

AMENDMENT 1

**Invitation For Bids (IFB)
UOG IFB No. B24-11**

Date Issued: August 27, 2024

“DEAN CIRCLE / GUAM CULTURAL REPOSITORY SECURITY PATROL”

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

- 1.1 Question and Answer Sheet 1 set forth as attached.**
- 1.2 REVISED: Table of Contents set forth as attached.**
- 1.3 Pages 21 – 39 set forth as attached to reflect revised Table of Contents**
- 1.4 REPLACE: DOL Wage Determination No. 2015-5693 revised 12/26/2023 with **DOL Wage Determination No. 2015-5693 revised 7/22/2024** set forth as attached.**

All other terms and conditions remain the same.



Abigail Martin
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

August 27, 2024

*In response to the written “Questions” and/or ‘Request for Clarifications’ UOG received as of August 26, 2024 @ 3:50 pm from vendor: **G4S SECURE SOLUTIONS (GUAM), INC***

Question 1: There is a revision dated 07/22/2024 of the The Service Contract Act (SCA). The SCA included in the bid packet pages 21 – 42 is an older revision. Should we use the newest revision?

Answer: UOG: Yes, please use the newest revision, which has been set forth as attached.

Question 2: Please confirm that Table 2.0 Options does not apply to this bid, page 49.

Answer: UOG confirms Table 2.0 Options does not apply to this bid.

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"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5693
Daniel W. Simms Division of | Revision No.: 22
Director Wage Determinations | Date Of Last Revision: 07/22/2024

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 after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 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 2024.

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		21.97
01035 - Court Reporter		17.40
01041 - Customer Service Representative I		12.78***
01042 - Customer Service Representative II		14.23***
01043 - Customer Service Representative III		15.65***
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	21.97
01420 - Survey Worker	16.99***
01460 - Switchboard Operator/Receptionist	10.78***
01531 - Travel Clerk I	13.65***
01532 - Travel Clerk II	15.32***
01533 - Travel Clerk III	16.60***
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	17.40
05010 - Automotive Electrician	16.34***
05040 - Automotive Glass Installer	15.28***
05070 - Automotive Worker	15.28***
05110 - Mobile Equipment Servicer	13.11***
05130 - Motor Equipment Metal Mechanic	17.40
05160 - Motor Equipment Metal Worker	15.28***
05190 - Motor Vehicle Mechanic	17.40
05220 - Motor Vehicle Mechanic Helper	12.00***
05250 - Motor Vehicle Upholstery Worker	14.22***
05280 - Motor Vehicle Wrecker	15.28***
05310 - Painter, Automotive	16.34***
05340 - Radiator Repair Specialist	15.28***
05370 - Tire Repairer	12.67***
05400 - Transmission Repair Specialist	17.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.21***
07041 - Cook I	15.29***
07042 - Cook II	17.82
07070 - Dishwasher	10.00***
07130 - Food Service Worker	10.18***
07210 - Meat Cutter	13.34***
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	10.12***
11060 - Elevator Operator	10.38***
11090 - Gardener	15.28***
11122 - Housekeeping Aide	10.38***
11150 - Janitor	10.38***
11210 - Laborer, Grounds Maintenance	11.55***
11240 - Maid or Houseman	10.24***
11260 - Pruner	10.34***
11270 - Tractor Operator	13.99***
11330 - Trail Maintenance Worker	11.55***
11360 - Window Cleaner	11.60***
12000 - Health Occupations	
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	12.43***
12222 - Nursing Assistant II	13.99***
12223 - Nursing Assistant III	15.26***
12224 - Nursing Assistant IV	17.12***
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
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	11.38***
16030 - Counter Attendant	11.38***
16040 - Dry Cleaner	12.98***
16070 - Finisher, Flatwork, Machine	11.38***
16090 - Presser, Hand	11.38***
16110 - Presser, Machine, Drycleaning	11.38***
16130 - Presser, Machine, Shirts	11.38***
16160 - Presser, Machine, Wearing Apparel, Laundry	11.38***
16190 - Sewing Machine Operator	13.53***
16220 - Tailor	14.07***
16250 - Washer, Machine	11.91***
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	15.36***
21030 - Material Coordinator	22.97
21040 - Material Expediter	22.97
21050 - Material Handling Laborer	13.83***
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	16.59***
21150 - Stock Clerk	23.33
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	19.70
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	16.77***
23310 - Fire Extinguisher Repairer	15.81***
23311 - Fuel Distribution System Mechanic	20.98
23312 - Fuel Distribution System Operator	15.81***
23370 - General Maintenance Worker	13.77***
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	20.41
23440 - Heavy Equipment Operator	18.33
23460 - Instrument Mechanic	20.98
23465 - Laboratory/Shelter Mechanic	19.70
23470 - Laborer	13.83***
23510 - Locksmith	19.70

23530 - Machinery Maintenance Mechanic	25.08
23550 - Machinist, Maintenance	20.98
23580 - Maintenance Trades Helper	11.77***
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
23980 - Woodworker	15.81***
24000 - Personal Needs Occupations	
24550 - Case Manager	16.09***
24570 - Child Care Attendant	10.22***
24580 - Child Care Center Clerk	13.25***
24610 - Chore Aide	14.06***
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	11.21***
27007 - Baggage Inspector	10.02***
27008 - Corrections Officer	14.59***
27010 - Court Security Officer	14.59***
27030 - Detection Dog Handler	11.21***
27040 - Detention Officer	14.59***
27070 - Firefighter	14.59***
27101 - Guard I	10.02***
27102 - Guard II	11.21***
27131 - Police Officer I	14.59***
27132 - Police Officer II	16.21***
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.44***
28042 - Carnival Equipment Repairer	14.68***
28043 - Carnival Worker	9.93***
28210 - Gate Attendant/Gate Tender	13.18***
28310 - Lifeguard	11.60***
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)	45.21
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.17
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.34
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
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	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	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	28.73
30492 - Unexploded Ordnance (UXO) Technician II	34.76
30493 - Unexploded Ordnance (UXO) Technician III	41.67
30494 - Unexploded (UXO) Safety Escort	28.73
30495 - Unexploded (UXO) Sweep Personnel	28.73
30501 - Weather Forecaster I	28.25
30502 - Weather Forecaster II	34.36
30620 - Weather Observer, Combined Upper Air Or (see 2)	22.96
Surface Programs	
30621 - Weather Observer, Senior (see 2)	25.51
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.76
31020 - Bus Aide	8.97***

31030 - Bus Driver	12.75***
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	17.57
31364 - Truckdriver, Tractor-Trailer	17.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.95***
99030 - Cashier	10.26***
99050 - Desk Clerk	10.01***
99095 - Embalmer	28.73
99130 - Flight Follower	28.73
99251 - Laboratory Animal Caretaker I	25.47
99252 - Laboratory Animal Caretaker II	27.83
99260 - Marketing Analyst	21.54
99310 - Mortician	28.73
99410 - Pest Controller	16.07***
99510 - Photofinishing Worker	15.10***
99710 - Recycling Laborer	17.32
99711 - Recycling Specialist	23.38
99730 - Refuse Collector	16.40***
99810 - Sales Clerk	10.63***
99820 - School Crossing Guard	18.82
99830 - Survey Party Chief	24.38
99831 - Surveying Aide	13.87***
99832 - Surveying Technician	18.02
99840 - Vending Machine Attendant	25.47
99841 - Vending Machine Repairer	32.44
99842 - Vending Machine Repairer Helper	25.47

***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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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))."

EXHIBIT A
UOG BID NO. B24-11
“DEAN CIRCLE / GUAM CULTURAL REPOSITORY SECURITY PATROL”

BID SPECIFICATIONS OR EQUIVALENT

A. SECURITY FORCE MANPOWER SERVICES PARAMETERS

1. PERSONNEL REQUIREMENTS

- a. Daily 8-hour guard. Broken down to the following assignments
 - i. Security Services on a daily 8-hour basis with 1 guard to conduct foot patrol of the Dean’s Circle grounds area from 9:00pm to 5:00am
 - ii. Security Services are required on an 8-hour daily basis with constant patrolling of the University of Guam Dean Circle areas and Guam Cultural Repository (GCR) grounds.
- b. Campus security forces are to be radio or telephone linked with the Offeror’s dispatch office and shall carry radio/telephones at all times.
- c. Manpower availability during the following shift hours:

Table 1. Security Services Shift Hours and Guards

HOURS	NUMBER OF GUARDS	PARTICULARS
2100 - 0500	One – On Foot, Bike, or Utility Vehicle Patrol	To conduct patrols of the Dean Circle areas and GCR grounds

- i. Above Matrix outlines the number of security guards and time frames in which they are required.
- ii. Within the total hours to be provided, this matrix may be subject to change at the University’s sole option during the contract.

2. GENERAL ADMINISTRATIVE MATTERS

- a. The University of Guam has employed an Administrator for Safety and Security.
- b. In either case, the University shall identify an administrator(s) who administers this contract and to whom the Security Force Services Contractor shall report.
- c. The Security Force Services Contractor shall provide firm information including any brochures when requested.
- d. This assignment is a secondary coverage of the campus and, as such, Security personnel are responsible for reporting instances of violations and infractions, and deficiencies to the primary Security Force Contractor immediately after the discovery of an incident

PROHIBITION: Pursuant to P.L. No. 28-98. “No person convicted of a sex offense under the provisions of chapter 25 of Title 9 GCA, or an offense as defined in Article 2 of Chapter 28, Title 9 GCA in Guam, or an offense in any jurisdiction which includes, at a minimum, all of the elements of said offenses, or who is listed on the Sex Registry shall work in any agency or instrumentality of the Government of Guam.”

3. INSURANCE COVERAGES

- a. The Security Force Services Contractor shall provide insurance coverage as stipulated below:
 - i. COMMERCIAL AUTOMOBILE INSURANCE –
\$1,000,000 combined single limit for bodily injury, property damage on all owned and non-owned autos.
 - ii. COMMERCIAL GENERAL LIABILITY INSURANCE –
\$1,000,000 combined single limit each occurrence and \$2,000,000 annual aggregate for bodily injury, property damage and personal injury.
 - iii. COMMERCIAL UMBRELLA LIABILITY INSURANCE –

\$2,000,000 in excess of the Company's Automobile and Commercial General Liability policies.

- iv. POLICY ENDORSEMENT –
Each of the above policies shall name the University of Guam as an additional named insured.
- v. STATUTORY WORKERS COMPENSATION INSURANCE.
- vi. PROFESSIONAL LIABILITY INSURANCE.
- vii. NOTICE OF CANCELLATION –
Each of the above policies shall be endorsed to provide Security Force Services Contractor and the University with not less than sixty days prior notice of cancellation or non-renewal.
- viii. INSURANCE CARRIERS –
All insurance carriers used to provide coverage should have a Best's rating of a least B+.

These policies must be submitted to the University within fifteen (15) days of the Notice of Intent to Award to the Lowest Responsible Bidder.

4. DUTIES AND RESPONSIBILITIES

- a. The Security Force Services Contractor shall provide the following:
 - i. PEACEKEEPING, ORDER MAINTENANCE, AND ENFORCEMENT RESPONSIBILITIES OF SECURITY PERSONNEL
 - a) Security personnel are responsible for peacekeeping, the enforcement of rules and regulations, parking enforcement, and safety requirements with the University.
 - b) Security personnel are responsible for reporting instances of violations and infractions and deficiencies to appropriate law enforcement officials, government officials and designated University officials as soon as possible after an incident.
 - c) This assignment is a secondary coverage of the campus and, as such, Security personnel are responsible for reporting instances of violations and infractions, and deficiencies to the primary Security Force Contractor immediately after the discovery of an incident
 - ii. GENERAL ORDERS OF SECURITY PERSONNEL
 - a) Each shift shall be manned at all times, as required.
 - b) Security personnel shall be properly equipped to carry out their duties including pagers and radio/phone. They must be able to be contacted by telephone or radio at all times (with the most available and reliable service).
 - c) Security personnel, while on duty, shall be in professional uniform at all times.
 - d) During the shift hours, security personnel on duty shall check the entrances of each UOG building hourly to ensure buildings were properly secured by tenants and the prior shift's personnel. If a door is found unlocked or windows open or ajar, security personnel will investigate, take action as appropriate to the situation, and report to the primary Security Force Contractor
 - e) Security personnel will enter certain buildings, at times specified by the University, to perform interior security checks.
 - f) A security log shall be maintained daily for each shift and shall be made available upon notice or request by the University. Logged entries shall report the following:
 - 1) Every security check accomplished, and the result thereof.
 - 2) Burnt out lights (emergency lights, walkways, etc.) and lights on in buildings that Security guards may not be able to shut off. Note that these reports must be prepared and provided the next business day to UOG's Safety and Security Administrator.
 - 3) Hazardous conditions which endanger either persons or property.
 - 4) Breakdowns in plumbing, power, air conditioning, etc.
 - 5) Any instance wherein the Guam Police Department, Guam Fire Department, or other emergency assistance has been requested.
 - 6) Special instructions carried out and accomplished.
 - 7) All major incidents, in detail, and course of action taken.
 - 8) Any incidents, occurrences or actions other than routine in nature.

g) For plumbing, power, fire, and police emergencies.

- 1) Must immediately inform the primary Security Force Contractor and contact the appropriate authorities as needed.

5. SECURITY INTERNAL REPORTS (IR)

- a. All incidences shall first be reported to the primary Security Force Contractor and subsequently submit IRs as required. ALL incidents shall be reported to the primary Security Force Contractor.
- b. Security personnel shall complete written IRs for both security and safety incidents observed, suspected, or reported. IRs shall be comprehensive and detailed, and shall include the reported, suspected, or observed date, time, and, where applicable, a unique identification case number.
- c. On the next business day after an incident, IRs will be sent electronically to the Vice President of Administration and Finance (VPAF), Safety and Security Administrator, and other concerned administrator(s) identified by the University. For emergencies or urgent incidents specifically identified by the University, the security personnel will immediately call the appropriate Government of Guam agencies, such as Guam Police Department (GPD), Guam Fire Department (GFD), Guam Power Authority (GPA) and/or the Guam Waterworks Authority (GWA) followed by a call to the University's Safety and Security Administrator or VPAF, if the former cannot be reached. The IR and CIR forms will be prepared by the Security Force Services Contractor and approved by the University.
- d. The Security Force Services Contractor will be required to submit a monthly summary of IRs. The form will be prepared by the Security Force Services Contractor and approved by the University.

6. INTEGRATION WITH UNIVERSITY'S ALARM SYSTEMS

- a. With pre-installed fire alarm and intrusion alarm systems, the University maintains separate contracts with these service providers. The Security Force Services Contractor and all security personnel shall familiarize and be capable to operate and use these systems. To the maximum extent possible the Security Force Services Contractor shall use its best efforts to integrate its operations with the systems currently available with the University's.

B. STANDARD OPERATING PROCEDURES (SOP) FOR SECURITY SERVICES

1. The Security Force Services Contractor shall provide SOPs for review and approval by the University prior to the start of the contract. At a minimum, the SOPs shall encompass the Scope of Work, General Orders, and Security Reports of this section, and shall include policies and procedures related to the following:
 - a. Alertness at all times.
 - b. Treat every person with courtesy and respect.
 - c. Ensure that pertinent rules and regulations are enforced for the protection of personnel as well as against fire, theft, vandalism, or other unusual activity.
 - d. Conduct checks on all areas assigned on a schedule that is continually revolving and agreed with the University.
 - e. Protect University property against theft, vandalism, fire and other infractions of the rules and regulations.
 - f. Report fire, vandalism, theft, disturbance or other unusual circumstances to the GPD and GFD and record such incidents. Assist GFD and GPD and other agencies when performing their respective functions within the campus premises.
 - g. Identify and record security and safety discrepancies encountered during assigned shift.
 - h. Prevent unauthorized entry into campus, buildings, and rooms.
 - i. Report unlocked buildings and rooms.
 - j. Maintain logbook and ensure that important and significant events are annotated during the assigned shift.
 - k. Cooperate fully with authorized University personnel, particularly safety and maintenance personnel, in the performance of Security Services.
 - l. Perform related duties as required.

C. SECURITY VEHICLE(s)

1. The Security Force Services Contractor shall provide a vehicle, bicycle, All-Terrain Vehicle (ATV), and/or a Motored Scooter to carry out the above-indicated Scope of Work on a basis of 8-hours a day, seven (7) days a week.
2. At its sole option, the University may provide security personnel with a University government official truck or auto (vehicle) for use. If this option is to be elected by the University, the University shall provide auto liability insurance for the said vehicle.
3. Security Force Services Contractor shall ensure their company vehicle is equipped with a portable spot light, emergency kit, and First Aid kit.

D. TERMINATION: The University has the right to terminate the Security Force Services Contract upon thirty (30) days written notice to the appropriate contractor where it is deemed in the best interest of the University to warrant such termination, or due to non-availability of funds. Failure to comply with provisions of the contract(s) may be cause for termination of any or the entire contract(s).

E. PERIOD OF CONTRACT: Award(s) may be for up to 12 months with option to renew for two (2) additional one-year periods, subject to performance and availability of funds. **Effective date for the contract will be October 1, 2024.**

F. **PRE-BID CONFERENCE:**

G. INSPECTION: The University maintains the right to inspect the contractor's facilities to insure compliance with pre-bid requirements under the specification prior to the award, and at any time after the award upon notice to the contractor.

H. Bidders may bid on Security Force Services

I. BID SCHEDULES:

Bidders shall submit a bid schedule as outlined in the summary for the performance of the Scope of Work. The lowest responsible and responsive bid(s) will be awarded.

1. Security Force Services price annually: TOTAL BID PRICE: \$ _____

NOTE: NAME AND TITLE OF AUTHOR OF SPECIFICATIONS:

Mr. Alfred Garrido, SAFETY ADMINISTRATOR, at 671-735-2372, Email: garridoa3216@triton.uog.edu

University of Guam

EXHIBIT B
UOG BID NO. B24-11

DEAN CIRCLE / GUAM CULTURAL REPOSITORY SECURITY PATROL

1. Bid Submittals:
 - a) Bid prices shall be submitted on the Bid Price Form. All prices shall include shipping, delivery, and manufacturer's warranty. Any additional costs not stated in this bid but are required to complete the delivery and installation of the product and/or services must be included in the bidder's price.
 - b) Bidder shall submit an electronic file with the copy of the bid security included. One (1) original file of copy submitted electronically, and original bid security will need to be receipted at UOG procurement office before the bid deadline.

Bid award to be based on the required items in EXHIBIT A and to be based on price, compliance to the specification, services, delivery and any requirements in the BID package.

No.	ITEM DESCRIPTION	BID Price
1	DEAN CIRCLE / GUAM CULTURAL REPOSITORY SECURITY PATROL	
Grand Total		
Delivery: _____ weeks after receipt of purchase order		

BIDDERS ACKNOWLEDGMENT (PRINT, SIGN & DATE)

OPTIONS

For Table 2.0 Options, the bidder's price will not be included as part of the total price evaluation for this bid award. UOG reserves the right to exercise any or part of the options requested. Insert any additional options recommended.

Table 2.0 Options

No.	Item Description	Price
1	Services for Maintenance and upkeep.	
2	Services for disposal.	
3	Replacement/trade in program	

OTHER NOTES:

1. These specifications have been written to describe minimum equipment and performance requirements to be supplied by the equipment manufacturer bidding. Reasonable tests may be conducted upon delivery before acceptance.
2. The University reserves the right to accept and/or reject any and all bids, to waive any defects, irregularities, or specification discrepancies and to award the bid deemed to be in the best interest of the University.