (see 1)
15.73***
14072 - Computer Programmer II (see 1)
19.50
14073 - Computer Programmer III (see 1)
23.84
14074 - Computer Programmer IV (see 1)

14101 - Computer Systems Analyst I (see 1)
 24.23
 14102 - Computer Systems Analyst II (see 1)
 14103 - Computer Systems Analyst III (see 1)
 14150 - Peripheral Equipment Operator
 15.71***
 14160 - Personal Computer Support Technician
 21.33
 14170 - System Support Specialist
 21.24
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 24.23
 15020 - Aircrew Training Devices Instructor (Rated)
 29.32
 15030 - Air Crew Training Devices Instructor (Pilot)
 34.91
 15050 - Computer Based Training Specialist / Instructor
 24.23
 15060 - Educational Technologist
 29.40
 15070 - Flight Instructor (Pilot)
 34.91
 15080 - Graphic Artist
 20.47
 15085 - Maintenance Test Pilot, Fixed, Jet/Prop
 34.91
 15086 - Maintenance Test Pilot, Rotary Wing
 34.91
 15088 - Non-Maintenance Test/Co-Pilot
 34.91
 15090 - Technical Instructor
 17.67
 15095 - Technical Instructor/Course Developer
 23.78
 15110 - Test Proctor
 15.70***
 15120 - Tutor
 15.70***
 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
 16010 - Assembler
 10.83***
 16030 - Counter Attendant
 10.83***
 16040 - Dry Cleaner
 12.36***
 16070 - Finisher, Flatwork, Machine

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

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

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

23790 - Pipefitter, Maintenance
19.96
23810 - Plumber, Maintenance
18.75
23820 - 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
15.01***
Coordinator
24630 - Homemaker
16.12***
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
22.79
25040 - Sewage Plant Operator
22.89
25070 - Stationary Engineer
22.79
25190 - Ventilation Equipment Tender

15.72***
25210 - Water Treatment Plant Operator
22.89
27000 - Protective Service Occupations
27004 - Alarm Monitor
10.90***
27007 - Baggage Inspector
9.63***
27008 - Corrections Officer
14.59***
27010 - Court Security Officer
14.59***
27030 - Detection Dog Handler
10.90***
27040 - Detention Officer
14.59***
27070 - Firefighter
14.59***
27101 - Guard I
9.63***
27102 - Guard II
10.90***
27131 - Police Officer I
14.59***
27132 - Police Officer II
16.21***
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
13.24***
28042 - Carnival Equipment Repairer
14.46***
28043 - Carnival Worker
9.78***
28210 - Gate Attendant/Gate Tender
13.18***
28310 - Lifeguard
11.01***
28350 - Park Attendant (Aide)
14.74***
28510 - Recreation Aide/Health Facility Attendant
11.84***
28515 - Recreation Specialist
18.26
28630 - Sports Official
11.74***
28690 - Swimming Pool Operator
17.71
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
26.02

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

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

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot

33.11

31020 - Bus Aide

8.97***

31030 - Bus Driver

11.73***

31043 - Driver Courier

10.26***

31260 - Parking and Lot Attendant

9.91***

31290 - Shuttle Bus Driver

11.65***

31310 - Taxi Driver

11.41***

31361 - Truckdriver, Light

11.21***

31362 - Truckdriver, Medium

12.16***

31363 - Truckdriver, Heavy

16.11***

31364 - Truckdriver, Tractor-Trailer

16.11***

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist

16.14***

99030 - Cashier

10.01***

99050 - Desk Clerk

9.71***

99095 - Embalmer

27.37

99130 - Flight Follower

27.37

99251 - Laboratory Animal Caretaker I

24.31

99252 - Laboratory Animal Caretaker II

26.56

99260 - Marketing Analyst

21.54

99310 - Mortician

27.37

99410 - Pest Controller

16.07***

99510 - Photofinishing Worker

14.38***

99710 - Recycling Laborer

17.32

99711 - Recycling Specialist

23.38

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

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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))."