

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-007-23

<u>DESCRIPTION:</u> ABSORBENT PADS BID (IDIQ)

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. One (1) original, two (2) copies, and one (1) CD or USB containing electronic file copy (in PDF format) of the complete bid proposal shall be enclosed in a sealed package or envelope 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	, 2023 <i>,</i> I,	ar
authorized rep	resentative of		acknowledge receipt of this
special reminde	er to prospective bidders with th	e above-referenced IFB.	_ ,
- Biddor	Representative's Signature		
biduei	vehiezenrarise z zigustnie		

Invitation for Bid: IFB/PAG-007-23

ABSORBENT PADS BID (IDIQ)

ACKNOWLEDGEMENT RECEIPT FORM

Please be advised that to be considered a prospective bidder you must fill out this Acknowledgement receipt form. Please submit by fax to (671) 472-1439 or email tsflores@portofguam.com, djcalvo@portofguam.com and macabrera@portofguam.com.

THE ACKNOWLEDGEMENT RECEIPT FORM MUST BE SUBMITTED NO LATER THAN THREE (3) DAYS AFTER UPON RECEIPT OF THE IFB PACKAGE.

NAME	
DATE	
TIME	
CONTACT NUMBER	
FAX NUMBER	
CONTACT PERSON (POC)	
TITLE	
E-MAIL ADDRESS	
COMPANY/FIRM	
ADDRESS	
SIGNATURE	

NOTE: IFB recommends that prospective bidders register current contact information with IFB to ensure they receive any notices regarding any changes or updates to the IFB. The procuring agency and IFB will not be liable for failure to provide notice to any party who did not register current contact information.

<u>ALL QUESTIONS AND CONCERNS</u> in regards to this bid must be addressed to the Port Authority of Guam's General Manager: Rory J. Respicio <u>rjrespicio@portofguam.com</u>, <u>Attention:</u> Mark A. Cabrera <u>macabrera@portofguam.com</u>, and Denise Calvo <u>djcalvo@portofguam.com</u> no later than <u>Wednesday, January</u> <u>25, 2023 AT 4:00 P.M.</u>

No Entitlement to Preparation Costs – the bidder expressly waives any right it may have against the government for any expenses incurred in connection with the preparation of its bid.

INVITATION FOR BID

		
	ISSUING OF	FICE:
Koney lespice	PORT AUTHO	DRITY OF GUAM
	Government	of Guam
RORY J. RESPICIO		Highway, Ste. 201,
General Manager	Piti, Guam 9	6915
DATE ISSUED: JANUARY 19, 2023	INVITATION	FOR BID No.: <u>IFB/PAG-007-23</u>
BID FOR: ABSORBENT PADS BID (ID	PIQ)	
SPECIFICATIONS: SEE ATTACHED		
DESTINATION: PORT AUTHORITY OF	F GUAM	
be coordinated between the successful bide	der and the req	ase Order. Delivery schedule time and quantity will uesting department on an as-needed basis. For a ability of funds. THIS IS AN INDEFINITE QUANTITY
INSTRUCTION TO BIDDERS:		
INDICATE WHETHER: INDIVIDUAL	PARTNI	ERSHIP CORPORATION
INCORPORATED IN:		
THIS BID SHALL BE SUBMITTED in duplicate	with one (1) ele	ctronic copy and sealed to the issuing office above
		amorro Standard Time (Guam Time) and shall be
publicly opened. Any Bid submitted after th	ne time and dat	e specified above shall be rejected. See attached
General Terms and Conditions, and Sealed Bi	d Solicitation for	details.
stated opposite the respective items listed o In consideration of the expense of the Govern	n the schedule purent in the ope grees that this b	ne specified, the articles and services at the price provided unless otherwise specified by the bidder. ning, tabulating, and evaluating this and other bids, id remains firm and irrevocable within 90 calendar which prices are quoted.
NAME AND ADDRESS OF BIDDER:		ATURE AND TITLE OF PERSON ORIZED TO SIGN THIS BID:
	•••	
AWARD: CONTRACT NO.:	AMOUNT:	DATE:
ITEM NO(S). AWARDED:		
	•	
NAME AND ADDRESS OF CONTRACTOR:		CONTRACTING OFFICER:
	_ -	
		RORY J. RESPICIO
SIGNATURE AND TITLE OF PERSON AUTHORIZED TO SIGN THIS CONTRACT:		RORY J. RESPICIO General Manager
AUTHORIZED TO SIGN THIS CONTRACT:		
	_	

SPECIAL PROVISIONS

<u>This is an "Indefinite Quantity Bid"</u> 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 <u>increase or decrease</u> 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.

AFFIDAVIT DISCLOSING OWNERSHIP, INFLUENCE, COMMISSIONS AND CONFLICTS OF INTEREST

[Required by 5 GCA § 5233 as amended by P.L. 36-13 (4/9/2021)]

CITY OF)							
)	SS.						
ISLAND OF	GUAM)							
Guam's Proc requires all gratuities, ki this solicita herein throu disclose any extensions	a condition of curement Law Bidders/Offerockbacks, and cotion and untile ghout the solic changes to the crenewals.	for the ors/Pro onflicts award itation p e facts	purpose of ent spective Contro of interest occu of a contract." process; and if the disclosed here	tering into a cactors to mak arring during t This includes the entity subm in continues	ontract with a disclosur he 365 calconding the duty to disting this attroughout	h the gover es of owne endar days disclose any Affidavit is a t the life o	rnment of G ership, influe e preceding to changes to awarded a co f the contra	uam, this A ence, comm the publica the facts di ontract, the act, includi	ffidavit issions, ition of sclosed duty to ng any
	e undersigned ler/Offeror/Pr	_	_	_	•			resentativ€	e of the
[]		re by, a	or/Prospective and all profit is						eet
[]	715 or 5	GCA §§	or/Prospective 5030(n) or 5	233(b)), and	is a sole p	roprietorsh	ip owned e	ntirely (10	0%) by
[]	715 or 5 (owners of	iCA §§ more ti are en	or/Prospective 5030(n) or 52 han 10% are s couraged to be	33(b)), and is tatutorily requalstated as well.	owned by ired to be	the following th	ng multiple	individuals owners of	. Note:
[]	One or mo	re of the	e more-than-10	0% owners list	ed ahove is	a business	or artificial 1	nerson. Any	v more-
	than-25%	owners	of such a busin ners of such a l	ess or artificia	l person ar	e listed belo	w per 5 GCA	§ 5233. No	te: any
Name of >	10% Owner B	usiness	or Artificial F	Person:					
		Owne	r's Principal P	Place of Busin	ess Street /	Address		% of Interest	
							· · · · -		

the : Busi Pers	nes of owners of >10% Owner iness or Artificial son ("Second Tier ner")	Owner's Pr	incipal Place	of Business Street Ad	ldress	% of Interest
				-		
_						
	·					
	Tier Owner who I Contractor (Third	have held mo Tier Owners)	ore than 49% are as follows	n artificial person, the na of the shares or inte s [if none, please so stat	rest in the Bidder/	
	Second Tier Owner Name of Third Tie			Place of Business	% of Interest	
	% 			**************************************		
	If the name of no	natural perso	on has been ic	dentified as an owner, o	or a Second or Thir	d Tier Own
Vam	Bidder/Offeror/Pr of the natural pe	ospective Con erson having name of any i	ntractor, pleas the authority	dentified as an owner, of se identify the name, por y and responsibility for who has the authority. Street Address of Principal Place of Business	osition, address, and or the Bid/Offer/Pi y and power to rem Phone Number Address, and	contact info roposal/Pro love and rep er, Email other
lam	Bidder/Offeror/Pr of the natural pe Contract, and the designated respon	rospective Con rson having name of any i sible person:	ntractor, pleas the authority	se identify the name, po y and responsibility for n who has the authority Street Address of	osition, address, and or the Bid/Offer/Pi y and power to rem Phone Numbe	contact info roposal/Pro love and rep er, Email other
Vam	Bidder/Offeror/Pr of the natural pe Contract, and the designated respon	rospective Con rson having name of any i sible person:	ntractor, pleas the authority	se identify the name, po y and responsibility for n who has the authority Street Address of Principal Place of	osition, address, and or the Bid/Offer/Pi y and power to rem Phone Number Address, and	contact info roposal/Pro love and rep er, Email other
Nam	Bidder/Offeror/Pr of the natural pe Contract, and the offered designated response of Natural Person Further, I say that the fee or other contract.	rospective Constraint having name of any isolide person: Position The persons with the pe	the authority natural person ho have receive to solicit, s	se identify the name, po y and responsibility for n who has the authority Street Address of Principal Place of	psition, address, and or the Bid/Offer/Pay and power to rem Phone Number Address, and Contact Information obtaining business	contact inforoposal/Pro love and reper, Email other mation gratuity, con s related
Nam	Bidder/Offeror/Pr of the natural pe Contract, and the offered designated response of Natural Person Further, I say that the offered or other consider/Propose	rospective Constraint having name of any isolide person: Position The persons with the pe	the authority natural person ho have receive to solicit, see Contract for	se identify the name, poy and responsibility for who has the authority. Street Address of Principal Place of Business yed or are entitled to receive, or assist in which this Affidavit is so the Place of Business.	psition, address, and or the Bid/Offer/Pay and power to rem Phone Number Address, and Contact Information obtaining business	contact inforoposal/Pro love and reper, Email other mation gratuity, con s related

Street Address

Principal Place of Business

Name

F.		est, the following individuals have the power to control the performance Ider/Offeror/Prospective Contractor, directly or indirectly:	
	Name	Principal Place of Business Street Address	
G.	Bidder/Offeror/Prospective Contr made previously and update chan interests, compensation or conflic	and throughout the term of any contract awarded to the actor represented herein, I agree to promptly make any disclosures not ges in ownership, identities of owners and other required information, its of the persons required to be disclosed. I understand that failure to I constitute a material breach of contract.	t ,
Н.	•	perjury under the laws of Guam that the foregoing is true and	
	Exec	uted on:(date)	
		Signature of one of the following: Bidder/Offeror/Prospective Contractor, if a licensed individual Owner of sole proprietorship Bidder/Offeror/Prospective Contractor Partner, if the Bidder/Offeror/Prospective Contractor is a partnership Officer, if the Bidder/Offeror/Prospective Contractor is a corporation	_
This Notary	bed and sworn to before me day of, 20 Public nmission expires:		

AFFIDAVIT re NON-COLLUSION

CITY OF)	
) ss. ISLAND OF GUAM)	
deposes and says that:	[state name of affiant signing below], being first duly sworn,
1. The name of the offering	company or individual is [state name of company]
has not colluded, conspired, connived or agreed a sham proposal or to refrain from making an sought by an agreement or collusion, or commu- of offeror or of any other offeror, or to fix any of any other offeror, or to secure any advanta- secure any advantage against the government of statements in this affidavit and in the proposal statement is made pursuant to 2 GAR Division 4	myself as a representative of the offeror, and on behalf of the
	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, 202	
NOTARY PUBLIC	-
My commission expires,	•

AG Procurement Form 003 (Jul. 12, 2010)

AFFIDAVIT re NO GRATUITIES or KICKBACKS

CITY OF			-)															
ISLAND OF G	MAU) ss.)															
								[5	tate i	nam	e of	affi	iant s	sign	ing	bel	ow],	, bei	ng first
duly sworn,	depos	es and s	ays t	hat:															
1.		10				/	Affian	t is					11			_ [s	tate	one	of the
following: t proposal.	he offe	eror, a p	artn	er of	the offer	or, an	office	er of th	ne off	eror] mal	king	the i	fore	egoi	ing i	ident	tifiec	l bid or
agents, subc set forth in prohibition a	ontrac 2 GAR against o the l	tors, or Division gratuit	emp in 4 ies ar	loyee § 11: nd kid nt's k	107(e). F kbacks a: nowledge	olated urthe s set f e, neit	l, are v r, affi orth in	violatir ant pr n 2 GA ffiant,	ng the romiso R Div nor a	e pro es, o ision	hibiton be n 4 § of the	tion ehal 111 e Of	again f of c .07(e) ferors	nst g offe). s of	grat eror, fice	uitie , no ers, i	es an it to repre	id kid viola esent	kbacks ate the tatives,
or former go the Offerors	vernm	ent em		-			_	_		_	-		_						
4. I o					on behali gents, sub		-		-			of tl	ne off	fero	or, a	nd (on b	ehalf	of the
						Sig		e of o					-						
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								Officer,	•						•				
			_																
Subscribed a	ind sw	orn to b	efor	e me															
this d	ay of _			, 2	02														
NOTARY PU	BLIC						-												
My commiss	ion ex	pires																	

AG Procurement Form 004 (Jul 12, 2010)

AFFIDAVIT RE ETHICAL STANDARDS

CITY OF)	
) ss. ISLAND OF GUAM)	
	[state name of affiant signing below], being first duly sworn,
deposes and says that:	
The affiant is	[state one of the following: the offeror, a partner
knowledge, neither affiant nor any officers, repr knowingly influenced any government of Guan	the foregoing identified bid or proposal. To the best of affiant's resentatives, agents, subcontractors or employees of offeror have n employee to breach any of the ethical standards set forth in 5
subcontractor, or employee of offeror will kno	nises that neither he or she, nor any officer, representative, agent, owingly influence any government of Guam employee to breach
any ethical standards set forth in 5 GCA Chapt Division 4 § 11103(b).	er 5, Article 11. These statements are made pursuant to 2 GAR
	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, 202	
NOTARY PUBLIC	
My commission expires	<u></u> .

AG Procurement Form 5 (Jul 12, 2010)

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

Procurement No: <u>IFB-PAG-007-23</u> ABSORBENT PADS BID (IDIQ)

Name of Offeror Company:		hereby certifies under
penalty of perjury:		
(1) That I am officer of the offeror) making the bid or proposal in		
(2) That I have read and understand the provis	ions of 5 GCA § 5801 and § 5802 whi	ch read:
§ 5801. Wage Determination Establish	ed.	
In such cases where the govern sole proprietorship, a partnership or a corpo government of Guam, and in such cases where or in part, is the direct delivery of service contract pay such employee(s) in accordance with the Islands issued and promulgated by the U.S. Del delivery of contract deliverables to the government	the contractor employs a person(s) vacted by the government of Guam, to Wage Determination for Guam and partment of Labor for such labor as is	ion of a service to the whose purpose, in whole hen the contractor shall If the Northern Mariana
The Wage Determination most a contract is awarded to a contractor by the go shall be paid to employees pursuant to this Arthe time of renewal adjustments, there shall be Wage Determination, as required by this Articl Department of Labor on a date most recent to	ticle. Should any contract contain a made stipulations contained in that one, so that the Wage Determination pages.	determine wages, which renewal clause, then at contract for applying the
§ 5802. Benefits.		
In addition to the Wage Deter Article applies shall also contain provisions mar this Article, such benefits having a minimum promulgated by the U.S. Department of Labor, (10) paid holidays per annum per employee.	value as detailed in the Wage De	r employees covered by termination issued and
(3) That the offeror is in full compliance with 5 GCA referenced herein;	§ 5801 and § 5802, as may be applica	able to the procurement
(4) That I have attached the most recent wage dete of Labor. [INSTRUCTIONS – Please attach!]	rmination applicable to Guam issued	by the U.S. Department
Sig	nature	 Date

AG Procurement Form 006 (Feb. 16, 2010)

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 | Wage Determination No.: 2015-5693 Division of Revision No.: 18 Wage Determinations | Date Of Last Revision: 12/27/2022 Director Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive lif the contract is entered into on or | Executive Order 14026 generally applies to | lafter January 30, 2022, or the |contract is renewed or extended (e.g., |The contractor must pay all covered workers|an option is exercised) on or after | |at least \$16.20 per hour (or the applicable | | January 30, 2022: |wage rate listed on this wage determination,| [if it is higher) for all hours spent | [performing on the contract in 2023. _1. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts. States: Guam, Northern Marianas, Wake Island Area: Guam State, wideNorthern Marianas Statewide, Wake Island Statewide **Fringe Benefits Required Follow the Occupational Listing** OCCUPATION CODE - TITLE RATE **FOOTNOTE** 01000 - Administrative Support And Clerical Occupations 01011 - Accounting Clerk I 14.27*** 16.02*** 01012 - Accounting Clerk II 01013 - Accounting Clerk III 17.93 01020 - Administrative Assistant 21.43 01035 - Court Reporter 17.40 01041 - Customer Service Representative I 12.66** 14.23*** 01042 - Customer Service Representative II 15.53*** 01043 - Customer Service Representative III 12.15*** 01051 - Data Entry Operator I 13.25*** 01052 - Data Entry Operator II 01060 - Dispatcher, Motor Vehicle 17.39 01070 - Document Preparation Clerk 13.85*** 01090 - Duplicating Machine Operator 11.08*** 01111 - General Clerk I 12.09*** 01112 - General Clerk II 13.57*** 01113 - General Clerk III 01120 - Housing Referral Assistant 19.39 11.37*** 01141 - Messenger Courier 12.57*** 01191 - Order Clerk I 13.71*** 01192 - Order Clerk II 15.95*** 01261 - Personnel Assistant (Employment) I 01262 - Personnel Assistant (Employment) II 17.85 01263 - Personnel Assistant (Employment) III 19.89 01270 - Production Control Clerk 22.97 11.10*** 01290 - Rental Clerk 15.55*** 01300 - Scheduler, Maintenance 15.55*** 01311 - Secretary I 17.40 01312 - Secretary II 19.39 01313 - Secretary III 01320 - Service Order Dispatcher 15.40* 01410 - Supply Technician 21.43 01420 - Survey Worker 16.96 01460 - Switchboard Operator/Receptionist 10.78*** 13.01*** 01531 - Travel Clerk I 14.12*** 01532 - Travel Clerk II 15.09*** 01533 - Travel Clerk III. 14.53*** 01611 - Word Processor I 01612 - Word Processor II 16.31 01613 - Word Processor III 18.26 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer, Fiberglass 17.01 05010 - Automotive Electrician 15.97*** 14.94*** 05040 - Automotive Glass Installer 14.94*** 05070 - Automotive Worker 12.82*** 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 17.01 05160 - Motor Equipment Metal Worker 14.944 05190 - Motor Vehicle Mechanic 17.01 05220 - Motor Vehicle Mechanic Helper 11.73* 13.90*** 05250 - Motor Vehicle Upholstery Worker 14.94*** 05280 - Motor Vehicle Wrecker

 07000 - Food Preparation And Service Occupations

 07010 - Baker
 10.89***

 07041 - Cook I
 14.44***

 07042 - Cook II
 16.84

 07070 - Dishwasher
 9.35***

 07130 - Food Service Worker
 9.69***

 07210 - Meat Cutter
 12.13***

 07260 - Waiter/Waitress
 9.45***

09000 - Furniture Maintenance And Repair Occupations

05310 - Painter, Automotive

05370 - Tire Repairer

05340 - Radiator Repair Specialist

05400 - Transmission Repair Specialist

15.97***

14.94***

12.67***

17.01

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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	
11030 - Cleaner, Vehicles	9.35***
11060 - Elevator Operator	9.54***
11090 - Gardener	14.28***
11122 - Housekeeping Aide	9.54***
11150 - Janitor	9.54***
11210 - Laborer, Grounds Maintenance	10.79***
11240 - Maid or Houseman	9.39***
11260 - Pruner	9.66***
11270 - Tractor Operator	13.07***
11330 - Trail Maintenance Worker	10.79***
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	17.94
12025 - Dental Assistant	39.73
12030 - EKG Technician	
	27.43
12035 - Electroneurodiagnostic Technologist	27.43
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	14.97***
12190 - Medical Record Technician	17.77
12195 - Medical Transcriptionist	16.30
12210 - Nuclear Medicine Technologist	40.06
12221 - Nursing Assistant I	12.21***
12222 - Nursing Assistant II	13.73***
12223 - Nursing Assistant III	14.98***
12224 - Nursing Assistant IV	16.82
12235 - Optical Dispenser	18.23
12236 - Optical Technician	16.30
12250 - Opticar reclinician	15.49***
12280 - Phlebotomist	
	16.30
12305 - Radiologic Technologist	27.43
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	21.42
13012 - Exhibits Specialist II	26.53
13013 - Exhibits Specialist III	32.45
13041 - Illustrator I	21.42
13042 - Illustrator II	26.53
13043 - Illustrator III	32.45
13047 - Librarian	
13050 - Library Aide/Clerk	29.38
13054 - Library Information Technology Systems	29.38 17.05
	17.05
·	
Administrator	17.05 26.53
Administrator 13058 - Library Technician	17.05 26.53 18.11
Administrator 13058 - Library Technician 13061 - Media Specialist i	17.05 26.53 18.11 19.15
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II	17.05 26.53 18.11 19.15 21.42
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III	17.05 26.53 18.11 19.15 21.42 23.87
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I	17.05 26.53 18.11 19.15 21.42 23.87 19.15
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III 13074 - Photographer IV	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53 32.45
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53 32.45 39.27
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13090 - Technical Order Library Clerk	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53 32.45 39.27 21.42
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53 32.45 39.27
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53 32.45 39.27 21.42 19.15
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer IVI 13075 - Photographer V 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53 32.45 39.27 21.42 19.15
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator II	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53 32.45 39.27 21.42 19.15 15.71*** 17.22
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer IVI 13075 - Photographer V 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53 32.45 39.27 21.42 19.15
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator II	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53 32.45 39.27 21.42 19.15 15.71*** 17.22
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator II 14043 - Computer Operator III	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53 32.45 39.27 21.42 19.15 15.71*** 17.22 19.19
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator II 14042 - Computer Operator III 14044 - Computer Operator IV	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53 32.45 39.27 21.42 19.15 15.71*** 17.22 19.19 21.33
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer IV 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator III 14044 - Computer Operator IV 14045 - Computer Operator V	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53 32.45 39.27 21.42 19.15 15.71*** 17.22 19.19 21.33 23.62
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator III 14043 - Computer Operator IV 14045 - Computer Operator V 14071 - Computer Programmer I (see 1)	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53 32.45 39.27 21.42 19.15 15.71*** 17.22 19.19 21.33 23.62 15.73***
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer IV 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator III 14043 - Computer Operator IV 14045 - Computer Operator V 14071 - Computer Programmer I (see 1)	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53 32.45 39.27 21.42 19.15 15.71*** 17.22 19.19 21.33 23.62 15.73***
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer IV 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator II 14042 - Computer Operator III 14044 - Computer Operator IV 14045 - Computer Operator V 14071 - Computer Programmer I (see 1) 14072 - Computer Programmer III (see 1) 14073 - Computer Programmer III (see 1)	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53 32.45 39.27 21.42 19.15 15.71*** 17.22 19.19 21.33 23.62 15.73***
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer IV 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator II 14042 - Computer Operator III 14043 - Computer Operator IV 14045 - Computer Operator V 14071 - Computer Programmer I (see 1) 14072 - Computer Programmer III (see 1) 14073 - Computer Programmer IV (see 1) 14074 - Computer Programmer IV (see 1)	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53 32.45 39.27 21.42 19.15 15.71*** 17.22 19.19 21.33 23.62 15.73*** 19.50 23.84
Administrator 13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer IV 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator II 14042 - Computer Operator III 14044 - Computer Operator IV 14045 - Computer Operator V 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)	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53 32.45 39.27 21.42 19.15 15.71*** 17.22 19.19 21.33 23.62 15.73*** 19.50 23.84
Administrator 13058 - Library Technician 13061 - Media Specialist II 13062 - Media Specialist III 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer IV 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator II 14042 - Computer Operator III 14043 - Computer Operator IV 14045 - Computer Operator V 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 II (see 1) 14102 - Computer Systems Analyst III (see 1)	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53 32.45 39.27 21.42 19.15 15.71*** 17.22 19.19 21.33 23.62 15.73*** 19.50 23.84
Administrator 13058 - Library Technician 13061 - Media Specialist II 13062 - Media Specialist III 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer IV 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator II 14042 - Computer Operator III 14043 - Computer Operator IV 14045 - Computer Operator V 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 II (see 1) 14102 - Computer Systems Analyst III (see 1) 14103 - Computer Systems Analyst III (see 1)	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53 32.45 39.27 21.42 19.15 15.71*** 17.22 19.19 21.33 23.62 15.73*** 19.50 23.84 24.23
Administrator 13058 - Library Technician 13061 - Media Specialist II 13062 - Media Specialist III 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer IV 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator II 14042 - Computer Operator III 14043 - Computer Operator IV 14045 - Computer Operator V 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 II (see 1) 14102 - Computer Systems Analyst III (see 1)	17.05 26.53 18.11 19.15 21.42 23.87 19.15 21.42 26.53 32.45 39.27 21.42 19.15 15.71*** 17.22 19.19 21.33 23.62 15.73*** 19.50 23.84

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	10.37***
16030 - Counter Attendant	10.37***
16040 - Dry Cleaner	11.84***
16070 - Finisher, Flatwork, Machine	10.37***
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16090 - Presser, Hand	10.37***
16110 - Presser, Machine, Drycleaning	10.37***
16130 - Presser, Machine, Shirts	10.37***
16160 - Presser, Machine, Wearing Apparel, Laundry	10.37***
16190 - Sewing Machine Operator	12.34***
16220 - Tailor	12.83***
16250 - Washer, Machine	10.86***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.46
19040 - Tool And Die Maker	24.46
21000 - Materials Handling And Packing Occupations	
- · · · · · · · · · · · · · · · · · · ·	12 0/400
21020 - Forklift Operator	13.96***
21030 - Material Coordinator	22.97
21040 - Material Expediter	22.97
21050 - Material Handling Laborer	11.43***
21071 - Order Filler	10.62***
21080 - Production Line Worker (Food Processing)	13.96***
· · · · · · · · · · · · · · · · · · ·	
21110 - Shipping Packer	17.12
21130 - Shipping/Receiving Clerk	17.12
21140 - Store Worker I	15.38***
21150 - Stock Clerk	21.62
21210 - Tools And Parts Attendant	13.96***
21410 - Warehouse Specialist	13.96***
· · · · · · · · · · · · · · · · · · ·	13.50
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.04
23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician	25.04 19.47
23019 - Aircraft Logs and Records Technician	19.47 23.84
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II	19.47 23.84 25.04
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III	19.47 23.84 25.04 26.30
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper	19.47 23.84 25.04 26.30 16.58
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter	19.47 23.84 25.04 26.30 16.58 22.39
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper	19.47 23.84 25.04 26.30 16.58
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter	19.47 23.84 25.04 26.30 16.58 22.39
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer	19.47 23.84 25.04 26.30 16.58 22.39 19.47
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 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	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 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 - Aircraft Upport Equipment (ALSE) Mechanic	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic III 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	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 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	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 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	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 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	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 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	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 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	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61***
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 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 I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 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 I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23060 - Aircraft Servicer 23070 - Aircraft Servival 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	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 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 II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 18.21
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 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 Survival Flight 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	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 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 II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 18.21
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 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 Survival Flight 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	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 18.21 18.20 19.46
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight 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 23183 - Electronics Technician Maintenance III	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 18.21 18.20 19.46 20.72
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 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 23181 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 18.21 18.20 19.46 20.72 16.94
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircraft Worker 23092 - 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 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 18.21 18.20 19.46 20.72 16.94 16.77
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 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 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	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.58 18.20 18.21 18.20 19.46 20.72 16.94 16.77 15.61***
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 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	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 18.21 18.20 19.46 20.72 16.94 16.77
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 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	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.58 18.20 18.21 18.20 19.46 20.72 16.94 16.77 15.61***
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic II 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 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 18.21 18.20 19.46 20.72 16.94 16.77 15.61*** 20.72 15.61***
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 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 23100 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 123181 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23200 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23310 - General Maintenance Worker	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 18.21 18.20 19.46 20.72 16.94 16.77 15.61*** 20.72 15.61*** 13.21***
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic III 23040 - Aircraft Servicer 23050 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight Equipment (ALSE) Mechanic II 23092 - Aircraft Worker 23091 - Aircraft 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 Mechanic 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 18.21 18.20 19.46 20.72 16.94 16.77 15.61*** 20.72 15.61*** 21.561***
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight Equipment (ALSE) Mechanic II 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 23311 - Fuel Distribution System Mechanic 23312 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 18.21 18.20 19.46 20.72 16.94 16.77 15.61*** 20.72 15.61*** 21.561*** 21.54 20.72 21.61*** 20.72 21.61*** 21.61***
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23050 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight 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 Mechanic 23313 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Servicer	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 18.21 18.20 19.46 20.72 16.94 16.77 15.61*** 21.561*** 21.561*** 23.84 19.47 21.03
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 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 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 Mechanic 23312 - Fuel Distribution System Mechanic 23313 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 18.21 18.20 19.46 20.72 16.94 16.77 15.61*** 20.72 15.61*** 21.561*** 21.54 20.72 21.61*** 20.72 21.61*** 21.61***
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23050 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight 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 Mechanic 23313 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Servicer	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 18.21 18.20 19.46 20.72 16.94 16.77 15.61*** 21.561*** 21.561*** 23.84 19.47 21.03
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 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 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 Mechanic 23312 - Fuel Distribution System Mechanic 23313 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 18.21 18.20 19.46 20.72 16.94 16.77 15.61*** 20.72 15.61*** 23.84 19.47 21.03 15.61***
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic 23022 - Aircraft Mechanic 23023 - Aircraft Mechanic 23040 - Aircraft Mechanic 23050 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight Equipment (ALSE) Mechanic	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 19.46 20.72 16.94 16.77 15.61*** 20.72 15.61*** 13.21*** 23.84 19.47 21.03 15.61*** 18.20 20.72
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic 23022 - Aircraft Mechanic 23023 - Aircraft Mechanic 23033 - Aircraft Mechanic 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight Equipment (ALSE) Mechanic 23091 - Aircrew Life Support Equipment (ALSE) Mechanic 23092 - Aircrew Life Support Equipment (ALSE) Mechanic 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance 23182 - Electronics Technician Maintenance 23183 - Electronics Technician Maintenance 23190 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Mechanic 23313 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic 23392 - Gunsmith 23392 - Gunsmith 23393 - Gunsmith 23393 - Gunsmith 23393 - Gunsmith 23393 - Gunsmith 23391 - Heating, Ventilation And Air-Conditioning	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 18.21 18.20 19.46 20.72 16.94 16.77 15.61*** 20.72 15.61*** 23.84 19.47 21.03 15.61*** 18.20
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic IIII 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23050 - Aircraft Servicer 23070 - Aircraft Servicer 23070 - Aircraft Servicer 23091 - Aircraft Servicer 23091 - Aircraft Worker 23091 - Aircrew Ufe 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 23141 - 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 Mechanic 23313 - Ground Support Equipment Mechanic 23382 - Ground Support Equipment Mechanic 23391 - Gunsmith II 23393 - Gunsmith II 23393 - Gunsmith III 23393 - Gunsmith III 23393 - Gunsmith III 23393 - Gunsmith III 23391 - Heating, Ventilation And Air-Conditioning Mechanic	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 19.46 20.72 16.94 16.77 15.61*** 20.72 15.61*** 13.21*** 23.84 19.47 21.03 15.61*** 18.20 20.72 17.88
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 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 II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 231410 - 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 Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23391 - Gunsmith II 23393 - Gunsmith II 23393 - Gunsmith III 23410 - Heating, Ventilation And Air-Conditioning Mechanic 23411 - Heating, Ventilation And Air Contidioning	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 19.46 20.72 16.94 16.77 15.61*** 20.72 15.61*** 13.21*** 23.84 19.47 21.03 15.61*** 18.20 20.72
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic IIII 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23050 - Aircraft Servicer 23070 - Aircraft Servicer 23070 - Aircraft Servicer 23091 - Aircraft Servicer 23091 - Aircraft Worker 23091 - Aircrew Ufe 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 23141 - 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 Mechanic 23313 - Ground Support Equipment Mechanic 23382 - Ground Support Equipment Mechanic 23391 - Gunsmith II 23393 - Gunsmith II 23393 - Gunsmith III 23393 - Gunsmith III 23393 - Gunsmith III 23393 - Gunsmith III 23391 - Heating, Ventilation And Air-Conditioning Mechanic	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 19.46 20.72 16.94 16.77 15.61*** 20.72 15.61*** 13.21*** 23.84 19.47 21.03 15.61*** 18.20 20.72 17.88
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 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 II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 231410 - 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 Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23391 - Gunsmith II 23393 - Gunsmith II 23393 - Gunsmith III 23410 - Heating, Ventilation And Air-Conditioning Mechanic 23411 - Heating, Ventilation And Air Contidioning	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 19.46 20.72 16.94 16.77 15.61*** 20.72 15.61*** 13.21*** 23.84 19.47 21.03 15.61*** 18.20 20.72 17.88
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 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 Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electroics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23183 - 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 Mechanic 23393 - Gunsmith II 23393 - Gunsmith III 23393 - Gunsmith III 23393 - Gunsmith III 23411 - Heating, Ventilation And Air-Conditioning Mechanic 24411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 19.46 20.72 16.94 16.77 15.61*** 20.72 15.61*** 13.21*** 23.84 19.47 21.03 15.61*** 18.20 20.72 17.88
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23070 - Aircraft Servicer 23070 - Aircraft Servicer 23091 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - 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 23141 - 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 Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23391 - Gunsmith II 23393 - Gunsmith III 23393 - Gunsmith III 23393 - Gunsmith III 23393 - Gunsmith III 23400 - Heavy Equipment Mechanic 23411 - Heating, Ventilation And Air-Conditioning Mechanic 23440 - Heavy Equipment Mechanic	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 18.21 18.20 19.46 20.72 16.94 16.77 15.61*** 21.55 18.21 18.20 19.46 20.72 15.61*** 21.72 21.61*** 21.72 21.61*** 21.72 21.72 21.72 21.73 21.73 21.73
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23040 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23060 - Aircraft Servicer 23070 - Aircraft Servicer 23070 - Aircraft Surwival Flight Equipment Technician 23080 - Aircraft Surwival Flight 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 231410 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance II 23183 - 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 Servicer 23382 - Ground Support Equipment Servicer 23383 - Ground Support Equipment Worker 23393 - Gunsmith II 23393 - Gunsmith II 23393 - Gunsmith II 23393 - Gunsmith II 23394 - Heaving, Ventilation And Air-Conditioning Mechanic 23411 - Heating, Ventilation And Air-Conditioning Mechanic 2340 - Heavy Equipment Mechanic	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 19.46 20.72 16.94 16.77 15.61*** 20.72 15.61*** 21.03 15.61*** 21.03 21.03
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight 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 23312 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Mechanic 23313 - Ground Support Equipment Mechanic 23382 - Ground Support Equipment Mechanic 23393 - Gunsmith II 23393 - Gunsmith III 23410 - Heating, Ventilation And Air-Conditioning Mechanic 24410 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 23460 - Instrument Mechanic 23460 - Instrument Mechanic 23460 - Instrument Mechanic	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 19.46 20.72 16.94 16.77 15.61*** 21.55 17.58 18.20 19.46 20.72 16.94 16.77 15.61*** 21.72 17.88 19.47 21.03 15.61*** 18.20 20.72 17.88 19.02
23019 - Aircraft Mechanic I 23021 - Aircraft Mechanic II 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 Survival Flight Equipment Technician 23080 - Aircraft Survival Flight 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 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 - Gunsmith II 23393 - Gunsmith III 23410 - Heating, Ventilation And Air-Conditioning Mechanic 23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 23460 - Instrument Mechanic 23470 - Laborer	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 19.46 20.72 16.94 16.77 15.61*** 21.55 17.58 18.20 19.46 20.72 16.94 16.77 15.61*** 21.72 17.88 19.47 21.03 15.61*** 18.20 20.72 17.88 19.02
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight 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 23312 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Mechanic 23313 - Ground Support Equipment Mechanic 23382 - Ground Support Equipment Mechanic 23393 - Gunsmith II 23393 - Gunsmith III 23410 - Heating, Ventilation And Air-Conditioning Mechanic 24410 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 23460 - Instrument Mechanic 23460 - Instrument Mechanic 23460 - Instrument Mechanic	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 19.46 20.72 16.94 16.77 15.61*** 21.55 17.58 18.20 19.46 20.72 16.94 16.77 15.61*** 21.72 17.88 19.47 21.03 15.61*** 18.20 20.72 17.88 19.02
23019 - Aircraft Mechanic I 23021 - Aircraft Mechanic II 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 Survival Flight Equipment Technician 23080 - Aircraft Survival Flight 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 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 - Gunsmith II 23393 - Gunsmith III 23410 - Heating, Ventilation And Air-Conditioning Mechanic 23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 23460 - Instrument Mechanic 23470 - Laborer	19.47 23.84 25.04 26.30 16.58 22.39 19.47 22.39 21.03 21.03 23.84 19.46 15.61*** 21.55 17.58 18.20 19.46 20.72 16.94 16.77 15.61*** 21.55 17.58 18.20 19.46 20.72 16.94 16.77 15.61*** 21.72 17.88 19.47 21.03 15.61*** 18.20 20.72 17.88 19.02

23550 - Machinist, Maintenance	20.72
23580 - Maintenance Trades Helper 23591 - Metrology Technician I	10.99*** 20.72
23592 - Metrology Technician II	20.72
23593 - Metrology Technician III	23.33
23640 - Millwright	20.72
23710 - Office Appliance Repairer	19.46
23760 - Painter, Maintenance	15.49***
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	17.77
23910 - Small Engine Mechanic	18.20
23931 - Telecommunications Mechanic I	19.76
23932 - Telecommunications Mechanic II	21.01
23950 - Telephone Lineman	18.75
23960 - Welder, Combination, Maintenance	18.31
23965 - Well Driller	21.13
23970 - Woodcraft Worker 23980 - Woodworker	20.71
	15.61***
24000 - Personal Needs Occupations	15 01488
24550 - Case Manager 24570 - Child Care Attendant	15.01*** 10.09***
24580 • Child Care Center Clerk	13.25***
24610 - Chore Aide	14.06***
24620 - Family Readiness And Support Services	15.01***
Coordinator	25.01
24630 - Homemaker	16.12***
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.79
25040 - Sewage Plant Operator	22.89
25070 - Stationary Engineer	22.79
25190 - Ventilation Equipment Tender	15.72***
25210 - Water Treatment Plant Operator	22.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.90***
27007 - Baggage Inspector	9.63***
27008 - Corrections Officer	13.26***
27010 - Court Security Officer	13.26***
27030 - Detection Dog Handler	10.90***
27040 - Detention Officer	13.26***
27070 - Firefighter	13.26***
27101 - Guard I	9.63***
27102 - Guard II	10.90***
07404	40 00000
27131 - Police Officer I	13.26***
27132 - Police Officer II	14.74***
27132 - Police Officer II 28000 - Recreation Occupations	14.74***
27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator	14.74***
27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer	14.74*** 13.24*** 14.46***
27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker	14.74*** 13.24*** 14.46*** 9.78***
27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender	14.74*** 13.24*** 14.46*** 9.78*** 13.18***
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	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01***
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)	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74***
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	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84***
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	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84***
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	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74***
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	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84***
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	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71
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	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71 26.02
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	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71 26.02 26.02
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	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71 26.02
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	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71 26.02 26.02 26.02
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 29030 - Line Handler 29041 - Stevedore I	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 17.71 26.02 26.02 26.02 24.21
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	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 17.71 26.02 26.02 26.02 24.21
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 28530 - 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	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 17.71 26.02 26.02 26.02 24.21 27.82
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 28530 - 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)	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 17.71 26.02 26.02 26.02 24.21 27.82
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)	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71 26.02 26.02 24.21 27.82 41.27 28.46
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	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71 26.02 26.02 26.02 24.21 27.82 41.27 28.46 31.33 18.17 20.33
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 II	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71 26.02 26.02 24.21 27.82 41.27 28.46 31.33 18.17 20.33 25.19
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 30023 - Archeological Technician III 30030 - Cartographic Technician IIII	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71 26.02 26.02 24.21 27.82 41.27 28.46 31.33 18.17 20.33 25.19 25.19
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 II 30023 - Archeological Technician III 30030 - Cartographic Technician	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71 26.02 26.02 24.21 27.82 41.27 28.46 31.33 18.17 20.33 25.19 25.19 25.19
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 30022 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71 26.02 26.02 24.21 27.82 41.27 28.46 31.33 18.17 20.33 25.19 25.19 25.19 27.89
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) 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 30012 - Archeological Technician II 30022 - Archeological Technician III 30030 - Cartographic Technician III 30030 - Civil Engineering Technician 30051 - Cryogenic Technician II	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71 26.02 26.02 24.21 27.82 41.27 28.46 31.33 18.17 20.33 25.19 25.19 25.19 25.19 27.89 30.80
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 II 30022 - Archeological Technician III 30030 - Cartographic Technician III 30030 - Cartographic Technician III 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 18.26 11.74*** 17.71 26.02 26.02 26.02 24.21 27.82 41.27 28.46 31.33 18.17 20.33 25.19 25.19 25.19 27.89 30.80 18.17
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 30052 - Cryogenic Technician II 30062 - Drafter/CAD Operator II	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 17.71 26.02 26.02 26.02 24.21 27.82 41.27 28.46 31.33 18.17 20.33 25.19 25.19 27.89 30.80 18.17 20.33
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 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 17.71 26.02 26.02 26.02 24.21 27.82 41.27 28.46 31.33 18.17 20.33 25.19 25.19 27.89 30.80 18.17 20.33 22.66
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 hological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician II 30030 - Cartographic Technician II 30031 - Cryogenic Technician II 30052 - Cryogenic Technician II 30052 - Orafter/CAD Operator II 30063 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 17.71 26.02 26.02 26.02 24.21 27.82 41.27 28.46 31.33 18.17 20.33 25.19 25.19 25.19 27.89 30.80 18.17 20.33 22.66 27.89
27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28101 - 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 30022 - Archeological Technician III 30030 - Cartographic Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30052 - Cryogenic Technician II 30063 - Drafter/CAD Operator II 30064 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30065 - Drafter/CAD Operator III 30066 - Drafter/CAD Operator III 30068 - Drafter/CAD Operator III	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 17.71 26.02 26.02 26.02 24.21 27.82 41.27 28.46 31.33 18.17 20.33 25.19 25.19 25.19 27.89 30.80 18.17 20.33 22.66 27.89 16.19***
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) 30021 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician III 30030 - Cartographic Technician II 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30063 - Drafter/CAD Operator II 30064 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30065 - Engineering Technician II	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 17.71 26.02 26.02 26.02 24.21 27.82 41.27 28.46 31.33 18.17 20.33 25.19 25.19 25.19 27.89 30.80 18.17 20.33 22.66 27.89
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 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 30022 - Archeological Technician III 30023 - Archeological Technician III 30030 - Cartographic Technician II 30040 - Civil Engineering Technician II 30051 - Cryogenic Technician II 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator II 30064 - Drafter/CAD Operator III 30083 - Engineering Technician III 30083 - Engineering Technician III	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 126.02 26.02 26.02 24.21 27.82 41.27 28.46 31.33 18.17 20.33 25.19 25.19 25.19 27.89 30.80 18.17 20.33 22.66 27.89 16.19*** 18.17
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) 30021 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician III 30030 - Cartographic Technician II 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30063 - Drafter/CAD Operator II 30064 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30065 - Engineering Technician II	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 126.02 26.02 26.02 24.21 27.82 41.27 28.46 31.33 18.17 20.33 25.19 25.19 25.19 27.89 30.80 18.17 20.33 22.66 27.89 16.19*** 18.17 20.33
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) 30012 - Archeological Technician II 30022 - Archeological Technician II 30023 - Archeological Technician II 30023 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30063 - Drafter/CAD Operator II 30064 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30083 - Engineering Technician III 30083 - Engineering Technician III 30084 - Engineering Technician III	14.74*** 13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71 26.02 26.02 24.21 27.82 41.27 28.46 31.33 18.17 20.33 25.19 25.19 27.89 30.80 18.17 20.33 22.66 27.89 16.19*** 18.17 20.33 25.19
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30240 - Mathematical Technician	25.19
30361 - Paralegal/Legal Assistant I	19.54
30362 - Paralegal/Legal Assistant II	24.21
30363 - Paralegal/Legal Assistant III	29.61
30364 - Paralegal/Legal Assistant IV	35.83
30375 - Petroleum Supply Specialist	30.80
30390 - Photo-Optics Technician	24.12
30395 - Radiation Control Technician	30.80
30461 - Technical Writer I	25.19
30462 - Technical Writer II	30.80
30463 - Technical Writer III	37.27
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	27.89
30502 - Weather Forecaster II	33.93
30620 - Weather Observer, Combined Upper Air Or (see 2)	22.66
Surface Programs	
30621 - Weather Observer, Senior (see 2)	25.19
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
	8.97***
31030 - Bus Driver	11.73***
31043 - Driver Courier	10.26***
31260 - Parking and Lot Attendant	9.91***
	11.65***
	11.41***
·	11.21***
	12.16***
31363 - Truckdriver, Heavy	16.10***
	16.10***
99000 - Miscellaneous Occupations	
	15.47***
	9.63***
	9.70***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	23.62
99252 - Laboratory Animal Caretaker II	25.80
•	21.54
	26.22
	14.61***
	13.78***
99710 - Recycling Laborer	17.32
99711 - Recycling Specialist	23.38
99730 - Refuse Collector 99810 - Sales Clerk	16.40 10.15***
99820 - School Crossing Guard	17.45
99831 - Surveying Aide	23.79 13.53***
99832 - Surveying Aide	17.58
	23.62
99841 - Vending Machine Repairer	30.08
- ,	23.62

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month. HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 3 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

- 1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part S41. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

 Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer
- Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:
- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
 - (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
 - (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is Listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to theontractin officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the ""Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

AFFIDAVIT re CONTINGENT FEES

nat:	[state name of affiant signing below], being first sworn, deposes and say
	The name of the offering company or individual is [state name of company]
	As a part of the offering company's bid or proposal, to the best of my knowledge, the 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).
	As a part of the offering company's bid or proposal, to the best of my knowledge, the offering companhas not retained a person to solicit or secure a contract with the government of Guam upon an agreemen 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. This statement is made pursuant to 2 GAR Division 4 § 11108(f).
	has not retained a person to solicit or secure a contract with the government of Guam upon an agreemer 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
	has not retained a person to solicit or secure a contract with the government of Guam 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 securin 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 on behalf of the
	has not retained a person to solicit or secure a contract with the government of Guam 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 securin 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 on behalf of the

AG Procurement Form 007 (Jul. 15, 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 in its sole discretion may suspend temporarily and contract for services until corrective action has been taken.

	Signature of Bidder Proposer, if an indiv Partner, if a partner Officer, if a corporat	ship;
Subscribed and sworn before me this	day of, 20	·
Notary Public		

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

BID BOND NO. _____

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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.

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 anti-competitive 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 service.
- [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:

- a) Price of items offered.
- b) The ability, capacity, and skill of the Bidder to perform.
- c) 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.
- f) The sufficiency of the financial resources and ability of the Bidder to perform.
- g) 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:	Title:
Address:	Telephone:
<u> </u>	

GOVERNMENT OF GUAM SEALED BID SOLICITATION INSTRUCTIONS

BID FORMS: 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.
- 2.4 No Entitlement to Preparation Costs the bidder expressly waives any right it may have against the government for any expenses incurred in connection with the preparation of its bid.
- 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. <u>ACKNOWLEDGEMENT OF AMENDMENTS TO SOLICITATIONS</u>: 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.
- 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. <u>GOVERNMENT FURNISHED PROPERTY:</u> 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. <u>STATEMENT OF QUALIFICATIONS</u>: 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. PROHIBTION AGAINST CONTINGENT FEES: 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. CONTRACTOR'S WARRANTY AS TO EMPLOYEES AND SEX OFFENSES. 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.	ABSORBENT PADS, UNIVERSAL	20	ВА	\$	\$
SPECII	FICATIONS: HEAVY WEIGHT; SIZE: 15"X20" MA	TERIAL	: 100% (POLYPROPYLEN	E 100 PADS PER BALE
Biddir Brand	ng On: :				
	Vodel Number:				
-	ications:				
Date o	of Delivery:				
2.	ABSORBENT BOOM WITH CLIPS, 8"X10" 4 BOOMS PER BALE	100	ВА	\$	\$
	FICATIONS: BOOM MUST WITHSTAND UP TO PROPYLENE SKIN; MUST MEET ANSI AND MIL-SPI		*		RESISTANT SPUNBOND
Biddin	-				
	:				
-	Model Number:				
Specif	ications:				
Date o	of Delivery:				
3.	ABSORBENT BOOM WITH CLIPS, 8"X18" 10 BOOMS PER BALE	10	ВА	\$	\$
SPECIF	FICATIONS: STRONG MESH OUTER SLEEVE; MAT	ERIAL: H	IIGHLY-	SORBENT POLYP	ROPYLENE.
Biddin Brand	ng On: :				
Part/f	· Vlodel Number:				
	ications:				
Date o	of Delivery:				
4.	GRANULAR SPILL ABSORBENT SAND, 50LB	150	BG	\$	\$
SPECII	FICATIONS: FAST-WICKING CELLULOSE-BASED	KAOLIN	GRANI	ULES; SILICA-FRI	EE COMPOSITION.
Biddin Brand	ng On: :				
	Model Number:				
•	ications:				
Date o	of Delivery:				
5.	OIL-ONLY ABSORBENT PADS	200	ВА	\$	\$
SPECII	FICATIONS: HEAVY WEIGHT; SIZE: 15"X20" MA	TERIAL	: 100%	POLYPROYLENE	100 PADS PER BALE
Biddir	~				
Brand	t				
-	Model Number: ications:				
Date o	of Delivery:				

DEFINITIONS:	
ANSI:	AMERICAN NATIONAL STANDARD INSTITUTE
UV:	ULTRA VIOLET RADIATION
MIL-SPEC:	MILITARY SPECIFICATION

THESE SPECIFICATIONS FOR THE OIL SPILL RESPONSE SUPPLIES BID HAVE BEEN DEVELOPED BY THE PORT AUTHORITY OF GUAM SAFETY DIVISION.