# REQUEST FOR QUOTATION
*(THIS IS NOT AN ORDER)*

THIS RFQ [X] IS [ ] IS NOT A SMALL BUSINESS SET-ASIDE



| 1. REQUEST NUMBER | 2. DATE ISSUED | 3. REQUISITION/PURCHASE REQUEST NUMBER | 4. CERT. FOR NAT. DEF. UNDER BDSA REG. 2 AND/OR DMS REG. 1 | RATING |
|---|---|---|---|---|
| 140FS126Q0108 | 06/24/2026 | 0044046604 | | |

5a. ISSUED BY
FWS SAT 1
FWS, SAT Team 1
5275 Leesburg Pike
Falls Church VA 22041

6. DELIVER BY *(Date)*: Multiple

7. DELIVERY
[X] FOB DESTINATION [ ] OTHER *(See Schedule)*

5b. FOR INFORMATION CALL *(NO COLLECT CALLS)*

| NAME | TELEPHONE NUMBER | |
|---|---|---|
| | AREA CODE | NUMBER |
| Kathryn Coltran | 303 | 236-4324 |

8. TO:

| a. NAME | b. COMPANY |
|---|---|
| | |

c. STREET ADDRESS

| d. CITY | e. STATE | f. ZIP CODE |
|---|---|---|
| | | |

9. DESTINATION

a. NAME OF CONSIGNEE: FWS GUAM NATIONAL WILDLIFE REFUGE

b. STREET ADDRESS: Rte 3a Spur Rd

c. CITY: DEDEDO

| d. STATE | e. ZIP CODE |
|---|---|
| GU | 96912 |

10. PLEASE FURNISH QUOTATIONS TO THE ISSUING OFFICE IN BLOCK 5a ON OR BEFORE CLOSE OF BUSINESS *(Date)*: 07/08/2026 1700 ED

IMPORTANT: This is a request for information and quotations furnished are not offers. If you are unable to quote, please so indicate on this form and return it to the address in Block 5a. This request does not commit the Government to pay any costs incurred in the preparation of the submission of this quotation or to contract for supplies or service. Supplies are of domestic origin unless otherwise indicated by quoter. Any representations and/or certifications attached to this Request for Quotation must be completed by the quoter.

## 11. SCHEDULE *(Include applicable Federal, State and local taxes)*

| ITEM NUMBER (a) | SUPPLIES/SERVICES (b) | QUANTITY (c) | UNIT (d) | UNIT PRICE (e) | AMOUNT (f) |
|---|---|---|---|---|---|
| | GU- GUAM NWR PPR2112444 LR 1 Portable Toilet Rental & Service for Guam National Wildlife Refuge (2026-2031)<br><br>Additional Information: BASE YEAR PLUS FOUR OPTION YEARS OF RENTAL & PORTABLE TOILET SERVICES FOR THE GUAM NWR 8/1/2026 - 7/31/2031 ADRRESS FOR DELIVERY & SERVICE: RTE 3A SPUR RD, DEDEDO, GUAM NWR<br><br>POC Samuel Sosa samuel_sosa@fws.gov (671) 362-8503 ALT POC Bonnie Jean Tenorio bonniejean_tenorio@fws.gov (671) 362-8504<br>Continued... | | | | |

| 12. DISCOUNT FOR PROMPT PAYMENT | a. 10 CALENDAR DAYS (%) | b. 20 CALENDAR DAYS (%) | c. 30 CALENDAR DAYS (%) | d. CALENDAR DAYS NUMBER | PERCENTAGE |
|---|---|---|---|---|---|
| | | | | | |

NOTE: Additional provisions and representations [ ] are [ ] are not attached.

| 13. NAME AND ADDRESS OF QUOTER | 14. SIGNATURE OF PERSON AUTHORIZED TO SIGN QUOTATION | 15. DATE OF QUOTATION |
|---|---|---|
| a. NAME OF QUOTER | | |
| b. STREET ADDRESS | 16. SIGNER | |
| | a. NAME *(Type or print)* | b. TELEPHONE AREA CODE |
| c. COUNTY | | |
| d. CITY / e. STATE / f. ZIP CODE | c. TITLE *(Type or print)* | NUMBER |

NAME OF OFFEROR OR CONTRACTOR

| ITEM NO. (A) | SUPPLIES/SERVICES (B) | QUANTITY (C) | UNIT (D) | UNIT PRICE (E) | AMOUNT (F) |
|---|---|---|---|---|---|
| | Contract POC Kathy Coltran<br>kathryn_coltran@ios.doi.gov | | | | |
| 00010 | Portable Toilet & Service Base Year<br><br>Delivery: 07/31/2027<br>Period of Performance: 08/01/2026 to 07/31/2027 | | | | |
| 00020 | OY 1 Portable Toilet & Service<br>(Option Line Item)<br>Anticipated Exercise Date 06/30/2027<br><br>Delivery: 07/31/2028<br>Period of Performance: 08/01/2027 to 07/31/2028 | | | | |
| 00030 | OY 2 Portable Toilet & Service<br>(Option Line Item)<br>Anticipated Exercise Date 06/30/2028<br><br>Delivery: 07/31/2029<br>Period of Performance: 08/01/2028 to 07/31/2029 | | | | |
| 00040 | OY 3 Portable Toilet & Service<br>(Option Line Item)<br>Anticipated Exercise Date 06/30/2029<br><br>Delivery: 07/31/2030<br>Period of Performance: 08/01/2029 to 07/31/2030 | | | | |
| 00050 | OY 4 Portable Toilet & Service<br>(Option Line Item)<br>Anticipated Exercise Date 06/30/2030<br><br>Delivery: 07/31/2031<br>Period of Performance: 08/01/2030 to 07/31/2031 | | | | |

This is a combined synopsis/solicitation for commercial items prepared in accordance with the format in Federal Acquisition Regulation (FAR) Subpart 12.6, as supplemented with additional information included in this notice. This announcement constitutes the only solicitation; quotes are being requested and a separate written solicitation will not be issued.

U.S. Fish and Wildlife Service, FWS Leavenworth NFH has a requirement for portable toilet rental & service for multiple years at Dededo, Guam. The anticipated required delivery date is award through 07/31/2031.

This Request for Quotation (RFQ) is total small business set aside and is conducted under the procedures of FAR Part 12, incorporating provisions and clauses in effect through Federal Acquisition Circular 2025-04. The NAICS code is 562991.

**Instructions**
All responsible sources may submit a quote, which shall be considered by the agency. Award will be made as a firm-fixed-price contract. The basis of award is the lowest price technically acceptable. The vendor that submits the lowest price quote and documentation of technical acceptability for the services will be awarded the firm fixed priced contract. Award will be made to a responsible source pursuant to FAR 9.1.

Technical Acceptability: Vendor's offer must conform to all aspects of the statement of work. Please provide statement providing acceptance and confirmation. The Contractor must submit documentation of applicable technical acceptability with the quote.

Please submit your quotation (showing unit and total price) on company letterhead with UEI No. and point of contact phone number and e-mail address. Additionally, if your company holds a GSA contract that would apply to this requirement, please provide the contract number. Refer to FAR provision 52.212-1 Instructions to Offerors – Commercial Items for additional submission guidance and include a copy of FAR provision 52.212-3 Offeror Representations and Certifications --Commercial Items with applicable sections completed.

Solicitation Questions Due: 07/06/2026 @ 1700 ET to kathryn_coltran@ios.doi.gov
**Quotes Due: 07/08/2026 @ 1700ET**
**E-Mail Quote Submission: kathryn_coltran@ios.doi.gov**

In order to have a quote considered for award, respondent must be registered at the System for Award Management (SAM) website (https://www.sam.gov) as an active vendor by the time an award decision is necessary.

# STATEMENT OF WORK
# PORTABLE TOILET RENTAL & SERVICE
# GUAM NATIONAL WILDLIFE REFUGE

1. GENERAL:

The U.S. Fish and Wildlife Service, Route 3A Spur Road, Dededo, Guam 96912, requires the rental of portable toilets and cleaning service at the Guam National Wildlife Refuge. The Contractor shall provide the following scope of services as required, but not limited to:

Provide all equipment, tools, supplies, materials, transportation, and perform all operations necessary to supply and service portable toilets under this contract.

Provide regular service to include delivery of rental toilets to the Refuge, setup for operation, periodic service cleaning, and pumping.

The Contractor shall repair the respective sites to ensure that units are stabilized and readily accessible.

Cleaning shall also include any minor repairs and parts discovered at time of servicing the unit.

All portable toilets are to be graffiti-free and constructed of poly-plastic or heavy-duty fiberglass to prevent being blown over.

2. SCOPE:

The Contractor shall provide rental of 2 EA x ADA portable chemical toilets as provided in the specifications to the Guam National Wildlife Refuge. Units shall:

- Be clean and in good condition;
- Be enclosed with a firmly mounted door that can be locked from the inside;
- Include a commode, urinal and dispensers for toilet paper and disposable paper seat covers;
- Be constructed of fiberglass or equivalent product; and
- Be weather-proofed and vented to assure proper circulation of air and reduction of odors.

The Contractor shall utilize formaldehyde-free and alcohol-free deodorizer for the holding tank.

The Contractor shall provide and maintain a written service log affixed to the inside of the portable toilet that lists the date of each service visit.

Units shall be delivered with the following items and ready for use:

- Toilet Paper
- Seat Covers
- Fresh Deodorant, Air Sanitizer
- Water, where applicable (approximately 5 gallons)
- Hand Sanitizer

3. SERVICE OF UNITS:

Service visits shall include the following: pump out waste, remove litter, clean and disinfect interior surfaces, provide and replenish toilet paper, seat covers, fresh deodorant, hand sanitizer and water where applicable.

The Contractor shall dispose of trash that has been left in the units.

The Contractor shall remove graffiti from interior and exterior of portable toilet and perform other specialty cleaning in addition to routine surface cleaning as part of keeping the portable chemical toilets in a clean and serviceable condition.

The Contractor shall follow the following prioritization process when selecting graffiti removal or specialty cleaning products:

A. Products that are non-aerosol and are third-party certified to meet Green Seal, EcoLogo (UL Environment), or EPA DFE standards shall be utilized first.
B. If products meeting the previous criteria do not adequately remove the graffiti or resolve the issue, then a non-certified product may be used, but that product shall be non-aerosol, and preference shall be carcinogens, reproductive toxins, and persistent bio accumulative toxics. The Contractor shall provide the Contract Coordination with a complete set of MSDS(s) for all holding tank and cleaning chemicals use to service the portable chemical toilets. The initial set of MSDS(s) shall be submitted with the bid; updated MSDS(s) shall be submitted to the Contract Coordinator as new products are used or new versions of MSDS(s) are issued by the product manufacturer.
C. The Contractor shall perform repairs as needed to make the toilet usable and maintain user privacy.

NOTE: Portable toilet units that cannot be repaired to usable conditions on site must be replaced.

4. DISPOSAL OF WASTE:

The Contractor is responsible for the legal disposal of waste in each unit.

5. SERVICE HOURS:

The Contractor shall service the portable toilets two times a week between the hours of 7:30 am and 12:30 pm, Wednesday and Saturday, unless directed otherwise by the Contract Coordinator. The Contractor Coordinator will endeavor to notify Contractor 24 hours in advance if the next day's pumping is canceled.

6. EMERGENCY CALL-BACK SERVICE:

The Refuge will request emergency call-back service if the Contractor fails to adequately service toilet during regular scheduled service leaving the toilet unusable. This service will be provided at no cost to the Refuge.

7. SERVICE LOG:

The Contractor shall provide and maintain a written service log affixed to the inside of each portable toilet that lists the date of each service visit.

8. PLACEMENT OF TOILETS:

The Contractor shall advise the Refuge Contract Coordinator of delivery time and confirm placement of portable toilets to accommodate the intended users and to allow access for service by the Contractor at all times. At the Contractor Coordinator's discretion, the Contractor shall secure portable toilets sited on soil with stakes or other attachment methods to prevent the unit from being tipped.

9. TECHNICAL POINT OF CONTACT:

Samuel Sosa, Deputy Refuge Manager: 671-355-0983 or 671-686-6285

## C – Contract Clauses

**DOI ELECTRONIC INVOICING Electronic Invoicing and Payment Requirements - Invoice Processing Platform (IPP) (February 2021)**

Payment requests must be submitted electronically through the U. S. Department of the Treasury's Invoice Processing Platform System (IPP).

"Payment request" means any request for contract financing payment or invoice payment by the Contractor. To constitute a proper invoice, the payment request must comply with the requirements identified in the applicable Prompt Payment clause included in the contract, or the clause 52.212-4 Contract Terms and Conditions - Commercial Items included in commercial item contracts. The IPP website address is: https://www.ipp.gov.

Under this contract, the following documents are required to be submitted as an attachment to the IPP invoice [Contracting Officer to edit and include the documentation required under this contract]:

The Contractor must use the IPP website to register access and use IPP for submitting requests for payment. The Contractor Government Business Point of Contact (as listed in SAM) will receive enrollment instructions via email from the Federal Reserve Bank of St. Louis (FRBSTL) within 3 - 5 business days of the contract award date. Contractor assistance with enrollment can be obtained by contacting the IPP Production Helpdesk via email IPPCustomerSupport@fiscal.treasury.gov or phone (866) 973-3131.

If the Contractor is unable to comply with the requirement to use IPP for submitting invoices for payment, the Contractor must submit a waiver request in writing to the Contracting Officer with its proposal or quotation.

(End of Local Clause)

**52.217-8 Option To Extend Services. (NOV 1999)**

The Government may require continued performance of any services within the limits and at the rates specified in the contract. These rates may be adjusted only as a result of revisions to prevailing labor rates provided by the Secretary of Labor. The option provision may be exercised more than once, but the total extension of performance hereunder shall not exceed 6 months. The Contracting Officer may exercise the option by written notice to the Contractor within 15 days.

(End of clause)

**52.217-9 Option To Extend the Term of the Contract. (MAR 2000)**

(a) The Government may extend the term of this contract by written notice to the Contractor within 15 days; provided that the Government gives the Contractor a preliminary written notice of its intent to extend at least 30 days before the contract expires. The preliminary notice does not commit the Government to an extension.

(b) If the Government exercises this option, the extended contract shall be considered to include this option clause.

(c) The total duration of this contract, including the exercise of any options under this clause, shall not exceed 5 years.

(End of clause)

**52.222-90 Addressing DEI Discrimination by Federal Contractors (DEVIATION MAR 2026)**

(a) *Definitions*. As used in this clause—

*Program participation* means membership or participation in, or access or admission to: training, mentoring, or leadership development programs; educational opportunities; clubs; associations; or similar opportunities that are sponsored or established by the contractor or subcontractor.

*Racially discriminatory diversity, equity, and inclusion (DEI) activities* means disparate treatment based on race or ethnicity in the recruitment, employment (e.g., hiring, promotions), contracting (*e.g.*, vendor agreements), program participation, or allocation or deployment of an entity's resources.

(b) In connection with the performance of work under this contract, the Contractor agrees as follows:

(1) The Contractor will not engage in any racially discriminatory DEI activities;

(2) The Contractor will furnish all information and reports, including providing access to books, records, and accounts, as required by the Contracting Officer, for purposes of ascertaining compliance with this clause;

(3) In the event of the Contractor's or a subcontractor's noncompliance with this clause, this contract may be canceled, terminated, or suspended in whole or in part, and the Contractor or subcontractor may be declared ineligible for further Government contracts;

(4) The Contractor will report any subcontractor's known or reasonably knowable conduct that may violate this clause to the Contracting Officer and take any appropriate remedial actions directed by the Contracting Officer; and

(5) The Contractor will inform the Contracting Officer if a subcontractor sues the Contractor and the suit puts at issue, in any way, the validity of this clause.

(6) The Contractor recognizes that compliance with the requirements of this clause are material to the Government's payment decisions for purposes of 31 U.S.C. 3729(b)(4).

(c) The Contractor must include the substance of this clause, including this paragraph (c), in subcontracts at any tier, including those for commercial products and commercial services, except those where the place of delivery or performance is outside the United States.

(End of clause)

**52.252-2 Clauses Incorporated by Reference. (FEB 1998)**

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at this/these address(es):
https://www.acquisition.gov/far
https://www.acquisition.gov/diar
https://www.acquisition.gov/far-overhaul

(End of clause)

**52.203-6 Restrictions on Subcontractor Sales to the Government (JUN 2020), with Alternate I (NOV 2021) (41 U.S.C. 4704 and 10 U.S.C. 4655).**

**52.203-11 Certification and Disclosure Regarding Payments to Influence Certain Federal Transactions**

**52.203-17 Contractor Employee Whistleblower Rights (NOV 2023) (41 U.S.C. 4712); this clause does not apply to contracts of DoD, NASA, the Coast Guard, or applicable elements of the intelligence community-see FAR 3.900(a).**

**52.203-19 Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (JAN 2017) (section 743 of Division E, Title VII, of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235) and its successor provisions in subsequent appropriations acts (and as extended in continuing resolutions)).**

**52.204-9 Personal Identity Verification of Contractor Personnel. (JAN 2011)**

**52.204-13 System for Award Management Maintenance. (DEVIATION MAR 2026)**

**52.209-6 Protecting the Government's Interest When Subcontracting With Contractors Debarred, Suspended, Proposed for Debarment, or Voluntarily Excluded. (DEVIATION MAY 2026) (31 U.S.C. 6101 note).**

**52.209-10 Prohibition on Contracting with Inverted Domestic Corporations (DEVIATION MAY 2026)**

**52.212-4 Terms and Conditions - Commercial Products and Commercial Services. (DEVIATION MAR 2026)**

**52.219-6 Notice of Total Small Business Set-Aside (DEVIATION JAN 2026) (15 U.S.C. 644).**

**52.219-9 Small Business Subcontracting Plan (DEVIATION FEB 2026) (15 U.S.C. 637(d)(4)).**

**52.219-14 Limitations on Subcontracting (DEVIATION JAN 2026) (15 U.S.C. 657s).**

**52.219-33 Nonmanufacturer Rule (DEVIATION JAN 2026) (15 U.S.C. 637(a)(17)).**

**52.222-3 Convict Labor (JUN 2003) (E.O. 11755).**

**52.222-35 Equal Opportunity for Veterans (DEVIATION MAY 2026) (38 U.S.C. 4212).**

**52.222-36 Equal Opportunity for Workers with Disabilities (DEVIATION MAY 2026) (29 U.S.C. 793).**

**52.222-37 Employment Reports on Veterans (DEVIATION MAY 2026) (38 U.S.C. 4212).**

**52.222-41 Service Contract Labor Standards (AUG 2018) (41 U.S.C. chapter 67).**

**52.222-42 Statement of Equivalent Rates for Federal Hires (MAY 2014) (29 U.S.C. 206 and 41 U.S.C. chapter 67).**

**52.222-43 Fair Labor Standards Act and Service Contract Labor Standards-Price Adjustment (Multiple Year and Option Contracts) (AUG 2018) (29 U.S.C. 206 and 41 U.S.C. chapter 67).**

**52.222-44 Fair Labor Standards Act and Service Contract Labor Standards-Price Adjustment (MAY 2014) (29 U.S.C 206 and 41 U.S.C. chapter 67).**

**52.222-50 Combating Trafficking in Persons (DEVIATION MAY 2026) (22 U.S.C. chapter 78 and E.O. 13627).**

**52.222-51 Exemption from Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment-Requirements (MAY 2014) (41 U.S.C. chapter 67).**

**52.222-53 Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services-Requirements (DEVIATION MAY 2026) (41 U.S.C. chapter 67).**

**52.222-54 Employment Eligibility Verification (DEVIATION MAY 2026) (Executive Order 12989). (Not applicable to the acquisition of commercially available off-the-shelf items or certain other types of commercial products or commercial services as prescribed in FAR 22.1803.)**

**52.222-62 Paid Sick Leave Under Executive Order 13706 (JAN 2022) (E.O. 13706).**

**52.223-9 Estimate of Percentage of Recovered Material Content for EPA-Designated Items (MAY 2008) (42 U.S.C. 6962(c)(3)(A)(ii)). (Not applicable to the acquisition of commercially available off-the-shelf items.)**

**52.223-23 Sustainable Products (DEVIATION MAY 2026) (E.O. 14057, 7 U.S.C. 8102, 42 U.S.C. 6962, 42 U.S.C. 8259b, and 42 U.S.C. 7671l).**

**52.224-3 Privacy Training (JAN 2017) (5 U.S.C. 552a).**

**52.229-12 Tax on Certain Foreign Procurements (FEB 2021).**

**52.232-29 Terms for Financing of Purchases of Commercial Products and Commercial Services (NOV 2021) (41 U.S.C.4505, 10 U.S.C. 3805).**

**52.232-30 Installment Payments for Commercial Products and Commercial Services (NOV 2021) (41 U.S.C. 4505, 10 U.S.C. 3805).**

**52.232-33 Payment by Electronic Funds Transfer-System for Award Management (OCT 2018) (31 U.S.C. 3332).**

**52.232-36 Payment by Third Party (MAY 2014) (31 U.S.C. 3332).**

**52.233-3 Protest After Award (AUG 1996) (31 U.S.C. 3553).**

**52.233-4 Applicable Law for Breach of Contract Claim (OCT 2004) (Public Laws 108-77 and 108-78 (19 U.S.C. 3805 note)).**

**52.240-91 Security Prohibitions and Exclusions (DEVIATION MAR 2026)**

**52.244-6 Subcontracts for Commercial Products and Commercial Services (DEVIATION MAY 2026)**

**52.245-1 Government Property (SEP 2021)**

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## D – Solicitation Provisions

### 52.212-2 Evaluation - Commercial Products and Commercial Services. (DEVIATION MAR 2026)

(a) The Government will award a contract resulting from this solicitation to the responsible offeror whose offer conforming to the solicitation will be most advantageous to the Government, price and other factors considered. The following factors shall be used to evaluate offers:

- Technical experience, capacity, and expertise to perform the required tasks within the period of performance and to meet all goals and objectives on schedule. Demonstrated experience with Hazardous Fuel Reduction Services, **specifically within the size, location, and proximity of the current requirement.**

- Technical approach to performing the required tasks as described in the statement of work addendum within the period of performance. The proposal shall include a narrative explaining how the work will be carried out in terms of the techniques, procedures, and schedule.

- Management Plan: Key Personnel shall be addressed and identified in proposals to be considered responsive. If use of a Subcontractor is part of your response to the solicitation, they should be identified in the response to the solicitation.

- Past performance. The proposal shall include three examples of successful, timely completion of similar work. The examples may come from federal, state, or local government. A Past Performance Questionnaire is attached to this solicitation. The following information shall be included:
    - Name of the job (to include address)
    - Project Prime's name
    - Issuing agency or company
    - Contract/Identification number
    - Start and completion dates
    - Brief description of the scope of work
    - How the work is substantially similar to the proposed project
    - No less than two (2) valid references that includes: Agency name, Point of Contact, Phone Number, Email Address

- Technical Capabilities & Past Performance when combined is **significantly more than price**.

(b) *Options*. The Government will evaluate offers for award purposes by adding the total price for all options to the total price for the basic requirement. The Government may determine that an offer is unacceptable if the option prices are significantly unbalanced. Evaluation of options shall not obligate the Government to exercise the option(s).

(c) A written notice of award or acceptance of an offer, mailed or otherwise furnished to the successful offeror within the time for acceptance specified in the offer, shall result in a binding contract without further action by either party. Before the offer's specified expiration time, the Government may accept an offer (or part of an offer), whether or not there are negotiations after its receipt, unless a written notice of withdrawal is received before award.

(End of provision)

### 52.252-1 Solicitation Provisions Incorporated by Reference. (FEB 1998)

This solicitation incorporates one or more solicitation provisions by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. The offeror is cautioned that the listed provisions may include blocks that must be completed by the offeror and submitted with its quotation or offer. In lieu of submitting the full text of those provisions, the offeror may identify the provision by paragraph identifier and provide the appropriate information with its quotation or offer. Also, the full text of a solicitation provision may be accessed electronically at this/these address(es):
https://www.acquisition.gov/far
https://www.acquisition.gov/diar
https://www.acquisition.gov/rfo

(End of provision)

### 52.203-11 Certification and Disclosure Regarding Payments to Influence Certain Federal Transactions (SEP 2024)

[Type here]

**52.203-18 Prohibition on Contracting with Entities that Require Certain Internal Confidentiality Agreements or Statements—Representation (JAN 2017)**

**52.204-7 System for Award Management (DEVIATION MAR 2026)**

**52.212-1 Instructions to Offerors—Commercial Products and Commercial Services (DEVIATION MAR 2026)**

**52.222-18 Certification Regarding Knowledge of Child Labor for Listed End Products (FEB 2021)**

**52.240-90 Security Prohibitions and Exclusions Representations and Certifications (DEVIATION MAR 2026)**

"

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
Director

Division of Wage Determinations

Wage Determination No.: 2015-5693
Revision No.: 27
Date Of Last Revision: 5/13/2026

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State: Guam, Northern Mariana Islands, Wake Island

Area: Guam Counties of Guam

Northern Mariana Islands Counties of Mariana and Northern Marianas

Wake Island Counties of Wake Island

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**Fringe Benefits Required Follow the Occupational Listing**

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|---|---|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.85 |
| 01012 - Accounting Clerk II | | 16.67 |
| 01013 - Accounting Clerk III | | 18.64 |
| 01020 - Administrative Assistant | | 23.15 |
| 01035 - Court Reporter | | 18.86 |
| 01041 - Customer Service Representative I | | 14.06 |
| 01042 - Customer Service Representative II | | 15.39 |
| 01043 - Customer Service Representative III | | 17.22 |
| 01051 - Data Entry Operator I | | 13.28 |
| 01052 - Data Entry Operator II | | 14.49 |
| 01060 - Dispatcher, Motor Vehicle | | 18.86 |
| 01070 - Document Preparation Clerk | | 15.02 |
| 01090 - Duplicating Machine Operator | | 15.02 |
| 01111 - General Clerk I | | 12.37 |
| 01112 - General Clerk II | | 13.50 |
| 01113 - General Clerk III | | 15.15 |
| 01120 - Housing Referral Assistant | | 21.02 |
| 01141 - Messenger Courier | | 12.00 |
| 01191 - Order Clerk I | | 13.76 |
| 01192 - Order Clerk II | | 15.02 |
| 01261 - Personnel Assistant (Employment) I | | 16.86 |
| 01262 - Personnel Assistant (Employment) II | | 18.86 |
| 01263 - Personnel Assistant (Employment) III | | 21.02 |

| | |
|---|---|
| 01270 - Production Control Clerk | 25.27 |
| 01290 - Rental Clerk | 11.10 |
| 01300 - Scheduler, Maintenance | 16.86 |
| 01311 - Secretary I | 16.86 |
| 01312 - Secretary II | 18.86 |
| 01313 - Secretary III | 21.02 |
| 01320 - Service Order Dispatcher | 16.86 |
| 01410 - Supply Technician | 23.15 |
| 01420 - Survey Worker | 18.69 |
| 01460 - Switchboard Operator/Receptionist | 10.98 |
| 01531 - Travel Clerk I | 15.02 |
| 01532 - Travel Clerk II | 16.85 |
| 01533 - Travel Clerk III | 18.26 |
| 01611 - Word Processor I | 15.02 |
| 01612 - Word Processor II | 16.86 |
| 01613 - Word Processor III | 18.86 |
| | |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.14 |
| 05010 - Automotive  Electrician | 17.97 |
| 05040 - Automotive Glass Installer | 16.81 |
| 05070 - Automotive Worker | 16.81 |
| 05110 - Mobile Equipment Servicer | 14.42 |
| 05130 - Motor Equipment Metal Mechanic | 19.14 |
| 05160 - Motor Equipment Metal Worker | 16.81 |
| 05190 - Motor Vehicle Mechanic | 19.14 |
| 05220 - Motor Vehicle Mechanic Helper | 13.20 |
| 05250 - Motor Vehicle Upholstery Worker | 15.64 |
| 05280 - Motor Vehicle Wrecker | 16.81 |
| 05310 - Painter, Automotive | 17.97 |
| 05340 - Radiator Repair Specialist | 16.81 |
| 05370 - Tire Repairer | 12.98 |
| 05400 - Transmission Repair Specialist | 19.14 |
| | |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.43 |
| 07041 - Cook I | 16.18 |
| 07042 - Cook II | 18.86 |
| 07070 - Dishwasher | 10.00 |
| 07130 - Food Service Worker | 10.57 |
| 07210 - Meat Cutter | 13.36 |
| 07260 - Waiter/Waitress | 9.89 |
| | |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.70 |
| 09040 - Furniture Handler | 11.94 |
| 09080 - Furniture Refinisher | 19.70 |
| 09090 - Furniture Refinisher Helper | 14.47 |
| 09110 - Furniture Repairer, Minor | 17.15 |
| 09130 - Upholsterer | 19.70 |
| | |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.49 |
| 11060 - Elevator Operator | 10.67 |
| 11090 - Gardener | 16.81 |
| 11122 - Housekeeping Aide | 10.67 |
| 11150 - Janitor | 10.67 |
| 11210 - Laborer, Grounds Maintenance | 12.71 |
| 11240 - Maid or Houseman | 10.59 |
| 11260 - Pruner | 11.37 |
| 11270 - Tractor Operator | 15.39 |
| 11330 - Trail Maintenance Worker | 12.71 |
| 11360 - Window Cleaner | 11.92 |
| | |
| 12000 - Health Occupations | |

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|---|---|
| 12010 - Ambulance Driver | 20.86 |
| 12011 - Breath Alcohol Technician | 20.86 |
| 12012 - Certified Occupational Therapist Assistant | 28.62 |
| 12015 - Certified Physical Therapist Assistant | 28.62 |
| 12020 - Dental Assistant | 18.79 |
| 12025 - Dental Hygienist | 39.73 |
| 12030 - EKG Technician | 31.60 |
| 12035 - Electroneurodiagnostic Technologist | 31.60 |
| 12040 - Emergency Medical Technician | 20.86 |
| 12071 - Licensed Practical Nurse I | 18.65 |
| 12072 - Licensed Practical Nurse II | 20.86 |
| 12073 - Licensed Practical Nurse III | 23.25 |
| 12100 - Medical Assistant | 14.50 |
| 12130 - Medical Laboratory Technician | 18.93 |
| 12160 - Medical Record Clerk | 14.97 |
| 12190 - Medical Record Technician | 17.77 |
| 12195 - Medical Transcriptionist | 18.65 |
| 12210 - Nuclear Medicine Technologist | 45.85 |
| 12221 - Nursing Assistant I | 12.91 |
| 12222 - Nursing Assistant II | 14.52 |
| 12223 - Nursing Assistant III | 15.85 |
| 12224 - Nursing Assistant IV | 17.79 |
| 12235 - Optical Dispenser | 20.86 |
| 12236 - Optical Technician | 18.65 |
| 12250 - Pharmacy Technician | 15.49 |
| 12280 - Phlebotomist | 18.65 |
| 12305 - Radiologic Technologist | 31.60 |
| 12311 - Registered Nurse I | 25.85 |
| 12312 - Registered Nurse II | 31.60 |
| 12313 - Registered Nurse II, Specialist | 31.60 |
| 12314 - Registered Nurse III | 38.24 |
| 12315 - Registered Nurse III, Anesthetist | 38.24 |
| 12316 - Registered Nurse IV | 45.85 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.85 |
| 12320 - Substance Abuse Treatment Counselor | 25.85 |
| | |
| 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 |

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|---|---|---|
| 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 | | 31.17 |
| 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 | | 11.60 |
| 16030 - Counter Attendant | | 11.60 |
| 16040 - Dry Cleaner | | 13.23 |
| 16070 - Finisher, Flatwork, Machine | | 11.60 |
| 16090 - Presser, Hand | | 11.60 |
| 16110 - Presser, Machine, Drycleaning | | 11.60 |
| 16130 - Presser, Machine, Shirts | | 11.60 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 11.60 |
| 16190 - Sewing Machine Operator | | 13.79 |
| 16220 - Tailor | | 14.34 |
| 16250 - Washer, Machine | | 12.14 |
| | | |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 19.70 |
| 19040 - Tool And Die Maker | | 24.77 |
| | | |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 15.87 |
| 21030 - Material Coordinator | | 25.27 |
| 21040 - Material Expediter | | 25.27 |
| 21050 - Material Handling Laborer | | 13.83 |
| 21071 - Order Filler | | 10.67 |
| 21080 - Production Line Worker (Food Processing) | | 15.87 |
| 21110 - Shipping Packer | | 17.12 |
| 21130 - Shipping/Receiving Clerk | | 17.12 |
| 21140 - Store Worker I | | 17.46 |
| 21150 - Stock Clerk | | 24.56 |
| 21210 - Tools And Parts Attendant | | 15.87 |
| 21410 - Warehouse Specialist | | 15.87 |
| | | |
| 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 |

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| 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 | 19.70 |
| 23120 - Bicycle Repairer | 15.81 |
| 23125 - Cable Splicer | 24.19 |
| 23130 - Carpenter, Maintenance | 17.58 |
| 23140 - Carpet Layer | 18.43 |
| 23160 - Electrician, Maintenance | 20.04 |
| 23181 - Electronics Technician Maintenance I | 18.43 |
| 23182 - Electronics Technician Maintenance II | 19.70 |
| 23183 - Electronics Technician Maintenance III | 20.98 |
| 23260 - Fabric Worker | 17.15 |
| 23290 - Fire Alarm System Mechanic | 17.12 |
| 23310 - Fire Extinguisher Repairer | 15.81 |
| 23311 - Fuel Distribution System Mechanic | 20.98 |
| 23312 - Fuel Distribution System Operator | 15.81 |
| 23370 - General Maintenance Worker | 14.03 |
| 23380 - Ground Support Equipment Mechanic | 23.84 |
| 23381 - Ground Support Equipment Servicer | 19.47 |
| 23382 - Ground Support Equipment Worker | 21.03 |
| 23391 - Gunsmith I | 15.81 |
| 23392 - Gunsmith II | 18.43 |
| 23393 - Gunsmith III | 20.98 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.22 |
| 23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 21.51 |
| 23430 - Heavy Equipment Mechanic | 20.66 |
| 23440 - Heavy Equipment Operator | 18.87 |
| 23460 - Instrument Mechanic | 20.98 |
| 23465 - Laboratory/Shelter Mechanic | 19.70 |
| 23470 - Laborer | 13.83 |
| 23510 - Locksmith | 19.70 |
| 23530 - Machinery Maintenance Mechanic | 26.47 |
| 23550 - Machinist, Maintenance | 20.98 |
| 23580 - Maintenance Trades Helper | 11.87 |
| 23591 - Metrology Technician I | 20.98 |
| 23592 - Metrology Technician II | 22.31 |
| 23593 - Metrology Technician III | 23.62 |
| 23640 - Millwright | 20.98 |
| 23710 - Office Appliance Repairer | 19.46 |
| 23760 - Painter, Maintenance | 18.74 |
| 23790 - Pipefitter, Maintenance | 19.96 |
| 23810 - Plumber, Maintenance | 18.75 |
| 23820 - Pneudraulic Systems Mechanic | 20.98 |
| 23850 - Rigger | 20.98 |
| 23870 - Scale Mechanic | 18.43 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.80 |
| 23910 - Small Engine Mechanic | 18.43 |
| 23931 - Telecommunications Mechanic I | 20.98 |
| 23932 - Telecommunications Mechanic II | 22.31 |
| 23950 - Telephone Lineman | 22.68 |
| 23960 - Welder, Combination, Maintenance | 19.96 |
| 23965 - Well Driller | 21.13 |
| 23970 - Woodcraft Worker | 20.98 |

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| 23980 - Woodworker | | 15.81 |
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| 24000 - Personal Needs Occupations | | |
| 24550 - Case Manager | | 16.09 |
| 24570 - Child Care Attendant | | 10.27 |
| 24580 - Child Care Center Clerk | | 13.25 |
| 24610 - Chore Aide | | 15.47 |
| 24620 - Family Readiness And Support Services Coordinator | | 16.09 |
| 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 | | 11.89 |
| 27007 - Baggage Inspector | | 10.63 |
| 27008 - Corrections Officer | | 14.59 |
| 27010 - Court Security Officer | | 14.59 |
| 27030 - Detection Dog Handler | | 11.89 |
| 27040 - Detention Officer | | 14.59 |
| 27070 - Firefighter | | 14.59 |
| 27101 - Guard I | | 10.63 |
| 27102 - Guard II | | 11.89 |
| 27131 - Police Officer I | | 14.59 |
| 27132 - Police Officer II | | 16.21 |
| | | |
| 28000 - Recreation Occupations | | |
| 28041 - Carnival Equipment Operator | | 13.68 |
| 28042 - Carnival Equipment Repairer | | 14.95 |
| 28043 - Carnival Worker | | 10.11 |
| 28210 - Gate Attendant/Gate Tender | | 14.50 |
| 28310 - Lifeguard | | 11.60 |
| 28350 - Park Attendant (Aide) | | 16.21 |
| 28510 - Recreation Aide/Health Facility Attendant | | 13.02 |
| 28515 - Recreation Specialist | | 20.09 |
| 28630 - Sports Official | | 12.91 |
| 28690 - Swimming Pool Operator | | 17.71 |
| | | |
| 29000 - Stevedoring/Longshoremen Occupational Services | | |
| 29010 - Blocker And Bracer | | 28.62 |
| 29020 - Hatch Tender | | 28.62 |
| 29030 - Line Handler | | 28.62 |
| 29041 - Stevedore I | | 26.63 |
| 29042 - Stevedore II | | 30.60 |
| | | |
| 30000 - Technical Occupations | | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | (see 2) | 46.07 |
| 30011 - Air Traffic Control Specialist, Station (HFO) | (see 2) | 31.77 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) | (see 2) | 34.99 |
| 30021 - Archeological Technician I | | 18.41 |
| 30022 - Archeological Technician II | | 20.59 |
| 30023 - Archeological Technician III | | 25.51 |
| 30030 - Cartographic Technician | | 25.51 |
| 30040 - Civil Engineering Technician | | 25.51 |
| 30051 - Cryogenic Technician I | | 28.25 |
| 30052 - Cryogenic Technician II | | 31.21 |
| 30061 - Drafter/CAD Operator I | | 18.41 |

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| 30062 - Drafter/CAD Operator II | | 20.59 |
| 30063 - Drafter/CAD Operator III | | 22.96 |
| 30064 - Drafter/CAD Operator IV | | 28.25 |
| 30081 - Engineering Technician I | | 17.32 |
| 30082 - Engineering Technician II | | 19.44 |
| 30083 - Engineering Technician III | | 21.74 |
| 30084 - Engineering Technician IV | | 26.94 |
| 30085 - Engineering Technician V | | 32.95 |
| 30086 - Engineering Technician VI | | 39.86 |
| 30090 - Environmental Technician | | 25.51 |
| 30095 - Evidence Control Specialist | | 25.51 |
| 30210 - Laboratory Technician | | 22.96 |
| 30221 - Latent Fingerprint Technician I | | 28.25 |
| 30222 - Latent Fingerprint Technician II | | 31.21 |
| 30240 - Mathematical Technician | | 25.51 |
| 30361 - Paralegal/Legal Assistant I | | 21.15 |
| 30362 - Paralegal/Legal Assistant II | | 26.20 |
| 30363 - Paralegal/Legal Assistant III | | 32.04 |
| 30364 - Paralegal/Legal Assistant IV | | 38.76 |
| 30375 - Petroleum Supply Specialist | | 31.21 |
| 30390 - Photo-Optics Technician | | 25.51 |
| 30395 - Radiation Control Technician | | 31.21 |
| 30461 - Technical Writer I | | 25.51 |
| 30462 - Technical Writer II | | 31.21 |
| 30463 - Technical Writer III | | 37.75 |
| 30491 - Unexploded Ordnance (UXO) Technician I | | 29.28 |
| 30492 - Unexploded Ordnance (UXO) Technician II | | 35.43 |
| 30493 - Unexploded Ordnance (UXO) Technician III | | 42.46 |
| 30494 - Unexploded (UXO) Safety Escort | | 29.28 |
| 30495 - Unexploded (UXO) Sweep Personnel | | 29.28 |
| 30501 - Weather Forecaster I | | 28.25 |
| 30502 - Weather Forecaster II | | 34.36 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 22.96 |
| 30621 - Weather Observer, Senior | (see 2) | 25.51 |
| | | |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31010 - Airplane Pilot | | 35.43 |
| 31020 - Bus Aide | | 8.97 |
| 31030 - Bus Driver | | 12.75 |
| 31043 - Driver Courier | | 10.53 |
| 31260 - Parking and Lot Attendant | | 9.91 |
| 31290 - Shuttle Bus Driver | | 12.48 |
| 31310 - Taxi Driver | | 11.41 |
| 31361 - Truckdriver, Light | | 11.50 |
| 31362 - Truckdriver, Medium | | 12.48 |
| 31363 - Truckdriver, Heavy | | 17.88 |
| 31364 - Truckdriver, Tractor-Trailer | | 17.88 |
| | | |
| 99000 - Miscellaneous Occupations | | |
| 99020 - Cabin Safety Specialist | | 17.27 |
| 99030 - Cashier | | 10.51 |
| 99050 - Desk Clerk | | 10.13 |
| 99095 - Embalmer | | 29.28 |
| 99130 - Flight Follower | | 29.28 |
| 99251 - Laboratory Animal Caretaker I | | 26.81 |
| 99252 - Laboratory Animal Caretaker II | | 29.29 |
| 99260 - Marketing Analyst | | 21.54 |
| 99310 - Mortician | | 29.28 |
| 99410 - Pest Controller | | 16.07 |
| 99510 - Photofinishing Worker | | 15.39 |
| 99710 - Recycling Laborer | | 19.05 |
| 99711 - Recycling Specialist | | 25.72 |
| 99730 - Refuse Collector | | 18.04 |
| 99810 - Sales Clerk | | 11.36 |

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| 99820 - School Crossing Guard | 19.81 |
| 99830 - Survey Party Chief | 24.38 |
| 99831 - Surveying Aide | 13.87 |
| 99832 - Surveying Technician | 18.02 |
| 99840 - Vending Machine Attendant | 26.81 |
| 99841 - Vending Machine Repairer | 34.14 |
| 99842 - Vending Machine Repairer Helper | 26.81 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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))."
"