

# PORT OF GUAM ATURIDAT I PUETTON GUAHAN Jose D. Leon Guerrero Commercial Port 1026 Cabras Highway, Suite 201, Piti, Guam 96925 Telephone: 671-477-5931/35 Facsimile: 671-477-2689/4445 Website: www.portguam.com



Lourdes A. Leon Guerrero Governor of Guam Joshua F. Tenorio Lieutenant Governor

Accountability \* Impartiality \* Competence \* Openness \* Value

#### **INVITATION FOR BID NO.: IFB/PAG-022-003**

#### **DESCRIPTION:**

#### **VARIOUS LUBRICANTS AND DEGREASERS FOR PORT'S EQUIPMENTS AND GANTRIES**

#### SPECIAL REMINDER TO PROSPECTIVE BIDDERS

Bidders are reminded to read the Sealed Bid Solicitation and Instructions, and General Terms and Conditions attached to the IFB to ascertain that all of the following requirements checked below are submitted in the bid envelope, in duplicate, at the date and time for bid opening.

- [X] BID GUARANTEE (15% of Bid Amount) May be in the form of; Reference #11 on the General Terms and Conditions
  - a. Cashier's Check or Certified Check
  - b. Letter of Credit
  - c. Surety Bond Valid only if accompanied by:
    - 1. Current Certificate of Authority issued by the Insurance Commissioner;
    - 2. Power of Attorney issued by the Surety to the Resident General Agent;
    - 3. Power of Attorney issued by two (2) major officers of the Surety to whoever is signing on their behalf.
- [X] BROCHURES/DESCRIPTIVE LITERATURE;
- [X] AFFIDAVIT DISCLOSING OWNERSHIP and COMMISSION
  - a. Date of signature of the person authorized to sign the bid and the notary date must be the same.
- [X] OTHER REQUIREMENTS:

Non-Collusion Affidavit, D.O.L. Wage Determination Affidavit, Restriction against Sexual Offenders Affidavit, No Kickbacks or Gratuities Affidavit and Ethical Standards Affidavit, and Affidavit re Contingent Fees, and Current Business License.

This reminder must be signed and returned in the bid envelope together with the bid. Failure to comply with the above requirements may be cause for disqualification and rejection of the bid.

On this	day of	, 2021, I,	, authorized representative
of		acknowledge receipt of this sp	ecial reminder to prospective bidders
with the abo	ve referenced IFB.		
D. 1.1		<b>Y b</b>	
Bidd	ler Representative's S	oignature	

## Invitation for Bid: <u>IFB/PAG-022-003</u>

#### VARIOUS LUBRICANTS AND DEGREASERS FOR PORT'S EQUIPMENTS AND GANTRIES

#### ACKNOWLEDGEMENT RECEIPT FORM

Please be advised that to be considered a prospective bidder you must fill out this Acknowledgement receipt form.

Acknowledgement Receipt Form must be submitted no later than three (3) days upon receipt of

Please submit by fax to <u>(671) 472-1439 or email to: dicalvo@portofguam.com</u>, <u>macabrera@portofguam.com</u>, and <u>pagprocurement@portofguam.com</u>.

IFB package.		
Name		-
Date		
Time		
Contact Number		
Fax Number		
Contact Person regarding IFB		
Title		
E-Mail Address		
Company/Firm		
Address		
they receive any notices regarding any	ve bidders register current contact informat y changes or update to the IFB. The procuri ice to any party who did not register curren	ng agency and IFB wil
General Manager: RORY J. REST pagprocurement@portofguam.com. N	to this bid must be addressed to the Port Au PICIO, <u>Attention:</u> Procurement Division Mark A. Cabrera <u>macabrera@portofguam.co</u> o later than <u>4:00pm Wednesday. Novemb</u> o	, via email to <u>m</u> , and Annie L.G.
Signature		

## **INVITATION FOR BID**

**ISSUING OFFICE:** 

Port Authority of Guam Government of Guam 1026 Cabras Highway, Ste. 201, Piti, Guam 96925

RORY J. RESPICIO General Manager

DATE ISSUED: November 3, 2021	BID INVITATION NO: <u>IFB/PAG-022-003</u>				
BID FOR: VARIOUS LUBRICANTS	AND DEGREASERS FOR PORT'S EQUIPMENTS AND GANTRIES				
SPECIFICATION: SEE ATTACHE					
DESTINATION: PORT AUTHOR	TY OF GUAM				
	nys Upon Receipt of Purchase Order. For a period of One (1) year of funds. THIS IS AN INDEFINITE QUANTITY BID.				
INSTRUCTION TO BIDDERS:					
INDICATE WHETHER: INDIVID	AL PARTNERSHIP CORPORATION				
INCORPORATED IN:	·····				
10:00 a.m., Friday, November 19, 202	h one electronic copy and sealed to the issuing office above no later than and shall be publicly opened. Bid submitted after the time and date led General Terms and Conditions, and Sealed Bid Solicitation for details.				
opposite the respective items listed on consideration to the expense of the Gove other considerations, the undersigned ag	The undersigned offers and agrees to furnish within the time specified, the articles and services at the price stated opposite the respective items listed on the schedule provided, unless otherwise specified by the bidder. In consideration to the expense of the Government in opening, tabulating, and evaluating this and other bids, and other considerations, the undersigned agrees that this bid remains firm and irrevocable within 90 calendar days from the date opening to supply any or all the items which prices are quoted.				
NAME AND ADDRESS OF BIDDER:	SIGNATURE AND TITLE OF PERSON AUTHORIZED TO SIGN THIS BID:				
AWARD: CONTRACT NO.:	AMOUNT: DATE:				
NAME AND ADDRESS OF CONTRACT	DR: CONTRACTING OFFICER:				
	RORY J. RESPICIO GENERAL MANAGER				
SIGNATURE AND TITLE OF PERSON AUTHORIZED TO SIGN THIS CONTR Name:					
Title:	Date:				

#### **SPECIAL PROVISIONS**

This is an "Indefinite Quantity Bid" pursuant to Section 3119 (i)(2) of the 2 GAR Procurement Regulations. The quantities reflected are annual estimated requirements projected within a twelve (12) month period. These amounts may increase or decrease during the term of this bid. However, regardless of the fluctuation of quantities, this bid shall be subject to the availability of funds.

#### **Contract Period:**

The term of this contract is for a period of one (1) year and may be extended for an additional 90 days on an as needed basis dependent upon the availability of funds.

#### **Additional Requirement:**

In the event that other agencies within the Government of Guam, having the same requirements, upon notifications and acceptance of the additional requirements, the effective price of said bid, shall be used as a confirm price. This additional requirement shall not exceed the term of this bid.

#### **GOVERNMENT OF GUAM**

THE PORT AUTHORITY OF GUAM 1026 Cabras Highway, Suite 201 Piti, Guam 96925

## BID BOND

NO		
KNOW ALL MEN BY THESE PRESEN	TS that	, as Principal hereinafter
called the Principal, and (Bonding Co		
		s Surety, hereinafter called the Surety
is Held firmly bound unto the Territo	ory of Guam for the sum of	
	Dollars (\$	), for Payment of which sum
will and truly to be made, the said ladministrators, successors and assig		bind ourselves, our heirs, executors, y by these presents.
WHEREAS, the Principal has submitt	ed a bid for (identify project b	y number and brief description):
enter into a Contract with the Territory bond or bonds as may be specified in the faithful performance of such Contract the prosecution thereof, or in the ever bond or bonds, if the Principal shall principa	ory of Guam in accordance with bidding or Contract Document tract and for the prompt payment of the failure of the Principal pay to the Territory of Guam the din said bid and such larger and ther party to perform work of the Invitation for Bids then the fect.	of the Principal and the Principal shall he the terms of such bid, and give such ats with good and sufficient surety for ent of labor and material furnished in all to enter such Contract and give such to enter such to exceed the penalty mount for which the Territory of Guam overed by said bid or an appropriate his obligation shall be null and void,
	(PRINCIPAL)	(SEAL)
		•
(WITNESS)		
(TITLE)		
(MAJOR OFFICER OF SURETY)	(MAJOR OFFICER OF	SURETY)
(TITLE)	(TITLE)	
	(RES	IDENT GENERAL AGENT)

#### **INSTRUCTION TO PROVIDERS**

**NOTICE to all Insurance and Bonding Institutions:** 

The Bond requires the signatures of the Vendor, two (2) major Officers of the Surety and Resident General Agent, if the Surety is a foreign or alien surety.

When the form is submitted to THE PORT AUTHORITY OF GUAM, it should be accompanied with copies of

#### The following:

- 1. Current Certificate of Authority to do business on Guam issued by the Department of Revenue and Taxation.
- 2. Power of Attorney issued by the Surety to the Resident General Agent.
- 3. Power of Attorney issued by two (2) major officers of the Surety to whoever is signing on their behalf.

Bonds, submitted as Bid Guarantee, without signatures and supporting documents are invalid and Bids will be rejected.

## **AFFIDAVIT DISCLOSING OWNERSHIP and COMMISSION**

CITY OF	)			
	) ss.			
ISLAND	OF GUAM )			
A.	I, the undersigned, being representative of the offer	-		that I am an authorized
	[ ] The offeror is an indiv	ridual or so	ole proprietor and owns th	ie entire (100%) interest in
	[ ] The offeror is a corp	oration, p	oartnership, joint venture	e, or association known as
	have held more than 10%	of the sha	res of interest in the offeri	ners, or joint ventures who ng business during the 365 osal are as follows [if none
1	<u>Name</u>	<u>Ac</u>	<u>ldress</u>	% of Interest
-	v · · ·	_		
-		_		
-		_		
-		_		- 11
В.	gratuity or other compens	ation for p	procuring or assisting in ol	ed to receive a commission ptaining business related to s follows [if none, please so
1	<u>Name</u>	Ac	<u>ldress</u>	<u>Compensation</u>
C.	made and the time an a	ward is n disclosur	nade or a contract is ent	een the time this affidavit is tered into, then I promise 233 by delivering another
Subscrib	bed and sworn to before me	Si	gnature of one of the follow Offeror, if the offerom Partner, if the offerom Officer, if the offeror	r is an individual; r is a partnership;
	day of	20		
	uay oi	, 20	*	
NOTAR'	Y PUBLIC mission expires			
AG Procur	rement <b>Form 002</b> (Rev. Nov. 17, 200	05)		

## **AFFIDAVIT re NON-COLLUSION**

[state name of affiant signing below], being first duly sworn, deposes and	CITY OF)	
[state name of affiant signing below], being first duly sworn, deposes and says that:  1. The name of the offering company or individual is [state name of company]  2. The proposal for the solicitation identified above is genuine and not collusive or a sham. The offeror has not colluded, conspired, connived or agreed, directly or indirectly, with any other offeror or person, to put in a sham proposal or to refrain from making an offer. The offeror has not in any manner, directly or indirectly, sought by an agreement or collusion, or communication or conference, with any person to fix the proposal price of offeror or of any other offeror, or to fix any overhead, profit or cost element of said proposal price, or of that of any other offeror, or to secure any advantage against the government of Guam or any person interested in the proposed contract. All statements in this affidavit and in the proposal are true to the best of the knowledge of the undersigned. This statement is made pursuant to 2 GAR Division 4 § 3126(b).  3. I make this statement on behalf of myself as a representative of the offeror, and on behalf of the offeror's officers, representatives, agents, subcontractors, and employees.  Signature of one of the following:  Offeror, if the offeror is a partnership; Officer, if the offeror is a corporation.  Subscribed and sworn to before me this day of, 20	) ss.	
2. The proposal for the solicitation identified above is genuine and not collusive or a sham. The offeror has not colluded, conspired, connived or agreed, directly or indirectly, with any other offeror or person, to put in a sham proposal or to refrain from making an offer. The offeror has not conference, with any person to fix the proposal price of offeror or of any other offeror, or to fix any overhead, profit or cost element of said proposal price, or of that of any other offeror, or to secure any advantage against the government of Guam or any other offeror, or to secure any advantage against the government of Guam or any other offeror, or to secure any advantage against the proposal are true to the best of the knowledge of the undersigned. This statement is made pursuant to 2 GAR Division 4 § 3126(b).  3. I make this statement on behalf of myself as a representative of the offeror, and on behalf of the offeror's officers, representatives, agents, subcontractors, and employees.  Signature of one of the following:  Offeror, if the offeror is a partnership; Officer, if the offeror is a corporation.  Subscribed and sworn to before me this day of, 20	ISLAND OF GUAM )	
1. The name of the offering company or individual is [state name of company]  2. The proposal for the solicitation identified above is genuine and not collusive or a sham. The offeror has not colluded, conspired, connived or agreed, directly or indirectly, with any other offeror or person, to put in a sham proposal or to refrain from making an offer. The offeror has not in any manner, directly or indirectly, sought by an agreement or collusion, or communication or conference, with any person to fix the proposal price of offeror or of any other offeror, or to ix any overhead, profit or cost element of said proposal price, or of that of any other offeror, or to secure any advantage against the government of Guam or any person interested in the proposed contract. All statements in this affidavit and in the proposal are true to the best of the knowledge of the undersigned. This statement is made pursuant to 2 GAR Division 4 § 3126(b).  3. I make this statement on behalf of myself as a representative of the offeror, and on behalf of the offeror's officers, representatives, agents, subcontractors, and employees.  Signature of one of the following:  Offeror, if the offeror is a partnership; Officer, if the offeror is a corporation.  Subscribed and sworn to before me this day of, 20	[state	name of affiant signing below], being first duly sworn, deposes and
2. The proposal for the solicitation identified above is genuine and not collusive or a sham. The offeror has not colluded, conspired, connived or agreed, directly or indirectly, with any other offeror or person, to put in a sham proposal or to refrain from making an offer. The offeror has not in any manner, directly or indirectly, sought by an agreement or collusion, or communication or conference, with any person to fix the proposal price of offeror or of any other offeror, or to fix any overhead, profit or cost element of said proposal price, or of that of any other offeror, or to secure any advantage against the government of Guam or any other offeror, or to secure any advantage against the government of Guam or any person interested in the proposed contract. All statements in this affidavit and in the proposal are true to the best of the knowledge of the undersigned. This statement is made pursuant to 2 GAR Division 4 § 3126(b).  3. I make this statement on behalf of myself as a representative of the offeror, and on behalf of the offeror's officers, representatives, agents, subcontractors, and employees.  Signature of one of the following:  Offeror, if the offeror is a partnership; Officer, if the offeror is a corporation.  Subscribed and sworn to before me this day of 20	says that:	
The offeror has not colluded, conspired, connived or agreed, directly or indirectly, with any other offeror or person, to put in a sham proposal or to refrain from making an offer. The offeror has not in any manner, directly or indirectly, sought by an agreement or collusion, or communication or conference, with any person to fix the proposal price of offeror or of any other offeror, or to fix any overhead, profit or cost element of said proposal price, or of that of any other offeror, or to secure any advantage against the government of Guam or any other offeror, or to secure any advantage against the government of Guam or any person interested in the proposed contract. All statements in this affidavit and in the proposal are true to the best of the knowledge of the undersigned. This statement is made pursuant to 2 GAR Division 4 § 3126(b).  3. I make this statement on behalf of myself as a representative of the offeror, and on behalf of the offeror's officers, representatives, agents, subcontractors, and employees.  Signature of one of the following:  Offeror, if the offeror is an individual;  Partner, if the offeror is a partnership;  Officer, if the offeror is a corporation.  Subscribed and sworn to before me  this day of, 20	1. The name of the c	offering company or individual is [state name of company]
Offeror, if the offeror is an individual; Partner, if the offeror is a partnership; Officer, if the offeror is a corporation.  Subscribed and sworn to before me this day of	The offeror has not colluded, corofferor or person, to put in a sharin any manner, directly or indirectly or indirectly or indirectly or indirectly or indirectly or indirectly or conference, with any person to five overhead, profit or cost element any advantage against the governant of Guam in this affidavit and in the propostatement is made pursuant to 2.  3. I make this statement of the original of the propostatement is made pursuant to 2.	nspired, connived or agreed, directly or indirectly, with any other m proposal or to refrain from making an offer. The offeror has not ectly, sought by an agreement or collusion, or communication or ix the proposal price of offeror or of any other offeror, or to fix any of said proposal price, or of that of any other offeror, or to secure rnment of Guam or any other offeror, or to secure any advantage or any person interested in the proposed contract. All statements is all are true to the best of the knowledge of the undersigned. This GAR Division 4 § 3126(b).
Offeror, if the offeror is an individual; Partner, if the offeror is a partnership; Officer, if the offeror is a corporation.  Subscribed and sworn to before me this day of		
this day of, 20  NOTARY PUBLIC		Offeror, if the offeror is an individual; Partner, if the offeror is a partnership;
NOTARY PUBLIC	Subscribed and sworn to before	me
	this day of	, 20
	NOTA DV DIDI IC	_

AG Procurement Form 003 (Jul. 12, 2010)

## **AFFIDAVIT re NO GRATUITIES or KICKBACKS**

CITY OF	_)	
) ss.		
ISLAND OF GUAM	)	
		[state name of affiant signing below], being first duly
sworn, deposes and	says that:	
	Affiant	rm or individual is [state name of offeror company] is [state one of the following: the
offeror, a partner of proposal.	f the offeror, an officer	r of the offeror] making the foregoing identified bid or
representatives, age against gratuities ar	ents, subcontractors, or nd kickbacks set forth ir , not to violate the proh	edge, neither affiant, nor any of the Offerors officers, remployees have violated, are violating the prohibition a 2 GAR Division 4 § 11107(e). Further, affiant promises, nibition against gratuities and kickbacks as set forth in 2
representatives, ago government of Gua	ents, subcontractors, o am employee or forme	edge, neither affiant, nor any of the Offerors officers, remployees have offered, given or agreed to give, any er government employee, any payment, gift, kickback, ion with the Offerors proposal.
		f of myself as a representative of the offeror, and on behalf ents, subcontractors, and employees.
		Signature of one of the following:  Offeror, if the offeror is an individual;  Partner, if the offeror is a partnership;  Officer, if the offeror is a corporation.
Subscribed and swo	orn to before me	
this day of _		<u>_</u> .
NOTARY PUBLIC		
My commission ex	pires	·

## **AFFIDAVIT RE ETHICAL STANDARDS**

CITY OF)	
) ss. ISLAND OF GUAM )	
<del>-</del>	name of affiant signing below], being first duly sworn,
deposes and says that:	
partner of the offeror, an officer of the officer of the officer of the officer of the best of affiant's knowledge, neithborhood subcontractors or employees of offeror employee to breach any of the ethical standard promises that neither he or she, nemployee of offeror will knowingly influence.	[state one of the following: the offeror, a feror] making the foregoing identified bid or proposal. ther affiant nor any officers, representatives, agents, have knowingly influenced any government of Guam ndards set forth in 5 GCA Chapter 5, Article 11. Further, nor any officer, representative, agent, subcontractor, or ence any government of Guam employee to breach any oter 5, Article 11. These statements are made pursuant
	Signature of one of the following:  Offeror, if the offeror is an individual;  Partner, if the offeror is a partnership;  Officer, if the offeror is a corporation.
Subscribed and sworn to before me	
this, 20_	
NOTARY PUBLIC	
My commission expires	

AG Procurement Form 5 (Jul 12, 2010)

## Special Provisions Restriction against Sex Offenders Employed by service providers to Government of Guam from working on Government Property.

If a contract for services is awarded to the bidder or offeror, then the service provider must warranty that no person in its employment who has been convicted of a sex offense under the provisions of chapter 25 of Title 9 of Guam code Annotated or of an offense defined in Article 2 of chapter 28 of Title 9 of the Guam Code annotated, or who has been convicted in any other jurisdiction of an offense with the same elements as heretofore defined, or who is listed on the Sex Offender Registry, shall provide services on behalf of the service provider while on government of Guam property, with the exception of public highways. If any employee of a service provider is providing services on government property and is convicted subsequent to an award of a contract, then the service provider warrants that it will notify the Government of the conviction within twenty-four (24) hours of the conviction, and will immediately remove such convicted person from providing services on government property. If the service provider is found to be in violation of any of the provisions of this paragraph, then the government will give notice to the service provider to take corrective action. The service provider shall take corrective action within twenty-four (24) hours of notice from the Government, and the service provider shall notify the Government when action has been taken. If the service providers fail to take corrective steps within twenty-four (24) hours of notice from the Government, then the Government in its sole discretion may suspend temporarily and contract for services until corrective action has been taken.

Pro Par	nature of Bidder Date poser, if an individual; ner, if a partnership; eer, if a corporation.
Subscribed and sworn before me this day o	f, 20
Notary Public	

## DECLARATION RE COMPLIANCE WITH U.S. D.O.L. WAGE DETERMINATION

Procurement No: IFB/PAG-022-003

## VARIOUS LUBRICANTS AND DEGREASERS FOR PORT'S EQUIPMENTS AND GANTRIES

	e of Offeror Compar rjury:	ıy:	hereby certifies under penalty
(1) of the	That I am e offeror) making th	ie bid or proposal i	(the offeror, a partner of the offeror, an officer n the foregoing identified procurement;
(2)	That I have read read:	and understand t	he provisions of 5 GCA § 5801 and § 5802 which
	§ 5801. Wag	e Determination E	stablished.
th er co ao ar	rrangements with a ne provision of a ser nploys a person(s) ontracted by the go ccordance with the nd promulgated by	sole proprietorshivice to the government whose purpose, invernment of Guam Wage Determination the U.S. Department	ne government of Guam enters into contractual p, a partnership or a corporation ("contractor") for ment of Guam, and in such cases where the contractor in whole or in part, is the direct delivery of service, then the contractor shall pay such employee(s) in in for Guam and the Northern Mariana Islands issued to f Labor for such labor as is employed in the direct government of Guam.
de co m re	the time a contract etermine wages, w ontract contain a re ade stipulations c equired by this Artic	t is awarded to a con hich shall be paid enewal clause, then ontained in that colle, so that the Wage	most recently issued by the U.S. Department of Labor ntractor by the government of Guam shall be used to to employees pursuant to this Article. Should any at the time of renewal adjustments, there shall be contract for applying the Wage Determination, as a Determination promulgated by the U.S. Department newal date shall apply.
	§ 5802. Bend	efits.	
fo th co	hich this Article ap or employees cover ne Wage Determina	plies shall also cont ed by this Article, s tion issued and pro	etermination detailed in this Article, any contract to ain provisions mandating health and similar benefits uch benefits having a minimum value as detailed in mulgated by the U.S. Department of Labor, and shall nimum of ten (10) paid holidays per annum per
	hat the offeror is ir rocurement refere	_	th 5 GCA § 5801 and § 5802, as may be applicable to
		the most recent wr. [INSTRUCTIONS	age determination applicable to Guam issued by the - Please attach!
		Signature	Date

AG Procurement Form **006** (Feb. 16, 2010)

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms Director Division of

Wage Determinations

| Wage Determination No.: 2015-5693 | Revision No.: 14

Date of Last Revision: 10/20/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Guam Northern Marianas Wake Island

Area: Guam Statewide Northern Marianas Statewide Wake Island Statewide

	-
**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE RATE	
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	13.57
01012 - Accounting Clerk II	15.23
01013 - Accounting Clerk III	17.04
01020 - Administrative Assistant	21.43
01035 - Court Reporter	17.40 11.51
01041 - Customer Service Representative I 01042 - Customer Service Representative II	12.94
01043 - Customer Service Representative III	14.12
01051 - Data Entry Operator I	12.15
01052 - Data Entry Operator II	13.25
01060 - Dispatcher Motor Vehicle	17.39
01070 - Document Preparation Clerk	13.85
01090 - Duplicating Machine Operator	13.85
01111 - General Clerk I	10.35
01112 - General Clerk II	11.29
01113 - General Clerk III	12.68
01120 - Housing Referral Assistant	19.39
01141 - Messenger Courier 01191 - Order Clerk I	11.37 12.57
01191 - Order Clerk I	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	21.78
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 21.43
01410 - Supply Technician 01420 - Survey Worker	16.96
01460 - Switchboard Operator/Receptionist	10.36
01531 - Travel Clerk I	13.01
01532 - Travel Clerk II	14.12
01533 - Travel Clerk III	15.09
01611 - Word Processor I	14.53
01612 - Word Processor II	16.31
01613 - Word Processor III	18.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	15.46
05010 - Automotive Electrician	14.52
05040 - Automotive Glass Installer 05070 - Automotive Worker	13.58 13.58
05110 - Mobile Equipment Servicer	11.65
05130 - Motor Equipment Metal Mechanic	15.46
05160 - Motor Equipment Metal Worker	13.58
05190 - Motor Vehicle Mechanic	15.46
05220 - Motor Vehicle Mechanic Helper	10.66
05250 - Motor Vehicle Upholstery Worker	12.64
05280 - Motor Vehicle Wrecker	13.58
05310 - Painter Automotive	14.52
05340 - Radiator Repair Specialist	13.58
05370 - Tire Repairer	12.67
05400 - Transmission Repair Specialist	15.46
07000 - Food Preparation And Service Occupations 07010 - Baker	10.47
07010 - Baker 07041 - Cook I	13.26
07042 - Cook II	15.46
07070 - Dishwasher	9.31
07130 - Food Service Worker	9.45
07210 - Meat Cutter	12.13
07260 - Waiter/Waitress	9.27
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	18.04
09040 - Furniture Handler	10.95
09080 - Furniture Refinisher	18.04
09090 - Furniture Refinisher Helper	13.27
09110 - Furniture Repairer Minor	15.70
09130 - Upholsterer	18.04
11000 - General Services And Support Occupations	20.04
11030 - Cleaner Vehicles	0.25
	9.35
11060 - Elevator Operator	9.54
11090 - Gardener	13.00
11122 - Housekeeping Aide	9.54
11150 - Janitor	9.54
11210 - Laborer Grounds Maintenance	9.82
11240 - Maid or Houseman	9.32
11260 - Pruner	8.79
11270 - Tractor Operator	11.90
11330 - Trail Maintenance Worker	9.82
	-
11360 - Window Cleaner	10.66
12000 - Health Occupations	
12010 - Ambulance Driver	18.23
12011 - Breath Alcohol Technician	18.23
12012 - Certified Occupational Therapist Assistant	25.01
12015 - Certified Physical Therapist Assistant	25.01
12020 - Dental Assistant	16.32
12025 - Dental Hygienist	36.12
12030 - EKG Technician	25.99
12035 - Electro-neurodiagnostic Technologist	25.99
12040 - Emergency Medical Technician	18.23
12071 - Licensed Practical Nurse I	16.30
12072 - Licensed Practical Nurse II	18.23
12073 - Licensed Practical Nurse III	20.32
12100 - Medical Assistant	12.26
12130 - Medical Laboratory Technician	18.82
12160 - Medical Record Clerk	13.61
HE SECTION AND ADDRESS OF THE SECTION ADDRESS OF THE SE	
12190 - Medical Record Technician	17.77
12195 - Medical Transcriptionist	16.30
12210 - Nuclear Medicine Technologist	40.06
12221 - Nursing Assistant 1	11.34
12222 - Nursing Assistant II	12.75
12223 - Nursing Assistant III	13.91
12224 - Nursing Assistant IV	15.61
12235 - Optical Dispenser	18.23
12236 - Optical Technician	16.30
· Santa	
12250 - Pharmacy Technician	15.49
12280 - Phlebotomist	16.30
12305 - Radiologic Technologist	25.33
12311 - Registered Nurse I	23.18
12312 - Registered Nurse II	28.36
12313 - Registered Nurse II Specialist	28.36
12314 - Registered Nurse III	34.32
12315 - Registered Nurse III Anesthetist	34.32
12316 - Registered Nurse IV	41.13
12317 - Scheduler (Drug and Alcohol Testing)	22.58
12320 - Substance Abuse Treatment Counselor	22.58
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.20
13012 - Exhibits Specialist II	26.27
13013 - Exhibits Specialist III	32.13
13041 - Illustrator I	21.20
13042 - Illustrator II	26.27
13043 - Illustrator III	32.13
13047 - Librarian	29.09
13050 - Library Aide/Clerk	16.88
13054 - Library Information Technology Systems	26.27
Administrator	
13058 - Library Technician	16.64
13061 - Media Specialist I	18.96
13062 - Media Specialist II	21.20
13063 - Media Specialist III	23.63
•	
13071 - Photographer I	18.96
13072 - Photographer II	21.20
13073 - Photographer III	26.27
13074 - Photographer IV	
13075 - Photographer V	32.13
13090 - Technical Order Library Clerk	32.13
13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician	32.13 38.88 21.20
13110 - Video Teleconference Technician	32.13 38.88
13110 - Video Teleconference Technician 14000 - Information Technology Occupations	32.13 38.88 21.20 18.96
13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I	32.13 38.88 21.20 18.96
13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator II	32.13 38.88 21.20 18.96 15.71 17.22
13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator II 14043 - Computer Operator III	32.13 38.88 21.20 18.96 15.71 17.22 19.19
13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator II	32.13 38.88 21.20 18.96 15.71 17.22
13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator II 14043 - Computer Operator III	32.13 38.88 21.20 18.96 15.71 17.22 19.19
13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator II 14042 - Computer Operator III 14043 - Computer Operator IIII	32.13 38.88 21.20 18.96 15.71 17.22 19.19 21.33
13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator II 14042 - Computer Operator III 14043 - Computer Operator III 14044 - Computer Operator IV 14045 - Computer Operator V 14071 - Computer Programmer I (see 1)	32.13 38.88 21.20 18.96 15.71 17.22 19.19 21.33 23.62
13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator II 14042 - Computer Operator III 14043 - Computer Operator IV 14044 - Computer Operator IV 14045 - Computer Operator V 14071 - Computer Programmer I (see 1) 14072 - Computer Programmer II (see 1)	32.13 38.88 21.20 18.96 15.71 17.22 19.19 21.33 23.62 15.73 19.50
13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator II 14042 - Computer Operator III 14043 - Computer Operator IV 14044 - Computer Operator IV 14045 - Computer Operator V 14071 - Computer Programmer I (see 1) 14072 - Computer Programmer III (see 1)	32.13 38.88 21.20 18.96 15.71 17.22 19.19 21.33 23.62 15.73
13110 - Video Teleconference Technician  14000 - Information Technology Occupations  14041 - Computer Operator II  14042 - Computer Operator III  14043 - Computer Operator IV  14044 - Computer Operator IV  14071 - Computer Operator V  14072 - Computer Programmer II (see 1)  14073 - Computer Programmer III (see 1)  14074 - Computer Programmer IV (see 1)	32.13 38.88 21.20 18.96 15.71 17.22 19.19 21.33 23.62 15.73 19.50 23.84
13110 - Video Teleconference Technician  14000 - Information Technology Occupations  14041 - Computer Operator II  14042 - Computer Operator III  14043 - Computer Operator IV  14044 - Computer Operator IV  14071 - Computer Operator V  14072 - Computer Programmer II (see 1)  14073 - Computer Programmer III (see 1)  14074 - Computer Programmer IV (see 1)  14101 - Computer Systems Analyst I (see 1)	32.13 38.88 21.20 18.96 15.71 17.22 19.19 21.33 23.62 15.73 19.50
13110 - Video Teleconference Technician  14000 - Information Technology Occupations  14041 - Computer Operator II  14042 - Computer Operator III  14043 - Computer Operator IV  14044 - Computer Operator IV  14071 - Computer Operator V  14072 - Computer Programmer II (see 1)  14073 - Computer Programmer III (see 1)  14074 - Computer Programmer IV (see 1)  14101 - Computer Systems Analyst I (see 1)  14102 - Computer Systems Analyst II (see 1)	32.13 38.88 21.20 18.96 15.71 17.22 19.19 21.33 23.62 15.73 19.50 23.84
13110 - Video Teleconference Technician  14000 - Information Technology Occupations  14041 - Computer Operator II  14042 - Computer Operator III  14043 - Computer Operator IV  14045 - Computer Operator IV  14071 - Computer Programmer I (see 1)  14072 - Computer Programmer III (see 1)  14073 - Computer Programmer IVI (see 1)  14074 - Computer Programmer IVI (see 1)  14101 - Computer Systems Analyst IIII (see 1)  14103 - Computer Systems Analyst IIII (see 1)	32.13 38.88 21.20 18.96 15.71 17.22 19.19 21.33 23.62 15.73 19.50 23.84
13110 - Video Teleconference Technician  14000 - Information Technology Occupations  14041 - Computer Operator II  14042 - Computer Operator III  14043 - Computer Operator IV  14044 - Computer Operator IV  14071 - Computer Operator V  14072 - Computer Programmer II (see 1)  14073 - Computer Programmer III (see 1)  14074 - Computer Programmer IV (see 1)  14101 - Computer Systems Analyst I (see 1)  14102 - Computer Systems Analyst II (see 1)	32.13 38.88 21.20 18.96 15.71 17.22 19.19 21.33 23.62 15.73 19.50 23.84

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	27.61
15070 - Flight Instructor (Pilot)	34.91
15080 - Graphic Artist	20.47
15085 - Maintenance Test Pilot Fixed Jet/Prop	34.91
15086 - Maintenance Test Pilot Rotary Wing	34.91
15088 - Non-Maintenance Test/Co-Pilot	34.91
15090 - Technical Instructor	17.67
15095 - Technical Instructor/Course Developer	23.78
15110 - Test Proctor	15.70
15120 - Tutor	15.70
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.12
16030 - Counter Attendant	10.12
16040 - Dry Cleaner	11.56
16070 - Finisher Flatwork Machine	10.12
16090 - Presser Hand	10.12
16110 - Presser Machine Drycleaning	10.12
16130 - Presser Machine Shirts	10.12
16160 - Presser Machine Wearing Apparel Laundry	10.12
16190 - Sewing Machine Operator	12.04
16220 - Tailor	12.52
16250 - Washer Machine	10.60
19000 - Machine Tool Operation And Repair Occupations	20.00
19010 - Machine-Tool Operator (Tool Room)	19.46
19040 - Tool And Die Maker	24.46
21000 - Materials Handling And Packing Occupations	27.70
21020 - Forklift Operator	13.96
21030 - Material Coordinator	21.78
21040 - Material Expediter	21.78
·	
21050 - Material Handling Laborer	11.37
21071 - Order Filler	9.76
21080 - Production Line Worker (Food Processing)	13.96
21110 - Shipping Packer	17.12
21130 - Shipping/Receiving Clerk	17.12
21140 - Store Worker I	15.22
21150 - Stock Clerk	21.40
21210 - Tools And Parts Attendant	13.96
21410 - Warehouse Specialist	13.96
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
23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II	-
	23.84
23022 - Aircraft Mechanic II	23.84 25.04
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III	23.84 25.04 26.30
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper	23.84 25.04 26.30 16.58
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer	23.84 25.04 26.30 16.58 22.39 19.47
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician	23.84 25.04 26.30 16.58 22.39 19.47 22.39
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic	23.84 25.04 26.30 16.58 22.39 19.47 22.39
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Servival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Servival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 18.05
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Servical Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance I	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 18.05
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance I 23181 - Electronics Technician Maintenance II	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 18.05 18.20 19.46
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic II 23092 - Aircrew Life Support Equipment (ALSE) Mechanic III 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance II 23182 - Electronics Technician Maintenance III 23183 - Electronics Technician Maintenance III	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 18.05 18.20 19.46 20.72
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic II 23092 - Aircrew Life Support Equipment (ALSE) Mechanic III 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance II 23182 - Electronics Technician Maintenance III 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 18.05 18.20 19.46 20.72 16.94
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 18.20 19.46 20.72 16.94 16.77
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Servical Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 19.46 20.72 16.94 16.77 15.61
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Servival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Servival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 18.20 19.46 20.72 16.94 16.77 15.61 20.72
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Servival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03
23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic IIII 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic II 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Servicer 23391 - Gunsmith II	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic 23382 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20
23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic IIII 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic II 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic 23382 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Servicer 23391 - Gunsmith II 23393 - Gunsmith III	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72
23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic IIII 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic II 23092 - Aircrew Life Support Equipment (ALSE) Mechanic III 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic 23391 - Gunsmith II 23392 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72
23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic IIII 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic II 23092 - Aircrew Life Support Equipment (ALSE) Mechanic III 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic 23382 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Conditioning	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 19.46 20.72 16.94 16.77 15.61 12.01 23.84 19.47 21.03 15.61 12.01 21.03 21.03
23022 - Aircraft Mechanic III 23040 - Aircraft Mechanic IIII 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic II 23092 - Aircrew Life Support Equipment (ALSE) Mechanic III 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic 23382 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Conditioning	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.46 20.72 15.61 12.01 23.84 19.46 19.46 20.72 15.61 12.01 23.84 19.46 19.46 19.46 19.46 19.46 19.46 19.46 19.46 20.72 19.46 20.72 19.46
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight Equipment Technician 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Servicer 23391 - Gunsmith II 23392 - Gunsmith III 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air-Conditioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 11.03 15.61 18.20 19.46 19.47 21.03 15.61 18.20 19.46 19.47 21.03 15.61 18.20 19.46 19.47 21.03 15.61 18.20 19.46 19.47 21.03 15.61 18.20 19.47 21.03 19.47 21.03 19.47 21.03 19.47 21.03 19.47 21.03 19.47 21.03 19.47 21.03 19.47 21.03 19.47 21.03 19.47 21.03 19.47 21.03 19.47 21.03 19.47 21.03 19.47 21.03 19.47 21.03 19.47 21.03
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic II 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Conditioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.62 18.20 20.72 11.03
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23070 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic 23382 - Ground Support Equipment Mechanic 23391 - Gunsmith II 23393 - Gunsmith III 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Conditioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50 18.61
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic II 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Conditioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic	23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61 19.59 16.07 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.62 18.20 20.72 11.03

23510 - Locksmith	
	19.46
23530 - Machinery Maintenance Mechanic	23.13
23550 - Machinist Maintenance	20.72
23580 - Maintenance Trades Helper	10.67
23591 - Metrology Technician I	20.72
23592 - Metrology Technician II	22.03
23593 - Metrology Technician III	23.33
23640 - Millwright	20.72
23710 - Office Appliance Repairer	19.46
23760 - Painter Maintenance	14.08
23790 - Pipefitter Maintenance	18.39
23810 - Plumber Maintenance	17.27
23820 - Pneudraulic Systems Mechanic	20.72
23850 - Rigger	20.72
23870 - Scale Mechanic	18.20
23890 - Sheet-Metal Worker Maintenance	17.35
23910 - Small Engine Mechanic	18.20
23931 - Telecommunications Mechanic I	19.76
23932 - Telecommunications Mechanic II	21.01
23950 - Telephone Lineman	18.24
23960 - Welder Combination Maintenance	18.31
23965 - Well Driller	21.13
23970 - Woodcraft Worker	20.71
23980 - Woodworker	15.61
24000 - Personal Needs Occupations	
24550 - Case Manager	15.01
24570 - Child Care Attendant	10.09
24580 - Child Care Center Clerk	13.25
24610 - Chore Aide	12.78
24620 - Family Readiness And Support Services	15.01
Coordinator	
24630 - Homemaker	16.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.72
25040 - Sewage Plant Operator	21.59
25070 - Stationary Engineer	20.72
25190 - Ventilation Equipment Tender	14.29
25210 - Water Treatment Plant Operator	21.59
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.90
27007 - Baggage Inspector	9.48
27008 - Corrections Officer	12.05
27010 - Court Security Officer	12.05
27030 - Detection Dog Handler	10.90
27040 - Detention Officer	12.05
27070 - Firefighter	12.05
27101 - Guard I	9.48
27102 - Guard II	10.90
27102 - Guard II 27131 - Police Officer I	10.90 12.05
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II	10.90
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations	10.90 12.05 13.40
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator	10.90 12.05 13.40
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer	10.90 12.05 13.40 13.24 14.46
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker	10.90 12.05 13.40 13.24 14.46 9.78
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender	10.90 12.05 13.40 13.24 14.46 9.78 13.18
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 25.98
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 25.98 24.18
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 25.98
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 29042 - Stevedore II	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 25.98 24.18 27.79
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2)	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 25.98 24.18 27.79
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Station (HFO) (see 2)	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 25.98 24.18 27.79
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Station (HFO) (see 2)	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 25.98 24.18 27.79 40.29 27.78 30.59
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 24.18 27.79 40.29 27.78 30.59 17.49
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 25.98 24.18 27.79 40.29 27.78 30.59
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician II	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 24.18 27.79 40.29 27.78 30.59 17.49 19.56
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 24.18 27.79 40.29 27.78 30.59 17.49 19.56 24.21
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30012 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician III	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 24.18 27.79 40.29 27.78 30.59 17.49 19.56 24.21 23.18
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 25.98 24.18 27.79 40.29 27.78 30.59 17.49 19.56 24.21 23.18 23.08
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30012 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30040 - Civil Engineering Technician	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 25.98 24.18 27.79 40.29 27.78 30.59 17.49 19.56 24.21 23.18 23.08 25.57
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 25.98 24.18 27.79 40.29 27.78 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30012 - Archeological Technician II 30022 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician III 30052 - Cryogenic Technician III 30052 - Orrafter/CAD Operator II 30062 - Drafter/CAD Operator III	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 25.98 24.18 27.79 40.29 27.78 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician II 30022 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 25.98 24.18 27.79 40.29 27.78 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30012 - Archeological Technician II 30022 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician III 30052 - Cryogenic Technician III 30052 - Orrafter/CAD Operator II 30062 - Drafter/CAD Operator III	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 25.98 24.18 27.79 40.29 27.78 30.59 17.49 19.56 24.21 23.08 25.57 28.24 17.49 19.56 20.77
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician II 30022 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30041 - Civyogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 300664 - Drafter/CAD Operator III	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 25.98 24.18 27.79 40.29 27.78 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30012 - Archeological Technician II 30022 - Archeological Technician III 30030 - Cartographic Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician III 30061 - Drafter/CAD Operator II 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30065 - Drafter/CAD Operator III 30066 - Drafter/CAD Operator III 30067 - Engineering Technician III	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 25.98 24.18 27.79 40.29 27.78 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57 14.84 16.66 18.64
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30022 - Archeological Technician I 30023 - Archeological Technician III 30030 - Cartographic Technician III 30030 - Cartographic Technician III 30030 - Cartographic Technician III 30051 - Cryogenic Technician II 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator II 30064 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Engineering Technician III 30083 - Engineering Technician III 30084 - Engineering Technician III 30084 - Engineering Technician III 30084 - Engineering Technician III	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 25.98 24.18 27.79 40.29 27.78 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57 14.84 16.66 18.64 23.08
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30012 - Air Archeological Technician I 30022 - Archeological Technician III 30030 - Cartographic Technician III 30030 - Cartographic Technician III 30030 - Cartographic Technician III 30051 - Cryogenic Technician II 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator II 30064 - Drafter/CAD Operator III 30063 - Engineering Technician III 30083 - Engineering Technician III 30083 - Engineering Technician III 30083 - Engineering Technician III 30084 - Engineering Technician III 30085 - Engineering Technician III 30085 - Engineering Technician III 30085 - Engineering Technician III	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 25.98 24.18 27.79 40.29 27.78 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57 14.84 16.66 18.64 23.08 28.24
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30030 - Cartographic Technician III 30030 - Cartographic Technician III 30030 - Cartographic Technician III 30040 - Civil Engineering Technician II 30051 - Cryogenic Technician II 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator II 30064 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30083 - Engineering Technician III 30083 - Engineering Technician III 30085 - Engineering Technician III 30085 - Engineering Technician III 30085 - Engineering Technician III 30086 - Engineering Technician IV	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 24.18 27.79 40.29 27.78 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57 14.84 16.66 18.64 23.08 28.24 34.16
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator II 30064 - Drafter/CAD Operator III 30065 - Engineering Technician III 30085 - Engineering Technician III 30085 - Engineering Technician III 30085 - Engineering Technician III 30086 - Engineering Technician III 30086 - Engineering Technician IV 30086 - Engineering Technician IV	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 24.18 27.79 40.29 27.78 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57 17.49 19.56 20.77 2
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30030 - Cartographic Technician III 30030 - Cartographic Technician III 30030 - Cartographic Technician III 30040 - Civil Engineering Technician II 30051 - Cryogenic Technician II 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator II 30064 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30083 - Engineering Technician III 30083 - Engineering Technician III 30085 - Engineering Technician III 30085 - Engineering Technician III 30085 - Engineering Technician III 30086 - Engineering Technician IV	10.90 12.05 13.40 13.24 14.46 9.78 13.18 11.01 14.74 11.84 18.26 11.74 17.71 25.98 25.98 24.18 27.79 40.29 27.78 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57 14.84 16.66 18.64 23.08 28.24 34.16

30210 - Laboratory Technician	20.77
30221 - Latent Fingerprint Technician	25.57
30222 - Latent Fingerprint Technician II	28.24
30240 - Mathematical Technician	23.34
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	28.24
30390 - Photo-Optics Technician	21.93
30395 - Radiation Control Technician	28.24
30461 - Technical Writer I	23.08
30462 - Technical Writer II	28.24
30463 - Technical Writer III	34.16
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	25.57
30502 - Weather Forecaster II	31.09
30620 - Weather Observer Combined Upper Air Or (see 2)	20.77
Surface Programs	20.77
30621 - Weather Observer Senior (see 2)	23.08
31000 - Transportation/Mobile Equipment Operation Occupation	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	8.15
31030 - Bus Driver	10.66
31043 - Driver Courier	9.69
31260 - Parking and Lot Attendant	9.91
31290 - Parking and Lot Attendant	11.65
31310 - Taxi Driver	11.41
31361 - Truckdriver Light	10.59
31362 - Truckdriver Medium	11.61
31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	14.64
	14.64
99000 - Miscellaneous Occupations	15 10
99020 - Cabin Safety Specialist 99030 - Cashier	15.10 9.63
	9.70
99050 - Desk Clerk	
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	23.38
99252 - Laboratory Animal Caretaker II	25.54
99260 - Marketing Analyst	21.54
99310 - Mortician	25.60
99410 - Pest Controller	14.61
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.32
99711 - Recycling Specialist	23.38
99730 - Refuse Collector	16.40
99810 - Sales Clerk	9.87
99820 - School Crossing Guard	17.27
99830 - Survey Party Chief	23.01
99831 - Surveying Aide	13.08
99832 - Surveying Technician	17.00
99840 - Vending Machine Attendant	23.38
99841 - Vending Machine Repairer	29.78
99842 - Vending Machine Repairer Helper	25.38
The state of the s	

30210 - Laboratory Technician

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

20.77

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

#### THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

 COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- 2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- 3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- 4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541,400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

#### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead aside 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 artiflery 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 confirmed.

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).
- After contract award the contractor prepares a written report fisting 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.
- 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})."

## AFFIDAVIT re CONTINGENT FEES CITY OF \_\_ ) ) ss. ISLAND OF GUAM ) \_\_\_\_\_ [state name of affiant signing below], being first sworn, deposes and says that: The name of the offering company or individual is [state name of company]: 1. 2. As a part of the offering company's bid or proposal, to the best of my knowledge, offering company has not retained any person or agency on a percentage, commission, or other contingent arrangement to secure this contract. This statement is made pursuant to 2 GAR Division 4 § 11108(f) 3. As a part of the offering company's bid or proposal, to the best of my knowledge, offering company has not retained a person to solicit or secure a contract government of Guam upon an agreement or understanding for a with the commission, percentage, brokerage, or contingent fee, except for retention of bona fide employees or bona fide established commercial selling agencies for the purpose of securing business. This statement is made pursuant to 2 GAR Division 4 § 11108(f). I make these statements on behalf of myself as a representative of the offeror, and of the offeror's officers, representatives, agents, subcontractors, and on behalf employees. Signature of one of the following: Offeror, if the offeror is an individual; Partner, if the offeror is a partnership; Officer, if the offeror is a corporation.

Subscribed and sworn to	before me
this day of	, 20
NOTARY PUBLIC	
My commission expires	

AG Procurement Form 007 (Jul. 15, 2010)

#### **GOVERNMENT OF GUAM**

## GENERAL TERMS AND CONDITIONS SEALED BID SOLICITATION AND AWARD

#### Only those Boxes checked below are applicable to this bid.

- [X] 1. AUTHORITY: This solicitation is issued subject to all the provision of the Guam Procurement Act (5GCA, Chapter 5) and the Guam Procurement Regulations (copies of both are available at the Office of the Complier of laws, Department of Law, copies available for inspection at THE PORT AUTHORITY OF GUAM). It requires all parties involved in the Preparation, negotiation, performance, or administration of contracts to act in good faith.
- [X] 2. GENERAL INTENTION: Unless otherwise specified, it is the declared and acknowledged intention and meaning of these General Terms and conditions for the bidder to provide the Government of Guam (Government) with specified services or with materials, supplies or equipment completely assembled and ready for use.
- [X] 3. TAXES: Bidders are cautioned that they are subject to Guam Income Taxes as well as all other taxes on Guam Transactions. Specific information on taxes may be obtained from the Director of Revenue and Taxation.
- [X] 4. **LICENSING**: Bidders are cautioned that the Government will not consider for award any offer submitted by a bidder who has not complied with the Guam Licensing Law. Specific information on licenses may be obtained from the Director of Revenue and Taxation.
- [X] 5. **LOCAL PROCUREMENT PREFERENCE**: All procurement of supplies and services where possible, will be made from among businesses licensed to do business on Guam in accordance with section 5008 of the Guam Procurement Act (5GCA, Chapter 5) and Section 1-104 of the Guam Procurement Regulations.
- [X] 6. **COMPLIANCE WITH SPECIFICATIONS AND OTHER SOLICITATION REQUIREMENTS:** Bidders shall comply with all specifications and other requirements of the Solicitation.
- [ ] 7. "ALL OR NONE" BIDS: NOTE: By checking this item, the Government is requesting all of the bid items to be bided or none at all.

#### The Government will not award on an itemized basis.

- [X] 8. INDEPENDENT PRICE DETERMINATION: The bidder, upon signing the Invitation for Bid, certifies that the prices in his bid were derived at without collusion, and acknowledge that collusion and anticompetitive practices are prohibited by law. Violations will be subject to the provision of Section 5651 of that of the Guam Procurement Act. Other existing civil, criminal or administrative remedies are not impaired and may be in addition to the remedies in Section 5651 of the Government code.
- [X] 9. BIDDER'S PRICE: The Government will consider not more than two (2) (Basic and Alternate) item prices and the bidder shall explain fully each price if supplies, materials, equipment, and/or specified services offered comply with specifications and the products origin. Where basic or alternate bid meets the minimum required specification, cost and other factors will be considered. Failure to explain this requirement will result in rejection of the bid.
- [X] 10. **BID ENVELOPE**: Envelope shall be sealed and marked with the bidder's name, Bid number, time, date and place of Bid Opening.
- [X] 11. BID GUARANTEE REQUIREMENT: Bidder is required to submit a Bid Guarantee Bond or standby irrevocable Letter of Credit or Certified Check or Cashier's Check in the same bid envelope to be held by the Government pending award. The Bid Guarantee Bond, Letter of Credit, Certified Check or Cashier's Check must be issued by any local surety or banking institution licensed to do business on Guam and made payable to the Treasure of Guam in the amount of fifteen percent (15%) of his highest total bid offer. The Bid Bond must be submitted on Government Standard Form BB-1 (copy enclosed). Personal Checks will not be accepted as Bid Guarantee. If a successful Bidder (contractor) withdraws from the bid or fails to enter into contract within the prescribed time, such Bid guarantee will be forfeited to the Government of Guam. Bids will be disqualified if not accompanied by Bid Bond, Letter of Credit, Certified Check or Cashier's check. Bidder must include in his/her bid, valid copies of a Power of Attorney from the Surety and a Certificate of Authority from the Government of Guam to show proof that the surety company named on the bond instrument is authorized by the Government of Guam and qualified to do business on Guam. For detailed information on bonding matters, contact the Department of Revenue and Taxation. Failure to submit a valid Power of Attorney and Certificate of Authority on the surety is cause for rejection of bid. Pursuant to 5 GCA § 5212, all competitive sealed bidding for the procurement of supplies or services exceeding \$25,000.00 a 15% Bid Security of the total bid price must accompany the bid package. The bid bond, Letter of Credit, Certified Check or Cashier's Check will serve as Bid Security for this procurement.

- [X] 12. PERFORMANCE GUARANTEE: Bidders who are awarded a contract under this solicitation, guarantee that goods will be delivered or required services performed within the time specified. Failure to perform the contract in a satisfactory manner may be cause for suspension or debarment from doing business with the Government of Guam. In addition, the Government will hold the Vendor liable and will enforce the requirements as set forth in Section 40 of these General Terms and Conditions.
- [X] 13. SURETY BONDS: Bid and Bid Bonds coverage must be signed or countersigned in Guam by a foreign or alien surety's resident general agent. The surety must be an Insurance Company, authorized by the government of Guam and qualified to do business in Guam. Bids will be disqualified if the Surety Company does not have a valid Certificate of Authority from the Government of Guam to conduct business in Guam.
- [X] 14. COMPETENCY OF BIDDERS: Bids will be considered only from such bidders who, in the opinion of the Government, can show evidence of their ability, experience, equipment, and facilities to render satisfactory
- [X] 15. DETERMINATION OF RESPONSIBILITY OF BIDDERS: The GENERAL MANAGER reserves the right for securing from bidder's information to determine whether or not they are responsible and to inspect plant site, place of business; and supplies and services as necessary to determine their responsibility in accordance with Section 15 of these General Terms and Conditions. (2 GAR, Div. 4 § 3116)
- [X] 16. STANDARD FOR DETERMINATION OF LOWEST RESPONSIBLE BIDDER:

In determining the lowest responsible offer, the GENERAL MANAGER shall be guided by the following:

- Price of items offered.
- The ability, capacity, and skill of the Bidder to perform.
- Whether the Bidder can perform promptly or within the specified time.
- d) The quality of performance of the Bidder with regards to awards previously made to him.e) The previous and existing compliance by the Bidder with laws and regulations relative to procurement
- The sufficiency of the financial resources and ability of the Bidder to perform.
- The ability of the bidder to provide future maintenance and services for the subject of the award.
- h) The compliance with all of the conditions to the Solicitation.
- [X] 17. TIE BIDS: If the bids are for the same unit price or total amount in the whole or in part, the GENERAL MANAGER will determine award based on 2 GAR, Div. 4, § 3109(o) (2) or to reject all such bids.
- [X] 18. BRAND NAMES: Any reference in the Solicitation to manufacturer's Brand Names and number is due to lack of a satisfactory specification of commodity description. Such preference is intended to be descriptive, but not restrictive and for the sole purpose of indicating prospective bidders a description of the article or services that will be satisfactory. Bids on comparable items will be considered provided the bidder clearly states in his bid the exact articles he is offering and how it differs from the original specification.
- [X] 19. DESCRIPTIVE LITERATURE: Descriptive literature(s) as specified in this solicitation must be furnished as a part of the bid and must be received at the date and time set for opening Bids. The literature furnished must clearly identify the item(s) in the Bid. The descriptive literature is required to establish, for the purpose of evaluation and award, details of the product(s) the bidder proposes to furnish including design, materials, components, performance characteristics, methods of manufacture, construction, assembly or other characteristics which are considered appropriate. Rejection of the Bid will be required if the  $descriptive\ literature(s)\ do\ not\ show\ that\ the\ product(s)\ offered\ conform(s)\ to\ the\ specifications\ and\ other$ requirements of this solicitation. Failure to furnish the descriptive literature(s) by the time specified in the Solicitation will require rejection of the bid.
- [ ] 20. SAMPLES: Sample(s) of item(s) as specified in this solicitation must be furnished as a part of the bid and must be received at the date and time set for opening Bids. The sample(s) should represent exactly what the bidder proposes to furnish and will be used to determine if the item(s) offered complies with the specifications. Rejection of the Bid will be required if the sample(s) do not show that the product(s) offered conform(s) to the specifications and other requirements of this solicitation. Failure to furnish the sample(s) by the time specified in the Solicitation will require rejection of the Bid.
- [ ] 21. LABORATORY TEST: Successful bidder is required to accompany delivery of his goods with a Laboratory Test Report indicating that the product he is furnishing the Government meets with the specifications. This report is on the bidder's account and must be from a certified Testing Association.
- [X] 22. AWARD, CANCELLATION, & REJECTION: Award shall be made to the lowest responsible and responsive bidder, whose bid is determined to be the most advantageous to the Government, taking into consideration the evaluation factors set forth in this solicitation. No other factors or criteria shall be used in the evaluation. The right is reserved as the interest of the Government may require to waive any minor irregularity in bid received. The GENERAL MANAGER shall have the authority to award, cancel, or reject bids, in whole or in part for any one or more items if he determines it is in the public interest. Award issued to the lowest responsible bidder within the specified time for acceptance as indicated in the solicitation, results in a bidding contract without further action by either party. In case of an error in the extension of prices, unit price will govern. It is the policy of the Government to award contracts to qualified local bidders. The Government reserves the right to increase or decrease the quantity of the items for award and make additional awards for the same type items and the vendor agrees to such modifications and additional awards based on the bid prices for a period of thirty (30) days after original award. No award

- shall be made under this solicitation which shall require advance payment or irrevocable letter of credit from the government (2 GAR, Div.4 §1103).
- [ ] 23. MARKING: Each outside container shall be marked with the Purchase Order number, item number, brief item description and quantity. Letter marking shall not be less than 3/4" in height.
- [X] 24. **SCHEDULE FOR DELIVERY**: Successful bidder shall notify the PORT AUTHORITY OF GUAM, Telephone Nos. 475-1707 or 475-1713, at least twenty-four (24) hours before delivery of any item under this solicitation.
- [ ] 25. **BILL OF SALE**: Successful supplier shall render Bills of Sale for each item delivered under this contract. Failure to comply with this requirement will result in rejection of delivery. The Bill of Sale must accompany the items delivered but will not be considered as an invoice for payment. Supplier shall bill the Government in accordance with billing instructions as indicated on the Purchase Order.
- [ ] 26. MANUFACTURER'S CERTIFICATE: Successful bidder is required, upon delivery of any item under this contract, to furnish a certificate from the manufacturer indication that the goods meet the specifications. Failure to comply with this request will result in rejection of delivery payment. Supplier shall bill the Government in accordance with billing instructions as indicated on the Purchase Order.
- [X] 27. INSPECTION: All supplies, materials, equipment, or services delivered under this contract shall be subject to the inspection and/or test conducted by the Government at destination. If in any case the supplies, materials, equipment, or services are found to be defective in material, workmanship, performance, or otherwise do not conform with the specifications, the Government shall have the right to reject the items or require that they be corrected. The number of days required for correction will be determined by the Government.
- [ ] 28. MOTOR VEHICLE SAFETY REQUIREMENTS: The Government will only consider Bids on motor vehicles which comply with the requirements of the National Traffic and Motor Vehicle Safety Act of 1966 (Public Law 89-563) and Clean Air Act as amended (Public Law 88-206), that are applicable to Guam. Bidders shall state if the equipment offered comply with these aforementioned Federal Laws.
- [ ] 29. **SAFETY INSPECTION**: All motor vehicles delivered under this contract must pass the Government of Guam Vehicle Inspection before delivery at destination.

#### [ ] 30. GUARANTEE:

#### a) Guarantee of Vehicle Type of Equipment:

The successful bidder shall guarantee vehicular type of equipment offered against defective parts, workmanship, and performance, for a period of not less than one (1) year after date of receipt of equipment. Bidder shall also provide service to the equipment for at least one (1) year. Service to be provided shall include, but will not be limited to tune ups (change of spark plugs, contact points and condensers) and lubrication (change of engine and transmission oil). All parts and labor shall be at the expense of the bidder. All parts found defective and not caused by misuse, negligence or accident within the guarantee period shall be repaired, replaced, or adjusted within six (6) working days after notice from the Government and without cost to the Government. Vehicular type of equipment as used in this context shall include equipment used for transportation as differentiated from tractors, backhoes, etc.

#### b) Guarantee of Other Type of Equipment:

The successful bidder shall guarantee all other types of equipment offered, except those mentioned in 30a, above, against defective parts, workmanship, and performance for a period of not less than three (3) months after date of receipt of equipment. Bidder shall also provide service to the equipment for at least three (3) months. All parts found defective within that period shall be repaired or replaced by the Contractor without cost to the Government. Repairs, adjustments or replacements of defective parts shall be completed by the contractor within six (6) working days after notice from the Government.

- (c) Compliance with this Section is a condition of this Bid.
- [X] 31. REPRESENTATION REGARDING ETHICS IN PUBLIC PROCUREMENT: The bidder or contractor represents that it has not knowingly influenced and promises that it will not knowingly influence a Government employee to breach any of the ethical standards and represents that it has not violated, is not violating, and promises that it will not violate the prohibition against gratuities and kickbacks set forth on Chapter 11 (Ethics in Public Contracting) of the Guam Procurement Act and in Chapter 11 of the Guam Procurement Regulations.
- [X] 32. **REPRESENTATION REGARDING CONTINGENT FEES**: The contractor represents that it has not retained a person to solicit or secure a Government contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, except for retention of bona fide employees or bona fide established commercial selling agencies for the purpose of securing business (GPR Section 11-207).
- [X] 33. **EQUAL EMPLOYMENT OPPORTUNITY**: Contractors shall not discriminate against any employee or applicant of employment because of race, color, religion, sex, or national origin. The contractor will take affirmative action to ensure that employees are treated equally during employment without regards to their race, color, religion, sex, or national origin.

- [X] 34. **COMPLIANCE WITH LAWS:** Bidders awarded a contract under this Solicitation shall comply with the applicable standard, provisions, and stipulations of all pertinent Federal and/or local laws, rules, and regulations relative to the performance of this contract and the furnishing of goods.
- [ ] 35. **CHANGE ORDER**: Any order issued relative to awards made under this solicitation will be subject to and in accordance with the provisions of Section 6-101-03.1 of the Guam Procurement Regulations.
- [X] 36. **STOP WORK ORDER**: Any stop work order issued relative to awards made under this solicitation will be subject to and in accordance with the provisions of Section 6-101-04.1 of the Guam Procurement Regulations.
- [X] 37. **CANCELLATION OF INVITATION FOR BIDS OR REQUEST FOR PROPOSALS**: Any Invitation for Bid may be cancelled, or any or all bids or proposals may be rejected in whole or in part as may be specified in the solicitation, when it is in the best interests of the Territory in accordance with regulations promulgated by the Policy Office. The reasons therefor shall be made part of the contract file.
- [X] 38. TIME FOR COMPLETION: It is hereby understood and mutually agreed by and between the contractor and the Government that the time for delivery to final destination or the timely performance of certain services is an essential condition of this contract. If the contractor refuses or fails to perform any of the provisions of this contract within the time specified in the Purchase Order (from the date Purchase Order is acknowledged by vendor), then the contractor is in default. Defaults will be treated subject to and in accordance with the provisions of 2 GAR, Div. 4 § 6101(8)
- [X] 39. JUSTIFICATION OF DELAY: Bidders who are awarded contracts under this Solicitation, guarantee that the goods will be delivered to their destination or required services rendered within the time specified. If the bidder is not able to meet the specified delivery date, he is required to notify the GENERAL MANAGER of such delay. Notification shall be in writing and shall be receive by the GENERAL MANAGER at least twenty-four (24) hours before the specified delivery date. Notification of delay shall include an explanation of the causes and reasons for the delay including statement(s) from supplier or shipping company causing the delay. The Government reserves the right to reject delay justification if, in the opinion of the GENERAL MANAGER, such justification is not adequate.
- [X] 40. **SERVICE-DISABLED VETERAN OWNED BUSINESS PREFERENCE**: Bidding is subject to the policy in favor of Service-Disabled Veteran Owned Business as defined in 5 GCA sections 5011 and 5012.
- [X] 41. LIQUIDATED DAMAGES: When the contractor is given notice of delay or nonperformance as specified in Paragraph 1 (Default) of the Termination for Default Clause of this contract and fails to cure in the time specified, the contractor shall be liable for damages for delay in the amount of one-fourth of one percent (1%) of outstanding order per calendar day from date set for cure until either the territory reasonable obtains similar supplies or services if the contractor is terminated for default, or until the contractor provides the supplies or services if the contractor is not terminated for default. To the extent that the contractor's delay or nonperformance is excused under Paragraph 40 (Excuse for Nonperformance or Delayed Performance) of the Termination for Default Clause of this contract, liquidated damages shall not be due the territory. The contractor remains liable for damages caused other than by delay. 2 GAR, Div. 4 §6101(d).
- [X] 42.PHYSICAL LIABILITY: If it becomes necessary for the Vendor, either as principal, agent or employee, to enter upon the premises or property of the Government of Guam in order to construct, erect, inspect, make delivery or remove property hereunder, the Vendor hereby covenants and agrees to take, use, provide and make all proper, necessary and sufficient precautions, safeguards and protections against the occurrence of any accidents, injuries or damages to any person or property during the progress of the work herein covered, and to be responsible for, and to indemnify and save harmless the Government of Guam from the payment of all sums of money by reason of all or any such accidents, injuries or damages that may occur upon or about such work, and fines, penalties and loss incurred for or by reasons of the violations of any territorial ordinance, regulations, or the laws of Guam or the United States, while the work is in progress. Contractor will carry insurance to indemnify the Government of Guam against any claim for loss, damage or injury to property or persons arising out of the performance of the Contractor or his employees and agents of the services covered by the contract and the use, misuse or failure of any equipment used by the contractor or his employees or agents, and shall provide certificates of such insurance to the Government of Guam when required.

#### [X] 43. INSURANCE COVERAGE REQUIRED:

The amount of insurance required shall be determined by the Port's General Manager depending upon the type of activity conducted, or to be conducted by the owners or operators of vehicles entering the Port's facilities other service providers accessing on foot.

- A. Commercial General Liability including Broad Form Property Damage and Contractual Liability \$1,000,000.00 combined single limit of liability
- B. Worker's Compensation Statutory
- C. Automobile Liability \$1,000,000.00 combined single limit of liability

Insurance Company: The insurance coverage(s) must be issued by those insurance companies who are licensed to do business on Guam, as determined by the Insurance Commissioner of the Department of Revenue and Taxation.

Additional Insurance Provision: All Commercial insurance policies possessed by owners or operators of vehicles entering or using the Port's facilities and/or grounds must name the Port as an additional Insured in their policies and specify that the Port shall be given at least thirty (30 days' prior written notice of any cancellation, material change or reduction in coverage.

Proof of Insurance: An Insurance Certificate must be issued listing all the vehicles, equipment, trucks covered under the insurance policy and filed with the Port Police Division. The insurance should include;

Name of the Insured (The Port must be shown as an Additional Insured on all Commercial insurance policies):

#### **Policy Number**

- Effective Date of Policy
- Limits of Insurance
- · Description of Coverage Provided; and
- Name of Issuing Company

A certified copy of the Insurance Certificate must be carried in each vehicle, equipment and/or truck entering the Port facilities. This proof of insurance must be provided to the Port Police Division on an annual basis at least ten (10) days before the insurance policy expires.

Notice of Loss: In the event a Port tenant or user is involved in an accident within the Port's facilities or while on Routes 11A or 11B (Cabras Highway) and results in bodily injury or property damage, the Port Police Division must be immediately notified.

Workers' Compensation: All business entitles entering or using the Port's facilities must also possess Workers' Compensation Insurance coverage as prescribed by Guam laws and copies of such Certificate of Insurance are to be filed with the Port Police Division. Each certification shall specify that the Port shall be given at least thirty (30) days prior written notice of any cancellation, material change or reduction in coverage.

Interchange Agreement: In lieu of fulfilling the maximum the maximum insurance requirements listed herein, the Port user must provide to the Port a current Interchange Agreement. The primary company must have fulfilled the maximum insurance requirements listed above. The Interchange Agreement must specifically state and name the Port user as additional insured and the duration of coverage. The Port must be notified thirty (30) days prior written notice of any cancellation, materials change or reduction in coverage.

- [X] 44. Contract will be cancelled if funds not appropriated or insufficient, and that government will timely inform contractor. 2 GAR, Div.4 §3121(e) (1) (C) and 2 GAR, Div.4 § 3121(e) (1)(D).
- [ ] 45. If cancelled, contractor will be reimbursed unamortized reasonably incurred non-recurring costs. ·2 GAR, Div.4 § 3121(e) (1) (G).
- [X]46. **CONTACT FOR CONTRACT ADMINISTRATION**: If your firm receives a contract as a result of this Solicitation, please designate a person whom we may contact for prompt administration.

Name:	nue:	
Address:	Telephone:	

## GOVERNMENT OF GUAM SEALED BID SOLICITATON INSTRUCTIONS

1. <u>BID FORMS</u>: Each bidder shall be provided with one (1) sets of Solicitation forms. Additional copies may be provided upon request. Bidders requesting additional copies of said forms will be charged per page in accordance with 5 GCA § 10203 of the Government Code of Guam. All payments for this purpose shall be by cash, certified check or money order and shall be made payable to the PORT AUTHORITY OF GUAM (EO 86-24).

#### 2. PREPARATIONS OF BIDS:

- 2.0 Bidders are required to examine the drawings, specifications, schedule, and all instructions. Failure to do so will be at bidder's risk.
- 2.1 Each bidder shall furnish the information required by the Solicitation. The bidder shall sign the Solicitation and print or type his name on the Schedule. Erasures or other changes must be initialed by the person signing the bid. Bids signed by an agent are to be accompanied by evidence of this authority unless such evidence has been previously furnished to the issuing office.
- 2.2 Unit price for each unit offered shall be shown and such price shall include packing unless otherwise specified. A total shall be entered in the amount column of the Schedule for each item offered. In case of discrepancies between a unit price and extended price, the unit price will be presumed to be correct.
- 2.3 Bids for supplies or services other than those specified will not be considered. Time, if stated as a number of days, means calendar days and will include Saturdays, Sundays, and holidays beginning the day after the issuance of a Notice to Proceed. Time stated ending on a Saturday, Sunday or Government of Guam legal holiday will end at the close of the next business day.
- 3. EXPLANATION TO BIDDERS: Any explanation desired by a bidder regarding the meaning or interpretation of the Solicitation, drawings, specifications, etc., must be submitted in writing and with sufficient time allowed for a written reply to reach all bidders before the submission of their bids. Oral explanations or instructions given before the award of the contract will not be binding. Any information given to a prospective bidder concerning a Solicitation will be furnished to all prospective bidders in writing as an amendment to the Solicitation if such information would be prejudicial to informed bidders.
- 4. ACKNOWLEDGEMENT OF AMENDMENTS TO SOLICITATIONS: Receipt of an amendment to a Solicitation by a bidder must be acknowledged by signing an acknowledgement of receipt of the amendment. Such acknowledgement must be received prior to the hour and date specified for receipt of bids.

#### 5. SUBMISSION OF BIDS:

- a) Bids and modifications thereof shall be enclosed in sealed envelopes and addressed to the office specified in the Solicitation. The bidder shall show the hour and date specified in the Solicitation for receipt, the Solicitation number, and the name and address of the bidder on the face of the envelope.
- b) Telegraphic bids will not be considered unless authorized by the Solicitation. However, bids may be modified or withdrawn by written or telegraphic notice, provided such notice is received prior to the hour and date specified for receipt (see paragraph 6 of these instructions).
- c) Samples of items, when required, must be submitted within the time specified, unless otherwise specified by the Government, at no expense to the Government. If not destroyed by testing, samples will be returned at bidder's request and expense, unless otherwise specified by the Solicitation.
- d) Samples or descriptive literature should not be submitted unless it is required on this solicitation. Regardless of any attempt by a bidder to condition the bid, unsolicited samples or descriptive literature will not be examined or tested at the bidder's risk, and will not be deemed to vary any of the provisions of this Solicitation.
- 6. **FAILURE TO SUBMIT BID**: If no bid is to be submitted, do not return the solicitation unless otherwise specified. A letter or postcard shall be sent to the issuing office advising whether future Solicitations for the type of supplies or services covered by this Solicitation are desired.

#### 7. LATE BID, LATE WITHDRAWALS, AND LATE MODIFICATIONS:

- a) Definition: Any bid received after the time and date set for receipt of bids is late. Any withdrawal or modification of a bid received after the time and date set for opening of bids at the place designated for opening is late (Guam Procurement Regulations 2 GAR, Div.4 §3109(k)).
- b) Treatment: No late bid, late modification, or late withdrawal will be considered unless received before contract award, and the bid, modification, or withdrawal would have been timely but for the action or inaction of territorial personnel directly serving the procurement activity.

#### 8. **DISCOUNTS**:

- a) Notwithstanding the fact that prompt payment discounts may be offered, such offer will not be considered in evaluating bids for award unless otherwise specified in the Solicitation. However, offered discounts will be taken if payment is made within the discount period, even though not considered in the evaluation of bids.
- b) In connection with any discount offered, time will be computed from date of delivery and acceptance of the supplies to the destination as indicated in the purchase order or contract. Payment is deemed to be made for the purpose of earning the discount on the date of mailing of the Government check.
- 9. **GOVERNMENT FURNISHED PROPERTY:** No material, labor or facilities will be furnished by the Government unless otherwise provided for in the Solicitation.
- 10. <u>SELLER' INVOICES</u>: Invoices shall be prepared and submitted in quadruplicate (one copy shall be marked "original") unless otherwise specified. Invoices shall be "certified true and correct" and shall contain the following information: Contract and order number (if any), item numbers, description of supplies or services, sizes, quantities, unit prices, and extended total. Bill of lading number and weight of shipment will be shown for shipments made on Government bills of lading.
- 11. RECEIPT, OPENING AND RECORDING OF BIDS: Bids and modifications shall be publicly opened in the presence of one or more witnesses, at the time, date, and place designated in the Invitation for Bids. The name of each bidder, the bid price, and such other information as is deemed appropriate by the Procurement Officer, shall be read aloud and recorded, or otherwise made available. The names and addresses of required witnesses shall be recorded at the opening. The opened bids shall be available for public inspection except to the extent the bidder designates trade secrets or other proprietary data to be confidential as set forth in accordance with Section 12, below. Material so designated shall accompany the bid and shall be readily separable from the bid in order to facilitate public inspection of the non-confidential portion of the bid. Prices, makes and models or catalogue numbers of the items offered, deliveries, and terms of payment shall be publicly available at the time of bid opening regardless of any designation to the contrary (Guam Procurement Regulations 2 GAR, Div.4 §3109(k)).
- 12. CONFIDENTIAL DATA: If a bidder considers any information submitted in its bid to be confidential, the bidder must identify in writing to the Government those portions which it considers confidential, and must request in writing that those portions be kept confidential. Only trade secrets and proprietary data will be considered confidential. If there is a request for confidentiality, the Government will render a decision on the request as soon as practicable after bids are opened. The Government will advise any bidder requesting confidentiality, of the Government's decision in writing. If the Government does not agree with a bidder's request, then the Government will inform the bidder that it may lodge a protest regarding any part of the Government's decision by following the procedure for protests outlined in Chapter 9 of the Guam Procurement Regulations.
- 13. **PROHIBITION AGAINST GRATUITIES AND KICKBACKS**: With respect to this procurement and any other contract that bidder may have or wish to enter into with the Government, the bidder represents that he/she has not violated, is not violating, and promises that he will not violate the prohibition against gratuities and kickbacks set forth in the Guam Procurement Regulations.
- 14. STATEMENT OF QUALIFICATIONS: The ability capacity and skill of the Bidders to perform; Whether the bidder can perform promptly or within the specified time; The quality of performance of the Bidder with regards to awards previously made to him; The sufficiency of the financial resources and ability of the bidders to perform; and the compliance with all of the conditions to the solicitation.

#### 15. WAGE AND BENEFIT COMPLIANCE-CONTRACTORS PROVIDING SERVICES

a) Contractor with regard to all person its employs whose purpose in whole or in part is the direct delivery of services contracted for with the Government of Guam in this procurement, shall pay such employees in accordance with the Wage, Determination for Guam and the Northern Marianas Islands issued and promulgated by the U.S. Department of Labor for such labor as is

- employed in the direct deliverance of deliverables to the government of Guam. 5 GCA § 5801 Contractor shall be responsible for flowing down this obligation to its subcontractors.
- b) The Wage Determination most recently issued by the U.S. Department of Labor at the time this Agreement was awarded to Contractor shall be used to determine wages and benefits which shall be paid to employees pursuant to this clause. 5 GCA § 5801
- c) Should any contract contain a renewal clause, then at the time of renewal adjustments there shall be stipulations contained in that contract for applying the Wage Determination, so that the Wage Determination promulgated by the U.S Department of Labor on a date most recent to the renewal date shall apply. 5 GCA § 5801
- d) In addition to the Wage Determination detailed above, health and similar benefits for employees having a minimum value as detailed in the Wage Determination issued and promulgated by the U.S. Department of Labor shall apply. Contractor shall pay a minimum of ten (10) paid holidays per annum per employee. 5 GCA § 5802
- e) Any violation of Contractor or its subcontractor's obligations of this section shall be investigated by the Guam Department of Labor and may include a monetary penalty assessment by the Guam Department of Labor of no less than One Hundred Dollars (\$100.00) per day, and no more than One Thousand Dollars (\$1,000.00) per day, until such time as a violation has been corrected, as well as the payment of all back wages and benefits due. 5 GCA § 5803
- f) In addition to any and all other breach of contract actions the Government of Guam may have under this procurement, in the event there is a violation in the process set forth in subsection (e) above, Contractor may be placed on probationary status by the GENERAL MANAGER of the General Service Agency, or its successor, for a period of one (1) year.
  - During the probationary status, a Contractor shall not be awarded any contract by any instrumentality of the Government of Guam. A Contractor who has been placed on probationary status, or has been assessed a monetary penalty pursuant to 5 G.C.A. Article 13 Title 5 may appeal such penalty or probationary status to the Superior Court of Guam. 5 GCA § 5804
- g) Contractor along with all proposed Offerors and submitter under this procurement were required to submit a Declaration of Compliance with Wage Determination laws as part of this procurement with a copy of the most recent Wage Determination for Guam and the Northern Marianas Islands issued and promulgated by the U.S. Department of Labor. 5 GCA §5805
- h) The applicable USDOL Wage Determination Rate Revision (as defined by subsections (b) and (c)) is to this Agreement. Contractor agrees to provide upon written request by the Government of Guam written certification of its compliance with its obligations as part of each invoice, along with the names of any employees, their positions, and detailed wage and benefits paid in keeping with this section. Additionally, upon request by Government of Guam the Contractor shall submit source documents as to those individuals provide direct services in part or whole under this Agreement and its payments to them of such wages and benefits.
- 16. <u>ETHICAL STANDARDS</u>: With respect to this procurement and any other contract that the Contractor may have, or wish to enter into, with any government of Guam agency, the Contractor represents that it has not knowingly influenced, and promises that it will not knowingly influence, any government employee to breach any of the ethical standards set forth in the Guam Procurement Law and in any of the Guam Procurement Regulations.
- 17. <a href="PROHIBTION AGAINST CONTINGENT FEES">PROHIBTION AGAINST CONTINGENT FEES</a>: The Contractor represents that he has not retained any person or agency upon an agreement or understanding for a percentage, commission, brokerage, or other contingent arrangement, except for retention of bona fide employees or bona fide established commercial selling agencies, to solicit or secure this Agreement or any other contract with the government of Guam or its agencies.
- 18. <u>CONTRACTOR'S WARRANTY AS TO EMPLOYEES AND SEX OFFENSES</u>. *Reference 5 GCA 5253 (b)*Contractor warrants that no person providing services on behalf of the Contractor has been convicted of a sex offense under the provisions of Chapter 25 of Title 9 of GCA or an offense as defined in Article 2 of Chapter 28, Title 9 GCA, or an offense in another jurisdiction with, at a minimum, the same elements as such offenses, or who is listed on the Sex Offender Registry.

Contractor warrants that if any person providing services on behalf of Contractor is 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, or an offense in another jurisdiction with, at a minimum, the same elements as such offenses, or who is listed on the Sex Offender Registry, that such person will be immediately removed from working at said agency and that the administrator of said agency be informed of such

within twenty-four (24) hours of such conviction. Any contactor found in violation of this section, after notice from the Government of Guam, after notice from the contracting authority of such violation, shall within twenty-four (24) hours, take corrective action and shall report such action to the contracting authority. Failure to take corrective action with the stipulated period may result in the temporary suspension of the contract at the discretion of the Government of Guam.

19. POLICY IN FAVOR OF SERVICE-DISABLED VETERAN OWNED BUSINESSES P.L. 31-115 (September 20, 2011) 5 GCA § 5011 and § 5012 In the procurement of any supply or service, (except for professional services), if such supply or service is offered by a Service-Disabled Veteran Owned Business "SDVOB", as defined in 5 GCA § 5012, that is at least fifty one percent (51%) owned by service-disabled veteran(s), and if the supply or service is available within the period that is required for the procurement, and the price for the supply or service does not exceed one hundred five percent (105%) of the lowest bidder price, a preference shall be given to that SDVOB by the Government of Guam, and the supply or service shall be purchased from said SDVOB. This shall be in addition to any other procurement benefit the SDVOB may qualify for under Guam law. A business concern is a qualified SDVOB if: (a) the business concern is licensed to do business on Guam; (b) the business concern maintains its headquarters on Guam; (c) the business concern is at least fifty-one (51%) owned by a service-disabled veteran(s) who served in the active U.S. military service, was discharged or released under honorable conditions and whose disability is service-connected as demonstrated by a DD214, and certified by an award letter from the U.S. Department of Veterans Affairs; the DD214 and Disability award letter from U.S. Department of Veterans Affairs are submitted to the Government of Guam procuring agency for every service offered; and the service disabled veteran(s) owner(s) of the business concern has filed individual tax returns on Guam for a period of at least three (3) consecutive years

ITEM NO.	DESCRIPTION	QTY.	UNIT	UNIT PRICE	PRICE EXTENSION
1.	OIL, HYDRAULIC ISO VG#32, SAE10, ANTIWEAR	7	DR	\$	\$
Biddin Brand:	g On:				
Part/N	1odel Number:				
-	cations:  uipment: 5 Ton Forklifts (Hydraulics)  Sullair Air Compressor (Compress Gantry Cranes	or Unit)			
Date o	f Delivery:				
2.	OIL, HYDRAULIC J20C (JOHN DEERE), ANTI WEAR	5	DR	\$	\$
Biddin Brand:	g On:				
Part/N	1odel Number:				
•	cations: uipment: Top lifters (Hydraulics) 10 Ton & 20 ton Forklifts (Hydrau	ilics)			
Date o	f Delivery:				
3.	OIL, ENGINE SAE 15W40, API CATEGORY CH-4, API CERTIFIED FOR DIESEL ENGINES	10	DR	\$	\$
Biddin Brand:	g On:				
Part/N	Model Number:				
	ications:  Light Tower / Plant, Gantry Crane	ssor / 375			
Date o	of Delivery:				
4.	OIL, ENGINE SAE 5W20, API CATEGORY SM, API CERTIFIED FOR GASOLINE ENGINES	5	DR	\$	\$
Biddin Brand:	g On:				
Part/N	Nodel Number:				
<b>Specif</b> For Eq	ications:uipment: All Vehicles	22			
Date o	of Delivery:	5			

NO.	DESCRIPTION	OTY.	UNIT	PRICE	EXTENSION
5.	FLUID, AUTOMATIC TRANSMISSION MERCON V ATF	4	DR	\$	\$
Bidding Brand:	g On:				
Part/M	lodel Number:				
	cations: uipment: Ford Ranger, Ford Van E350, Ford Van E250, Ford F150 Truck				
Date o	f Delivery:				
Bidding	FLUID, TRANSMISSION TES-295 (OEM ALLISON APPROVED) g On:	4	DR	\$	\$
Part/M	lodel Number:				
<b>Specif</b> i For Equ	cations:uipment: Yard Tractors (Transmission) Year: 2007 & 2010				
Date o	f Delivery:				
7.	FLUID, TRANSMISSION DEXRON III (H)	5	DR	\$	\$
Bidding Brand:	g On:				
Part/M	Model Number:				
	cations:  Lipment: Tractors (Hydraulics)  Forklifts & Top lifter (Transmission)				
Date o	of Delivery:				
8.	OIL, GEAR SAE80W90, API GL-5	6	DR	\$	\$
Biddin Brand:	g On:				
Part/N	Model Number:				
	uipment: Top lifters, Forklifts, Tractors, Gantry Cranes				
Date o	of Delivery:				

ITEM NO.	DESCRIPTION	оту.	UNIT	UNIT PRICE	PRICE EXTENSION
9.	MULTI-PURPOSE, GREASE, HIGH PERFORMANCE, GRADE #2 14.1 oz. TUBE; Ref: PROLONG SUPER LUBRICANT	200	TU	\$	\$
Bidding Brand:	g On:				
Part/M	lodel Number:				
	cations:  Ipment: Top lifters, Forklifts, Tractors, Gantry Cranes, & Vehicles				**
Date o	f Delivery:				
10.	MULTI-PURPOSE, GREASE, HIGH TEMP, 5 GAL PAIL REF: PROLONG	5	PL	\$	\$
Bidding Brand:	g On:				
Part/M	lodel Number:				
	cations: sipment: Top lifters, Forklifts, Tractors, Gantry Cranes & Vehicles				
Date o	f Delivery:				
11.	COOLANT / ANTIFREEZE FULLY FORMULATED HEAVY DUTY PRE-DILUTED; ASTMD6210 or ASTMD6471	36	GA	\$	\$
Bidding Brand:	g On:			¥ 3	
Part/N	lodel Number:				
	cations: uipment: Top lifters, Forklifts, Tractors, Gantry Cranes & Vehicles				
Date o	f Delivery:				
12.	WD-40 LUBRICANT SPRAY w/ STRAW 16 OZ. CAN	60	CA	\$	\$
Biddin Brand:	g On:				
Part/N	lodel Number:				
•	cations:uipment: Top lifters, Forklifts, Tractors, Gantry Cranes & Vehicles				
Date o	of Delivery:				

ITEM NO.	DESCRIPTION	оту.	UNIT	UNIT PRICE	PRICE EXTENSION
13.	COOLANT / ANTIFREEZE, ASTM D4985 or ASTM D5345	1	DR	\$	\$
Bidding Brand:	g On:				
Part/M	lodel Number:				
	cations: uipment: Gantry Cranes (Cooling System)				
Date of	f Delivery:				
14.	MULTI-PURPOSE GREASE WITH AFMT, Ref: PROLONG (120 LBS.)	5	DR	\$	\$
Bidding Brand:	g On:				
Part/M	lodel Number:cations:				
	(Wire Rope, Wheel Bearings)				
Date of	f Delivery:				
15.	SIMPLE GREEN CONCENTRATED INDUSTRIAL DEGREASER	1	DR	\$	\$
Part/M Specific	Iodel Number: cations: uipment: Top lifters, Forklifts, Tractors, Gantry Cranes & Vehicles				
Data o	f Dolivery				

#### REQUIRED DELIVERY DATE:

30-45 days from receipt of purchase order for a period of one (1) year upon the availability of funds.

#### **NOTES:**

- 1. All Lubricants must meet or exceed Specifications as shown.
- 2. All Lubricants must be new and unused (virgin stock).
- 3. Unit of Measure "DR" refers to 55-gallon drum or 120-pound drum.
- 4. All containers must be factory sealed without leakage and filled accordingly.
- 5. Bid Item No.6 above must have OEM Allison TES-295 approval number and approved logo.
- 6. Bid Item No.5 above, NOTE: Mercon and Dexron are totally different from "MERCON V".
- 7. Dexron III-H and Mercon are not equivalent to "MERCON V".
- 8. Bid Item No.15 above must include one (1) each plastic drum pump and four (4) each quart-size spray bottles with trigger.
- 9. All Lubricants to be delivered to PAG must include the Safety Data Sheet (SDS).

#### **DEFINITIONS**

AFMT	Anti-Friction Metal Treatment
API	American Petroleum Institute
ASTM	American Society for Testing & Materials for heavy duty diesel engines
CH-4	API service category for diesel engines introduced in 1998
Dexron III (H)	OEM General Motors specification for transmission fluid
GL-5	API service category for gear oil
ISO VG	Viscosity grade system for hydraulic oils, introduced by International Organization for Standardization.
J20C	John Deere Specification for tractor and hydraulic oil
MERCON V	OEM Ford specification for transmission fluid
MIL-PRF	Military Performance Specification
NAS	National Aeronautical Standard
SAE	Society of Automotive Engineers
SM	Current API service category for gasoline engines
TES-295	OEM Allison specification for transmission fluid.
WRO-EP	Wire Rope Extreme Pressure
OEM	ORIGINIAL EQUIPMENT MANUFACTURER

THESE SPECIFICATIONS HAVE BEEN DEVELOPED BY THE PORT AUTHORITY OF GUAM EQUIPMENT MAINTENANCE DIVISION JULIO D. YAP, CRANE MAINTENANCE SUPERVISOR AND JOHN LEON GUERRERO, FLEET MAINTENANCE SUPERVISOR.