

# 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



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

# **INVITATION FOR BID NO.: IFB/PAG-010-22**

# **DESCRIPTION:**

# PAG HAZARDOUS AND NON-HAZARDOUS ENVIRONMENTAL WASTE DISPOSAL SERVICES

# 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. Submitted in duplicate ((1) Original (2) Copies and (1) Electronic Copy), 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 (AG Form 002)
  - a. Date of signature of the person authorized to sign the bid and the notary date must be the same.
- (X) OTHER REQUIREMENTS:

Affidavit re Non-Collusion (AG Form 003), Affidavit re No Kickbacks or Gratuities (AG Form 004), Affidavit re Ethical Standards (AG Form 005), D.O.L. Declaration of Compliance with U.S. Wage Determination Affidavit (AG Form 006), Affidavit re Contingent Fees (AG Form 007), Restriction against Sexual Offenders Affidavit, 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	, 2022, I,,
authorized representative of	acknowledge receipt of this special athe above referenced IFB.

# Invitation for Bid: IFB-PAG-010-22

# PAG HAZARDOUS AND NON-HAZARDOUS ENVIRONMENTAL WASTE DISPOSAL SERVICES

## **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 form to <a href="mailto:macabrera@portofguam.com">(671) 472-1439 or email to: macabrera@portofguam.com</a>, algsablan@portofguam.com, and pagprocurement@portofguam.com

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

package.	
NAME	
SIGNATURE	
DATE	
TIME	
CONTACT NUMBER	
FAX NUMBER	
CONTACT PERSON REGARDING IFB	
TITLE	
E-MAILE ADDRESS	
COMPANY / FIRM	
ADDRESS	

Note: IFB recommends that prospective bidders register current contact Information with IFB to ensure they receive any notices regarding any changes or update 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. 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. A pre-bid conference will be held on Friday June 3, 2022, 11:00AM at the Board of Director's Room on the 1<sup>st</sup> floor of the Port's Administration Building.

All questions and concerns in regards to this bid must be submitted to the PORT AUTHORITY OF GUAM via e-mail <u>pagprocurement@portofguam.com</u> addressed to the GENERAL MANAGER, Mr. Rory J. Respicio, attention to Mr. Mark A. Cabrera via email at <u>macabrera@portofguam.com</u> no later than 5:00 P.M., Wednesday, June 8, 2022.

## INVITATION FOR BID

ISSUING OFFICE: THE PORT AUTHORITY OF GUAM GOVERNMENT OF GUAM 1026 CABRAS HIGHWAY, SUITE 201, PITI, GUAM 96925

RORY J. RESPICIO
GENERAL MANAGER

DATE ISSUED: May 26, 2022 BID INVITATION NO: IFB-PAG-010-22 BID FOR: PAG HAZARDOUS AND NON-HAZARDOUS ENVIRONMENTAL WASTE DISPOSAL SERVICES SPECIFICATION: SEE BELOW **DESTINATION: PORT AUTHORITY OF GUAM** REQUIRED DELIVERY DATE: 2-3 days from receipt of purchase order for a period of one (1) year upon the availability of funds. This is an indefinite quantity bid. **INSTRUCTION TO BIDDERS:** INDICATE WHETHER: \_\_\_\_ INDIVIDUAL \_\_\_\_\_ PARTNERSHIP \_\_\_\_ CORPORATION INCORPORATED IN: This bid shall be submitted in duplicate, electronic format, and sealed to the issuing office above no later than (Time) 2:00 p.m. Date: Wednesday, June 15, 2022 and shall be publicly opened. Bid submitted after the time and date specified above shall be rejected. See attached General Terms and Conditions, and Sealed Bid Solicitation for details. The undersigned offers and agrees to furnish within the time specified, the articles and services at the price stated opposite the respective items listed on the schedule provided, unless otherwise specified by the bidder. In consideration to the expense of the Government in opening, tabulating, and evaluating this and other bids, and other considerations, the undersigned agrees that this bid remain firm and irrevocable within 90 calendar days from the date opening to supply any or all the items which prices are quoted. NAME AND ADDRESS OF BIDDER: SIGNATURE AND TITLE OF PERSON **AUTHORIZED TO SIGN THIS BID:** AWARD: CONTRACT NO.: \_\_\_\_\_ AMOUNT: \_\_\_\_\_ DATE: \_\_\_\_\_ ITEM NO(S). AWARDED:\_\_ NAME AND ADDRESS OF CONTRACTOR: CONTRACTING OFFICER: **RORY J. RESPICIO GENERAL MANAGER** SIGNATURE AND TITLE OF PERSON **AUTHORIZED TO SIGN THIS CONTRACT:** 

# **SPECIAL PROVISIONS**

This is an "INDEFINITE QUANTITY BID" pursuant to Section 3119(i)(2) of the 2 GAR Procurement Regulations. The quantities reflected are annual estimated requirements projected within a twelve (12) month period. These amounts may <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.

# **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.

# Required Delivery Date:

2-3 days from receipt of purchase order for a period of one (1) year upon the availability of funds.

# **GOVERNMENT OF GUAM**

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

# **BID BOND**

	NO
hereinafter called the Principal, and (EA duly admitted insurer under the law Surety are held firmly bound	ENTS that, as Principal onding Company),, as Surety, hereinafter called the unto the Territory of Guam for the sum of Dollars (\$), for Payment of which sum cipal and the said Surety bind ourselves, our heirs, executors,
	, jointly and severally, firmly by these presents.
WHEREAS, the Principal has submit	ed a bid for (identify project by number and brief description)
shall enter into a Contract with the Te give such bond or bonds as may be sufficient surety for the faithful perform and material furnished in the prosecuenter such Contract and give such borthe difference not to exceed the penal larger amount for which the Territor perform work covered by said bid or a	of Guam shall accept the bid of the Principal and the Principal ritory of Guam in accordance with the terms of such bid, and specified in bidding or Contract Documents with good and mance of such Contract and for the prompt payment of labor tion thereof, or in the event of the failure of the Principal to d or bonds, if the Principal shall pay to the Territory of Guam by hereof between the amounts specified in said bid and such y of Guam may in good faith contract with another party to appropriate liquidated amount as specified in the Invitation all and void, otherwise to remain full force and effect.
Signed and sealed this	day of 2022
	(PRINCIPAL) (SEAL)
(WITNESS)	
(TITLE)	
(MAJOR OFFICER OF SURETY)	(MAJOR OFFICER OF SURETY)
(TITLE)	(TITLE)
	(RESIDENT GENERAL AGENT)

# **INSTRUCTION TO PROVIDERS:**

NOTICE to all Insurance and Bonding Institutions:

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

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

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

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

# AFFIDAVIT DISCLOSING OWNERSHIP, INFLUENCE, COMMISSIONS AND CONFLICTS OF INTEREST

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

CITY	OF		)	ss.						
ISLAN	D OF GU	AM	)							
Guam's require gratuiti this sol herein to discl	s Procure s all Bid ies, kickb licitation througho lose any	ement Law ders/Offerd acks, and c and until a out the solic	for the pors/Prosponflicts on the conflicts of the conflicts of the conflicts of the conflicts on the conflict on	ourpose of en sective Contr of interest oc a contract. T process; and i	tering into a actors to m curring duri his includes f the entity	or responding to a contract with ake disclosures ing the 365 cale the duty to disc submitting this a ues throughour	the gover of owne ndar day: close any Affidavit i	rnment of G rship, influe s preceding changes to is awarded	Guam, this ence, com the publi the facts a contract,	Affidavit missions, cation of disclosed , the duty
A.	-	_		•		and say that I a ease check and t			_	ve of the
	[]		ire by, ar			is an individual me individual, v				
	[]	715 or 5	GCA §§	5030(n) or 5	233(b)), an	is a business or d is a sole pro with principal p	prietorsh	nip owned	entirely (	100%) by
	[]	715 or 5 G owners of	SCA §§ 5 more th	030(n) or 52	33(b)), and tatutorily re	is a business or is owned by the quired to be list well.	e followi	ng multiple	individua	ls. Note:
		Name of	Owner		Principal Street Ac	Place of Busine Idress	255	% of Intere	st	
	[]	than-25%	owners o	of such a bus	iness or arti	listed above is a ficial person are ess or artificial	e listed be	elow per 5	GCA § 523	33. Note:
Name	e of >109	% Owner Bı	usiness o	r Artificial Pe	erson:		-111-			
the >: Busin	es of owi 10% Owi ess or Ai in ("Seco er")	ner rtificial	Owner'	s Principal Pl	ace of Busin	ness Street Add	ress		% of Interest	

		0		-3000
e > Isid	es of owners of  10% Owner  ness or Artificial on ("Second Tier er")	Owner's Prin	ncipal Place of Business Street Add	dress % of Intere
677				
	Second Tier Ov Bidder/Offeror/Pr	wner who h ospective Conf	ified above is an artificial person, nave held more than 49% tractor (Third Tier Owners) are as	of the shares or inte
	Second Her Owne		Principal Place of Business	% of Interest
	Name of Third Ti	erowner	Street Address	, o o i interest
	If the name of no Bidder/Offeror/Pr	natural persor	n has been identified as an owner	r, or a Second or Third Tier name, position, address,
	If the name of no Bidder/Offeror/Pr information of Bid/Offer/Propose power to remove	natural persor rospective Cou the natura al/Prospective	n has been identified as an owner ntractor, please identify the nall person having the auth Contract, and the name of any name designated responsible person:  Street Address of Principal Place of	r, or a Second or Third Tier of the lame, position, address, hority and responsibility atural person who has the atural person who has the atural Address, and other
	If the name of no Bidder/Offeror/Pr information of Bid/Offer/Propose power to remove	natural persor ospective Cor the natura al/Prospective and replace th	n has been identified as an owner ntractor, please identify the nall person having the auth Contract, and the name of any name designated responsible person:  Street Address of	r, or a Second or Third Tier of ame, position, address, hority and responsibility atural person who has the a
	If the name of no Bidder/Offeror/Pr information of Bid/Offer/Propose power to remove	natural persor ospective Cor the natura al/Prospective and replace th	n has been identified as an owner ntractor, please identify the nall person having the auth Contract, and the name of any name designated responsible person:  Street Address of Principal Place of	r, or a Second or Third Tier of the lame, position, address, hority and responsibility atural person who has the atural person who has the atural Address, and other
am	If the name of no Bidder/Offeror/Pr information of Bid/Offer/Propose power to remove  e of Natural on  Further, I say that contingent fee or	natural person rospective Con the natural al/Prospective and replace th  Position	n has been identified as an owner ntractor, please identify the nall person having the auth Contract, and the name of any name designated responsible person:  Street Address of Principal Place of	Phone Number, Email Address, and other Contact Information

IFB/PAG-010-22 Page 8 of 34

	Name	Street Address
F.	-	hip interest, the following individuals have the power to control the act or to control the Bidder/Offeror/Prospective Contractor, directly or
	Name	Principal Place of Business Street Address
G.	Bidder/Offeror/Prospect made previously and upo interests, compensation comply with this requires	ontract, and throughout the term of any contract awarded to the Contractor represented herein, I agree to promptly make any disclosures neate changes in ownership, identities of owners and other required information conflicts of the persons required to be disclosed. I understand that failure then the constitute a material breach of contract.
H. I h		of perjury under the laws of Guam that the foregoing is true and correct.  (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
Subsc	ribed and sworn to before	ne
This _	day of	, 20
	y Public mmission expires:	

# AFFIDAVIT re NON-COLLUSION

CITY OF)	
ISLAND OF GUAM )	
[state name of affiant and says that:	t signing below], being first duly sworn, deposes
1. The name of the offering company	y or individual is [state name of company]
2. The proposal for the solicitation identified at offeror has not colluded, conspired, connived or agror person, to put in a sham proposal or to refrain f manner, directly or indirectly, sought by an agreement with any person to fix the proposal price of offero profit or cost element of said proposal price, or of the against the government of Guam or any other of government of Guam or any person interested in affidavit and in the proposal are true to the best of this made pursuant to 2 GAR Division 4 § 3126(b).  3. I make this statement on behalf of myself as a offeror's officers, representatives, agents, subcontrations.	reed, directly or indirectly, with any other offeror from making an offer. The offeror has not in any ent or collusion, or communication or conference, or of any other offeror, or to fix any overhead, at of any other offeror, or to secure any advantage fferor, or to secure any advantage against the the proposed contract. All statements in this he knowledge of the undersigned. This statement 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)	
CITY OF ) ) ss. ISLAND OF GUAM )	
	name of affiant signing below], being first duly sworn,
deposes and says that:	
Affiant is _	r individual is [state name of offeror company] [state one of the following: the
offeror, a partner of the offeror, an officer of proposal.	f the offeror] making the foregoing identified bid or
<ol><li>To the best of affiant's knowledge, representatives, agents, subcontractors, or er against gratuities and kickbacks set forth in 2</li></ol>	neither affiant, nor any of the offerors officers, nployees have violated, are violating the prohibition GAR Division 4 § 11107(e). Further, affiant promises, ition against gratuities and kickbacks as set forth in 2
representatives, agents, subcontractors, or engovernment of Guam employee or former paratuity or offer of employment in connection	self as a representative of the offeror, and on behalf of
	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,,	

# **AFFIDAVIT RE ETHICAL STANDARDS**

CITY OF]	
) ss. ISLAND OF GUAM )	
[state name of deposes and says that:	affiant signing below], being first duly sworn
The affiant is [state offeror, an officer of the offeror] making the foregaffiant's knowledge, neither affiant nor any officemployees of offeror have knowingly influenced and the ethical standards set forth in 5 GCA Chapter 5, he or she, nor any officer, representative, agent, subinfluence any government of Guam employee to Chapter 5, Article 11. These statements are made page 1.	cers, representatives, agents, subcontractors on ny government of Guam employee to breach any o Article 11. Further, affiant promises that neither becontractor, or employee of offeror will knowingly breach any ethical standards set forth in 5 GCA
	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 005 (Jul 12, 2010)

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

Procurement No: <u>IFB-PAG-010-22</u> PAG HAZARDOUS AND NON-HAZARDOUS ENVIRONMENTAL WASTE DISPOSAL SERVICES Name of Offeror Company: \_\_\_\_\_\_ hereby certifies under penalty of perjury: \_ (the offeror, a partner of the offeror, an officer of the (1) That I am \_ offeror) making the bid or proposal in the foregoing identified procurement; (2) That I have read and understand the provisions of 5 GCA § 5801 and § 5802 which read: § 5801. Wage Determination Established. In such cases where the government of Guam enters into contractual arrangements with a sole proprietorship, a partnership or a corporation ("contractor") for the provision of a service to the government of Guam, and in such cases where the contractor employs a person(s) whose purpose, in whole or in part, is the direct delivery of service contracted by the government of Guam, then the contractor shall pay such employee(s) in accordance with the Wage Determination for Guam and the Northern Mariana Islands issued and promulgated by the U.S. Department of Labor for such labor as is employed in the direct delivery of contract deliverables to the government of Guam. The Wage Determination most recently issued by the U.S. Department of Labor at the time a contract is awarded to a contractor by the government of Guam shall be used to determine wages, which shall be paid to employees pursuant to this Article. Should any contract contain a renewal clause, then at the time of renewal adjustments, there shall be made stipulations contained in that contract for applying the Wage Determination, as required by this Article, so that the Wage Determination promulgated by the U.S. Department of Labor on a date most recent to the renewal date shall apply. § 5802. Benefits. In addition to the Wage Determination detailed in this Article, any contract to which this Article applies shall also contain provisions mandating health and similar benefits for employees covered by this Article, such benefits having a minimum value as detailed in the Wage Determination issued and promulgated by the U.S. Department of Labor, and shall contain provisions guaranteeing a minimum of ten (10) paid holidays per annum per employee. (3) That the offeror is in full compliance with 5 GCA § 5801 and § 5802, as may be applicable to the procurement referenced herein; (4) That I have attached the most recent wage determination applicable to Guam issued by the U.S. Department of Labor. [INSTRUCTIONS - Please attach!]

AG Procurement Form 006 (Feb. 16, 2010)

Signature

Date

# \*REGISTER OF WAGE DETERMINATIONS\_UNDER

Wage Determination No.: 2015-5693 Division of Daniel W. Simms

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. 2021

> Revision No.: 15 Wage Determinations | Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: Guam Northern Marianas Wake Island Area: Guam Statewide Northern Marianas Statewide Wake Island Statewide

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

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OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	ı	
01011 - Accounting Clerk I	13.57	
01012 - Accounting Clerk II	15.23	
01013 - Accounting Clerk III	17.04	
01020 - Administrative Assistant	21.43	
01035 - Court Reporter	17.40	
01041 - Customer Service Representative I	11.51	
01042 - Customer Service Representative II	12.94	
01043 - Customer Service Representative III	14.12	
01051 - Data Entry Operator I	12.15	
01052 - Data Entry Operator II	13.25	
01060 - Dispatcher Motor Vehicle	17.39	
01070 - Document Preparation Clerk 01090 - Duplicating Machine Operator	13.85 13.85	
01111 - General Clerk I	10.35	
01112 - General Clerk II	11.29	
01113 - General Clerk III	12.68	
01120 - Housing Referral Assistant	19.39	
01141 - Messenger Courier	11.37	
01191 - Order Clerk I	12.57	
01192 - Order Clerk II	13.71	
01261 - Personnel Assistant (Employment) I	15.95	
01262 - Personnel Assistant (Employment) II	17.85	
01263 - Personnel Assistant (Employment) III	19.89	
01270 - Production Control Clerk	21.78	
01290 - Rental Clerk	11.10	
01300 - Scheduler Maintenance	15.55	
01311 - Secretary I	15.55	
01312 - Secretary II	17.40	
01313 - Secretary III	19.39	
01320 - Service Order Dispatcher	15.40	
01410 - Supply Technician	21.43	
01420 - Survey Worker	16.96	
01460 - Switchboard Operator/Receptionist	10.36	
01531 - Travel Clerk I	13.01	
01532 - Travel Clerk II	14.12	
01533 - Travel Clerk III 01611 - Word Processor I	15.09 14.53	
01612 - Word Processor II	16.31	
01613 - Word Processor III	18.26	
05000 - Automotive Service Occupations	10.20	
05005 - Automobile Body Repairer Fiberglass	15.46	
05010 - Automotive Electrician	14.52	
05040 - Automotive Glass Installer	13.58	
05070 - Automotive Worker	13.58	
05110 - Mobile Equipment Servicer	11.65	
05130 - Motor Equipment Metal Mechanic	15.46	
05160 - Motor Equipment Metal Worker	13.58	
05190 - Motor Vehicle Mechanic	15.46	
05220 - Motor Vehicle Mechanic Helper	10.66	
05250 - Motor Vehicle Upholstery Worker	12.64	
05280 - Motor Vehicle Wrecker	13.58	
05310 - Painter Automotive	14.52	
05340 - Radiator Repair Specialist	13.58	
05370 - Tire Repairer	12.67	
05400 - Transmission Repair Specialist	15.46	
07000 - Food Preparation And Service Occupations		
07010 - Baker	10.47	
07041 - Cook I	13.26	
07042 - Cook II	15.46	
07070 - Dishwasher 07130 - Food Service Worker	9.31 9.45	
07130 - Food Service Worker 07210 - Meat Cutter	9.45 12.13	
07210 - Meat Cutter 07260 - Waiter/Waitress	9,27	
09000 - Furniture Maintenance And Repair Occupations	3.41	
09010 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Fainter	18.04	
ANDTA - DIGEOTANGED OF SALES LETTINGT	20.04	

09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer	10.95 18.04 13.27 15.70 18.04	
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor	9.35 9.54 13.00 9.54 9.54	
11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker	9.82 9.32 8.79 11.90 9.82	
11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant	10.56 18.23 18.23 25.01	
12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist	25.01 16.32 36.12 25.99 25.99	
12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12100 - Medical Assistant	18.23 16.30 18.23 20.32	
12130 - Medical Laboratory Technician 12160 - Medical Record Clerk 12190 - Medical Record Technician 12195 - Medical Transcriptionist 12210 - Nuclear Medicine Technologist	18.82 13.61 17.77 16.30 40.06	
12221 - Nursing Assistant I 12222 - Nursing Assistant II 12223 - Nursing Assistant III 12224 - Nursing Assistant IV 12235 - Optical Dispenser	11.34 12.75 13.91 15.61 18.23	
12236 - Optical Technician 12250 - Pharmacy Technician 12280 - Phlebotomist 12305 - Radiologic Technologist 12311 - Registered Nurse I	16.30 15.49 16.30 25.33 23.18	
12312 - Registered Nurse II 12313 - Registered Nurse II Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III 12316 - Registered Nurse III Anesthetist 12316 - Registered Nurse IV	28.36	28.36 34.32 34.32 41.13
12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I		22.58 22.58 21.20
13012 - Exhibits Specialist II 13013 - Exhibits Specialist III 13041 - Illustrator I 13042 - Illustrator II 13043 - Illustrator III 13047 - Librarian		26.27 32.13 21.20 26.27 32.13 29.09
13050 - Library Aide/Clerk 13054 - Library Information Technology Systems Administrator 13058 - Library Technician		16.88 26.27 16.64
13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV		18.96 21.20 23.63 18.96 21.20 26.27 32.13
13075 - Photographer V 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations		38.88 21.20 19.96
14041 - Computer Operator I 14042 - Computer Operator II 14043 - Computer Operator III 14044 - Computer Operator IV 14045 - Computer Operator V 14071 - Computer Programmer I 14072 - Computer Programmer II 14073 - Computer Programmer III	(see 1) (see 1) (see 1)	15.71 17.22 19.19 21.33 23.62 15.73 19.50 23.84
14074 - Computer Programmer IV 14101 - Computer Systems Analyst I	(see 1) (see 1) (see 1) (see 1)	24.23
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations	<b>-</b> ,	15.71 21.33 21.24
15010 - Aircrew Training Devices Instructor (Non-Rated 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructo 15060 - Educational Technologist		24.23 29.32 34.91 24.23 27.61

15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	
15080 - Graphic Artist	34.91
1000 Orophic merce	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
15090 - Technical Instructor/Course Developer	
	23.78
15110 - Test Proctor	15.70
15120 - Tutor	15.70
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.12
16030 - Counter Attendant	10,12
16040 - Dry Cleaner	11.56
16070 - Finisher Flatwork Machine	10.12
16090 - Presser Hand	10.12
16110 - Preaser Machine Drycleaning	10.12
16130 - Presser Machine Shirts	10.12
16160 - Presser Machine Wearing Apparel Laundry	10.12
16190 - Sewing Machine Operator	12.04
16220 - Tailor	12.52
16250 - Washer Machine	10.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19,46
19040 - Tool And Die Maker	24.46
21000 - Materials Handling And Packing Occupations	24.40
	12.00
21020 - Forklift Operator	13.96
21030 - Material Coordinator	21.78
21040 - Material Expeditor	21.78
21050 - Material Handling Laborer	11.37
21071 - Order Filler	9.76
21080 - Production Line Worker (Food Processing)	13.96
21110 - Shipping Packer	17.12
** =	
21130 - Shipping/Receiving Clerk	17.12
21140 - Store Worker I	15.22
21150 - Stock Clerk	21.40
21210 - Tools And Parts Attendant	13.96
21410 - Warehouse Specialist	13.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.04
23019 - Aircraft Logs and Records Technician	19.47
23021 - Aircraft Mechanic I	23.84
23022 - Aircraft Mechanic II	25.04
23023 - Aircraft Mechanic III	26.30
23040 - Aircraft Mechanic Helper	16.58
23050 - Aircraft Painter	22.39
23060 - Aircraft Servicer	19.47
23070 - Aircraft Survival Flight Equipment Technician	22.39
	21.03
23080 - Aircraft Worker	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	21.03
1	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	23.84
II	
23110 - Appliance Mechanic	19.46
	15.61
23120 - Bicycle Repairer	10.01
	10 50
23125 - Cable Splicer	19.59
23130 - Carpenter Maintenance	16.07
23130 - Carpenter Maintenance 23140 - Carpet Layer	
23130 - Carpenter Maintenance	16.07
23130 - Carpenter Maintenance 23140 - Carpet Layer	16.07 18.20
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I	16.07 18.20 18.05 18.20
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II	16.07 18.20 18.05 18.20 19.46
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III	16.07 18.20 18.05 18.20 19.46 20.72
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker	16.07 18.20 18.05 18.20 19.46 20.72 16.94
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic	16.07 18.20 18.05 18.20 19.46 20.72 16.94
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electroican Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - Gunsmith II	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electroican Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - Gunsmith II 23393 - Gunsmith III	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Blectrician Maintenance 23181 - Blectronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electroican Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - Gunsmith II 23393 - Gunsmith III	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Blectrician Maintenance 23181 - Blectronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23393 - Gunsmith III 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - 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	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50 18.61
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electroican Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23393 - 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 Operator 23460 - Instrument Mechanic	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50  18.61
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electroican Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Morker 23391 - Gunsmith I 23392 - 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 Operator 23460 - Instrument Mechanic	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50  28.61
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith II 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50  18.61
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Pabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Puel 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 Worker 23391 - Gunsmith II 23392 - 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 Operator 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50 18.61
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electriciam Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Pabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic 23440 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 23460 - Instrument Mechanic 23470 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50 28.61 19.27 17.76 20.72 19.46 11.37 19.46 23.13
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Morker 23381 - Ground Support Equipment Worker 23392 - Ground Support Equipment Worker 23393 - 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 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist Maintenance	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50  18.61  19.27 17.76 20.72 19.46 11.37 19.46 23.13
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Blectrician Maintenance 23181 - Blectronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Merker 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith II 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23470 - Laborar 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist Maintenance 23580 - Maintenance Trades Helper	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50 28.61 19.27 17.76 20.72 19.46 11.37 19.46 23.13
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Morker 23381 - Ground Support Equipment Worker 23392 - Ground Support Equipment Worker 23393 - 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 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist Maintenance	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50  18.61  19.27 17.76 20.72 19.46 11.37 19.46 23.13
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Blectrician Maintenance 23181 - Blectronics Technician Maintenance I 23182 - Blectronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic 23381 - Gunsmith II 23392 - 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 Operator 23460 - Instrument Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machiniery Maintenance Mechanic 23580 - Machinery Maintenance 23580 - Machinist Maintenance 23580 - Mattenance Trades Helper 23591 - Metrology Technician I	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50  28.61  19.27 17.76 20.72 19.46 11.37 19.46 23.13 20.72 10.67
23130 - Carpenter Maintenance 23140 - Carpet Layer 23161 - Electroian Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - 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 Operator 23460 - Instrument Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist Maintenance 23591 - Metrology Technician II	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50  18.61  19.27 17.76 20.72 19.46 11.37 19.46 23.13 20.72 10.67 20.72 210.67 20.72 210.67 20.72 210.67
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Blectrician Maintenance 23181 - Blectronics Technician Maintenance I 23182 - Blectronics Technician Maintenance II 23183 - Blectronics Technician Maintenance III 23183 - Blectronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Pire Extinguisher Repairer 23311 - Puel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Morker 23391 - Gunsmith II 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23441 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Instrument Mechanic 23460 - Instrument Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician II 23592 - Metrology Technician III	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50  18.61  19.27 17.76 20.72 19.46 11.37 19.46 23.13 20.72 10.67 20.72 21.067 22.03 23.33
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Blectrician Maintenance 23161 - Blectronics Technician Maintenance I 23182 - Blectronics Technician Maintenance II 23183 - Blectronics Technician Maintenance III 23183 - Blectronics Technician Maintenance III 23260 - Pabric Worker 23290 - Pire Alarm System Mechanic 23110 - Pire Extinguisher Repairer 23311 - Puel 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 Worker 23391 - Gunsmith II 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23441 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23591 - Metrology Technician II 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50  18.61  19.27 17.76 20.72 19.46 11.37 19.46 23.13 20.72 10.67 20.72 22.03 23.33 20.72
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Blectrician Maintenance 23181 - Blectronics Technician Maintenance I 23182 - Blectronics Technician Maintenance II 23183 - Blectronics Technician Maintenance III 23260 - Pabric Worker 23290 - Fire Alarm System Mechanic 23310 - Pire Extinguisher Repairer 23311 - Puel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic 23440 - Heavy Equipment Mechanic 23460 - Instrument Mechanic 23460 - Instrument Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician II 23593 - Metrology Technician III 23591 - Office Appliance Repairer	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50  18.61  19.27 17.76 20.72 19.46 11.37 19.46 23.13 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Merker 23391 - Gunsmith I 23392 - 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 Operator 23460 - Instrument Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist Maintenance 23580 - Machinist Maintenance 23591 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter Maintenance	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50  18.61  19.27 17.76 20.72 10.67 21.03 23.13 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Blectrician Maintenance 23181 - Blectronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23391 - Ground Support Equipment Worker 23392 - Ground Support Equipment Worker 23391 - 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 23440 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinist Maintenance Mechanic 23550 - Machinist Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician II 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter Maintenance 23790 - Pipefitter Maintenance	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50  28.61  19.27 17.76 20.72 19.46 11.37 19.46 23.13 20.72 10.67 20.72 22.03 23.33 20.72 19.46 14.08 18.39
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Merker 23391 - Gunsmith I 23392 - 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 Operator 23460 - Instrument Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist Maintenance 23580 - Machinist Maintenance 23591 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter Maintenance	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50  18.61  19.27 17.76 20.72 10.67 21.03 23.13 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67 20.72 10.67
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23441 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23450 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician II 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter Maintenance 23790 - Pipefitter Maintenance 23790 - Pipefitter Maintenance	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50  28.61  19.27 17.76 20.72 19.46 11.37 19.46 23.13 20.72 10.67 20.72 22.03 23.33 20.72 19.46 14.08 18.39
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Blectroican Maintenance 23181 - Blectronics Technician Maintenance I 23182 - Blectronics Technician Maintenance II 23183 - Blectronics Technician Maintenance II 23183 - Blectronics Technician Maintenance III 23260 - Pabric Worker 23290 - Fire Alarm System Mechanic 23310 - Pire Extinguisher Repairer 23311 - Puel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - Gunsmith II 23393 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic 23440 - Heavy Equipment Mechanic 23460 - Heavy Equipment Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist Maintenance 23591 - Metrology Technician II 23593 - Metrology Technician III 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter Maintenance 23790 - Pipefitter Maintenance 23790 - Pipefitter Maintenance 23810 - Plumber Maintenance 23810 - Plumber Maintenance 23810 - Plumber Maintenance	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50  28.61  19.27 17.76 20.72 19.46 11.37 19.46 23.13 20.72 10.67 20.72 21.03 23.33 20.72 19.46 14.08 18.39 17.27
23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23441 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23450 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician II 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter Maintenance 23790 - Pipefitter Maintenance 23790 - Pipefitter Maintenance	16.07 18.20 18.05 18.20 19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01 23.84 19.47 21.03 15.61 18.20 20.72 17.50  18.61  19.27 17.76 20.72 19.46 11.37 19.46 23.13 20.72 10.67 20.72 10.67 20.72 19.46 14.08 18.39 17.27 20.72

23890 - Sheet-Metal Worker Maintenance	17.35
23910 - Small Engine Mechanic	18.20
23931 - Telecommunications Mechanic I	19.76
23932 - Telecommunications Mechanic II	21.01
23950 - Telephone Lineman	18.24
23960 - Welder Combination Maintenance	18.31
23965 - Well Driller	21.13
23970 - Woodcraft Worker	20.71
23980 - Woodworker	15.61
24000 - Personal Needs Occupations	
24550 - Case Manager	15.01
24570 - Child Care Attendant	10.09
24580 - Child Care Center Clerk	13.25
24610 - Chore Aide	12.78
24620 - Family Readiness And Support Services	15.01
Coordinator	
24630 - Homemaker	16.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.72
25040 - Sewage Plant Operator	21.59
25070 - Stationary Engineer	20.72
25190 - Ventilation Equipment Tender	14.29
25210 - Water Treatment Plant Operator	21.59
27000 - Protective Service Occupations	21.33
10 TOOLY	10.00
27004 - Alarm Monitor	10.90
27007 - Baggage Inspector	9.48
27008 - Corrections Officer	12.05
27010 - Court Security Officer	12.05
27030 - Detection Dog Handler	10.90
27040 - Detention Officer	12.05
27070 - Firefighter	12.05
27101 - Guard I	9.48
27102 - Guard II	10.90
27131 Police Officer I	12.05
27132 - Police Officer II	
	13.40
28000 - Recreation Occupations	
28041 Carnival Equipment Operator	13.24
28042 - Carnival Equipment Repairer	14.46
28043 - Carnival Worker	9.78
28210 - Gate Attendant/Gate Tender	13.18
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	11.64
28515 - Recreation Specialist	18.26
28630 - Sports Official	11.74
28690 - Swimming Pool Operator	17.71
29000 - Stevedoring/Longshoremen Occupational Services	
	25.98
29010 - Blocker And Bracer	
29010 - Blocker And Bracer 29020 - Hatch Tender	25.98
	25.98 25.9B
29020 - Hatch Tender	
29020 - Hatch Tender 29030 - Line Handler	25.9B
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II	25.9B 24.18
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations	25.9B 24.18 27.79
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO)	25.98 24.18 27.79 (see 2) 40.29
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO)	25.98 24.18 27.79 (see 2) 40.29 (see 2) 27.78
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO)	25.98 24.18 27.79 (see 2) 40.29 (see 2) 27.78 (see 2) 30.59
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I	25.98 24.18 27.79 (see 2) 40.29 (see 2) 27.78 (see 2) 30.59 17.49
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II	25.98 24.18 27.79 (see 2) 40.29 (see 2) 27.78 (see 2) 30.59 17.49 19.56
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III	25.98 24.18 27.79 (see 2) (see 2) (see 2) (see 2) (see 2) 17.49 19.56 24.21
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician	25.98 24.18 27.79 (see 2) (see 2) (see 2) (see 2) (see 2) 17.49 19.56 24.21 23.18
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician	25.9B 24.18 27.79 (see 2) (see 2) (see 2) (see 2) 30.59 17.49 19.56 24.21 23.18 23.08
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I	25.98 24.18 27.79 (see 2) (see 2) (see 2) (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II	25.9B 24.18 27.79 (see 2) (see 2) (see 2) (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I	25.98 24.18 27.79 (see 2) (see 2) (see 2) (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II	25.9B 24.18 27.79 (see 2) (see 2) (see 2) (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 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 I	25.98 24.18 27.79 (see 2) (see 2) 27.78 (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I	25.98 24.18 27.79 (see 2) (see 2) (see 2) 27.78 (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30063 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III	25.98 24.18 27.79 (see 2) (see 2) (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician III 30040 - Civil Engineering Technician 30040 - Cryogenic Technician I 30052 - Cryogenic Technician II 30063 - Drafter/CAD Operator I 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I	25.98 24.18 27.79 (see 2) (see 2) (see 2) 27.78 (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician III 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30063 - Drafter/CAD Operator I 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30061 - Engineering Technician I 30062 - Engineering Technician I	25.98 24.18 27.79 (see 2) (see 2) 27.78 (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57 14.84 16.66
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician III 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30063 - Drafter/CAD Operator I 30064 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III	25.98 24.18 27.79 (see 2) 40.29 (see 2) 27.78 (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57 14.84 16.66 18.64
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 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 I 30063 - Drafter/CAD Operator II 30064 - Drafter/CAD Operator IV 30061 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician III	25.98 24.18 27.79 (see 2) (see 2) (see 2) (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57 14.84 16.66 18.64 23.08
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator IV 30061 - Engineering Technician I 30062 - Engineering Technician II 30063 - Engineering Technician II 30064 - Engineering Technician IV 30065 - Engineering Technician IV	25.98 24.18 27.79 (see 2) 40.29 (see 2) 27.78 (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57 14.84 16.66 18.64 23.08 23.08
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician II 30022 - Archeological Technician III 30030 - Cartographic Technician III 30030 - Civil Engineering Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator II 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator IV 30061 - Engineering Technician I 30062 - Engineering Technician II 30063 - Engineering Technician II 30064 - Engineering Technician IV 30085 - Engineering Technician V	25.98 24.18 27.79 (see 2) 40.29 (see 2) 27.78 (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57 14.84 16.66 18.64 23.08 23.08 23.08
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician II 30022 - Archeological Technician III 30030 - Cartographic Technician III 30030 - Civil Engineering Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30063 - Drafter/CAD Operator II 30064 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30061 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI 30090 - Environmental Technician	25.98 24.18 27.79 (see 2) 40.29 (see 2) 27.78 (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57 14.84 16.66 18.64 23.08 23.08 24.24 34.16
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator IV 30064 - Drafter/CAD Operator IV 30061 - Engineering Technician II 30062 - Engineering Technician II 30063 - Engineering Technician IV 30064 - Engineering Technician IV 30065 - Engineering Technician V 30086 - Engineering Technician V 30087 - Engineering Technician V 30090 - Environmental Technician 30095 - Evidence Control Specialist	25.98 24.18 27.79 (see 2) 40.29 (see 2) 27.78 (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57 14.84 16.66 18.64 23.08 28.24 34.16 23.08 23.08
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30030 - Cartographic Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30062 - Drafter/CAD Operator I 30063 - Drafter/CAD Operator II 30064 - Drafter/CAD Operator IV 30061 - Engineering Technician II 30062 - Engineering Technician II 30063 - Engineering Technician II 30064 - Drafter/CAD Operator IV 50081 - Engineering Technician III 30082 - Engineering Technician IV 30083 - Engineering Technician IV 30086 - Engineering Technician V 30086 - Engineering Technician V 30090 - Environmental Technician 50095 - Evidence Control Specialist 500210 - Laboratory Technician	25.98 24.18 27.79 (see 2) 40.29 (see 2) 27.78 (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57 14.84 16.66 18.64 23.08 28.24 34.16 23.08 28.24 34.16 23.08 23.08 23.08
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30030 - Cartographic Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30062 - Cryogenic Technician II 30063 - Drafter/CAD Operator I 30064 - Drafter/CAD Operator II 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician II 30083 - Engineering Technician IV 30085 - Engineering Technician IV 30086 - Engineering Technician V 30087 - Engineering Technician V 30088 - Engineering Technician 30099 - Environmental Technician 30095 - Evidence Control Specialist 30210 - Laboratory Technician I	25.98 24.18 27.79 (see 2) 40.29 (see 2) 27.78 (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57 14.84 16.66 18.64 23.08 28.24 34.16 23.08 23.08
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician II 30022 - Archeological Technician III 30033 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator IV 30061 - Engineering Technician II 30062 - Engineering Technician II 30063 - Engineering Technician II 30064 - Engineering Technician IV 30085 - Engineering Technician IV 30086 - Engineering Technician VI 30090 - Environmental Technician 30090 - Environmental Technician 30021 - Laboratory Technician 30021 - Latent Fingerprint Technician II	25.98 24.18 27.79 (see 2) 40.29 (see 2) 27.78 (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 20.77 20.77 21.84 16.66 18.64 23.08 28.24 34.16 23.08 23.08 23.08 20.77 25.57 28.24
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician II 30022 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30063 - Drafter/CAD Operator I 30063 - Drafter/CAD Operator II 30064 - Drafter/CAD Operator IV 30061 - Engineering Technician II 30082 - Engineering Technician II 30083 - Engineering Technician IV 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician V 30087 - Engineering Technician V 30088 - Engineering Technician IV 30090 - Environmental Technician 30091 - Laboratory Technician 30021 - Laboratory Technician 30021 - Latent Fingerprint Technician I 30022 - Latent Fingerprint Technician II 30024 - Mathematical Technician II	25.98 24.18 27.79 (see 2) 40.29 (see 2) 27.78 (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57 14.84 16.66 18.64 23.08 23.08 23.08 23.08 23.08 23.08 23.08 23.08 23.08 23.08 23.08
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician II 30022 - Archeological Technician III 30033 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator IV 30061 - Engineering Technician II 30062 - Engineering Technician II 30063 - Engineering Technician II 30064 - Engineering Technician IV 30085 - Engineering Technician IV 30086 - Engineering Technician VI 30090 - Environmental Technician 30090 - Environmental Technician 30021 - Laboratory Technician 30021 - Latent Fingerprint Technician II	25.98 24.18 27.79 (see 2) 40.29 (see 2) 27.78 (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57 14.84 16.66 18.64 23.08 23.08 23.08 23.08 23.77 25.57 25.57 26.24 24.21 23.18 23.08 23.08 23.08 23.08 23.08 23.08 23.08 23.08 23.08 23.08
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29020 - Hatch Tender 29031 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician II 30022 - Archeological Technician III 30030 - Cartographic Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30063 - Drafter/CAD Operator II 30064 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician II 30083 - Engineering Technician IV 30084 - Engineering Technician IV 30085 - Engineering Technician VI 30086 - Engineering Technician VI 30090 - Environmental Technician 30095 - Evidence Control Specialist 30210 - Latent Fingerprint Technician II 30221 - Latent Fingerprint Technician II 30222 - Latent Fingerprint Technician II 30221 - Mathematical Technician 30361 - Paralegal/Legal Assistant I	25.98 24.18 27.79 (see 2) 40.29 (see 2) 27.78 (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57 14.84 16.66 18.64 23.08 23.08 23.08 23.08 23.77 25.57 25.57 26.24 24.21 23.18 23.08 23.08 23.08 23.08 23.08 23.08 23.08 23.08 23.08 23.08
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29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 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 I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30080 - Engineering Technician II 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30086 - Engineering Technician IV 30086 - Engineering Technician V 30086 - Engineering Technician II 30090 - Environmental Technician 30091 - Latent Fingerprint Technician I 30222 - Latent Fingerprint Technician II 30223 - Latent Fingerprint Technician II 30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant II 30362 - Paralegal/Legal Assistant III 30364 - Paralegal/Legal Assistant III 30365 - Paralegal/Legal Assistant III 30366 - Paralegal/Legal Assistant III 30367 - Petroleum Supply Specialist	25.98 24.18 27.79 (see 2) 40.29 (see 2) 27.78 (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57 14.84 16.66 18.64 23.08 23.08 23.08 23.08 20.77 25.57 28.24 23.34 19.54 23.38 23.08 20.77 25.57
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II  29042 - Stevedore II  30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) 30012 - Archeological Technician I 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 I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30061 - Engineering Technician I 30083 - Engineering Technician II 30084 - Engineering Technician IV 30085 - Engineering Technician IV 30086 - Engineering Technician IV 30087 - Engineering Technician IV 30098 - Engineering Technician II 30099 - Evidence Control Specialist 30210 - Laboratory Technician 30221 - Latent Fingerprint Technician II 30222 - Latent Fingerprint Technician II 30224 - Mathematical Technician 30221 - Latent Fingerprint Technician II 30362 - Paralegal/Legal Assistant II 30363 - Paralegal/Legal Assistant II 30364 - Paralegal/Legal Assistant III 30365 - Petroleum Supply Specialist 30390 - Photo-Optics Technician	25.98 24.18 27.79 (see 2) (see 3) (see 2) (see 3) (see 2) (see 3) (see 3) (see 3) (see 3) (see 3) (see 4) (see 4) (see 4) (see 4) (see 5) (see 6) (see 6) (see 6) (see 6) (see 6) (see 6) (see 7) (see
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30052 - Cryogenic Technician II 30053 - Cryogenic Technician II 30064 - Drafter/CAD Operator II 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30084 - Engineering Technician II 30084 - Engineering Technician III 30086 - Engineering Technician IV 30086 - Engineering Technician IV 30086 - Engineering Technician V 30086 - Engineering Technician II 30090 - Environmental Technician 30210 - Latent Fingerprint Technician I 30221 - Latent Fingerprint Technician II 30222 - Latent Fingerprint Technician II 30233 - Paralegal/Legal Assistant II 30364 - Paralegal/Legal Assistant II 30365 - Paralegal/Legal Assistant IV 30375 - Petroleum Supply Specialist 30390 - Photo-Optics Technician 30395 - Radiation Control Technician	25.98 24.18 27.79 (see 2) 40.29 (see 2) 27.78 (see 2) 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 19.56 20.77 25.57 14.84 16.66 18.64 23.08
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30621 - Weather Observer Senior (see 2) 23.0	8
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot 30.	98
31020 - Bus Aide 8.	15
31030 - Bus Driver 10.	66
31043 - Driver Courier 9.	69
31260 - Parking and Lot Attendant 9.	
31290 - Shuttle Bus Driver 11.	65
31310 - Taxi Driver 11.	41
31361 - Truckdriver Light 10.5	_
31362 - Truckdriver Medium 11.6	
31363 - Truckdriver Heavy 14.6	-
31364 - Truckdriver Tractor-Trailer 14.6	4
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	
*****	63
	70
99095 - Embalmer 25.	
99130 - Flight Follower 25.	-
99251 - Laboratory Animal Caretaker I 23.	
99252 - Laboratory Animal Caretaker II 25.	
99260 - Marketing Analyst 21.	
99310 - Mortician 25.	
99410 - Pest Controller 14.	
99510 - Photofinishing Worker 13.	
99710 - Recycling Laborer 17.	
99711 - Recycling Specialist 23.	
99730 - Refuse Collector 16.	
99810 - Sales Clerk 9.	
99820 - School Crossing Guard 17.	
99830 - Survey Party Chief 23.	
99831 - Surveying Aide 13.	
99832 - Surveying Technician 17.	
99840 - Vending Machine Attendant 23.	
99841 - Vending Machine Repairer 29.	
99842 - Vending Machine Repairer Helper 23.	BE

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 (Reg. 29 CFR 4.173)

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

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the

- compensation requirements and whose primary duty consists of:
  (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;
- The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay

for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance 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 otherwiseindicated. \*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) \*\*

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). 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).
- After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S.Department of Labor Wage and Hour Division for review (See 29 CFR
- 4) 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**

CITY OF)	
) ss. ISLAND OF GUAM )	
	below], being first sworn, deposes and
says that:	
1. The name of the offering company or individual is [stat	te name of company]
2 × 40 × 20 × 20 × 20 × 20 × 20 × 20 × 2	
<ol><li>As a part of the offering company's bid or proposal, to to company has not retained any person or agency on a percarrangement to secure this contract. This statement is made</li></ol>	entage, commission, or other contingent
3. As a part of the offering company's bid or proposal, company has not retained a person to solicit or secure a coan agreement or understanding for a commission, percentor retention of bona fide employees or bona fide estable purpose of securing business. This statement is made purpose	ontract with the government of Guam upon ntage, brokerage, or contingent fee, except lished commercial selling agencies for the
4. I make these statements on behalf of myself as a repres the Offeror's officers, representatives, agents, subcontract	
	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 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, then 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 individual; Partner, if a partnership; Officer, if a corporation.	
Subscribed and sworn before me this day o	F	

# GOVERNMENT OF GUAM GENERAL TERMS AND CONDITIONS

## SEALED BID SOLICITATION AND AWARD

Only those Boxes checked below are applicable to this bid.

- [X] 1. AUTHORITY: This solicitation is issued subject to all the provision of the Guam Procurement Act (5GCA, Chapter 5) and the Guam Procurement Regulations (copies of both are available at the Office of the Complier of laws, Department of Law, copies available for inspection at THE PORT AUTHORITY OF GUAM). It requires all parties involved in the Preparation, negotiation, performance, or administration of contracts to act in good faith.
- [X] 2. GENERAL INTENTION: Unless otherwise specified, it is the declared and acknowledged intention and meaning of these General Terms and conditions for the bidder to provide the Government of Guam (Government) with specified services or with materials, supplies or equipment completely assembled and ready for use.
- [X] 3. TAXES: Bidders are cautioned that they are subject to Guam Income Taxes as well as all other taxes on Guam Transactions. Specific information on taxes may be obtained from the Director of Revenue and Taxation.
- [X] 4. **LICENSING:** Bidders are cautioned that the Government will not consider for award any offer submitted by a bidder who has not complied with the Guam Licensing Law. Specific information on licenses may be obtained from the Director of Revenue and Taxation.
- [X] 5. LOCAL PROCUREMENT PREFERENCE: All procurement of supplies and services where possible, will be made from among businesses licensed to do business on Guam in accordance with section 5008 of the Guam Procurement Act (5GCA, Chapter 5) and Section 1-104 of the Guam Procurement Regulations.
- [X] 6. COMPLIANCE WITH SPECIFICATIONS AND OTHER SOLICITATION REQUIREMENTS: Bidders shall comply with all specifications and other requirements of the Solicitation.
- [ ] 7. "ALL OR NONE" BIDS: NOTE: By checking this item, the Government is requesting all of the bid items to be bided or none at all. The Government will not award on an itemized basis.
- [X] 8. INDEPENDENT PRICE DETERMINATION: The bidder, upon signing the Invitation for Bid, certifies that the prices in his bid were derived at without collusion, and acknowledge that collusion and anticompetitive practices are prohibited by law. Violations will be subject to the provision of Section 5651 of that of the Guam Procurement Act. Other existing civil, criminal or administrative remedies are not impaired and may be in addition to the remedies in Section 5651 of the Government code.
- [X] 9. **BIDDER'S PRICE**: The Government will consider not more than two (2) (Basic and Alternate) item prices and the bidder shall explain fully each price if supplies, materials, equipment, and/or specified services offered comply with specifications and the products origin. Where basic or alternate bid meets the minimum required specification, cost and other factors will be considered. Failure to explain this requirement will result in rejection of the bid.
- [X] 10. BID ENVELOPE: Envelope shall be sealed and marked with the bidder's name, Bid number, time, date and place of Bid Opening.
- [X] 11. BID GUARANTEE REQUIREMENT: Bidder is required to submit a Bid Guarantee Bond or standby irrevocable Letter of Credit or Certified Check or Cashier's Check in the same bid envelope to be held by the Government pending award. The Bid Guarantee Bond, Letter of Credit, Certified Check or Cashier's Check must be issued by any local surety or banking institution licensed to do business on Guam and made payable to the Treasure of Guam in the amount of fifteen percent (15%) of his highest total bid offer. The Bid Bond must be submitted on Government Standard Form BB-1 (copy enclosed). Personal Checks will not be accepted as Bid Guarantee. If a successful Bidder (contractor) withdraws from the bid or fails to enter into contract within the prescribed time, such Bid guarantee will be forfeited to the Government of Guam. Bids will be disqualified if not accompanied by Bid Bond, Letter of Credit, Certified Check or Cashier's check. Bidder must include in his/her bid, valid copies of a Power of Attorney from the Surety and a Certificate of Authority from the Government of Guam to show proof that the surety company named on the bond instrument is authorized by the Government of Guam and qualified to do business on Guam. For detailed information on bonding matters, contact the Department of Revenue and Taxation. Failure to submit a valid Power of Attorney and Certificate of Authority on the surety is cause for rejection of bid. Pursuant to 5 GCA § 5212, all competitive sealed bidding for the procurement of supplies or services exceeding \$25,000.00 a 15% Bid

Security of the total bid price must accompany the bid package. The bid bond, Letter of Credit, Certified Check or Cashier's Check will serve as Bid Security for this procurement.

- [X]12. PERFORMANCE GUARANTEE: Bidders who are awarded a contract under this solicitation, guarantee that goods will be delivered or required services performed within the time specified. Failure to perform the contract in a satisfactory manner may be cause for suspension or debarment from doing business with the Government of Guam. In addition, the Government will hold the Vendor liable and will enforce the requirements as set forth in Section 40 of these General Terms and Conditions.
- [X] 13. SURETY BONDS: Bid and Bid Bonds coverage must be signed or countersigned in Guam by a foreign or alien surety's resident general agent. The surety must be an Insurance Company, authorized by the government of Guam and qualified to do business in Guam. Bids will be disqualified if the Surety Company does not have a valid Certificate of Authority from the Government of Guam to conduct business in Guam.
- [X] 14. COMPETENCY OF BIDDERS: Bids will be considered only from such bidders who, in the opinion of the Government, can show evidence of their ability, experience, equipment, and facilities to render satisfactory service.
- [X] 15. DETERMINATION OF RESPONSIBILITY OF BIDDERS: The GENERAL MANAGER reserves the right for securing from Bidders 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.
- 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 THE PORT AUTHORITY OF GUAM, Telephone Nos. 477-5931 ext. 276. or ext. 269, 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] 43. 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).

[ ] 44. If cancelled, contractor will be reimbursed unamortized reasonably incurred non-recurring costs. 2 GAR, Div.4 § 3121(e) (1) (G).

# [X] 45. POLICY IN FAVOR OF WOMEN-OWNED BUSINESS 5 GCA, § 5013

- A. Notwithstanding any other provision of law, if any entity of the government of Guam or any entity expending governmental funds intends to procure any supply or service which is offered by a business concern that is at least fifty-one percent (51%) owned by women, that entity shall procure such supply or service from that business concern if the supply or service is available within the period required by the procuring entity and the price for the supply or service does not exceed one hundred five percent (105%) of the lowest price bidder, and shall be in addition to any other procurement benefit the women-owned business may qualify for under Guam law. The procuring entity shall determine the lowest price to the entity in the case of more COL1/11/2022 5 GCA GOVERNMENT OPERATIONS CH. 5 GUAM PROCUREMENT LAW 16 than one (1) women-owned business, or a women-owned business and a service-disabled veteran owned business, who are competing for the same government contract.
- B. Qualifications of a Women-Owned Business. A business concern is qualified under Subsection (a) of this Section if:
- i. the business concern is licensed to do business on Guam;
- ii. the business concern maintains its headquarters on Guam;
- iii. the business concern is at least fifty-one percent (51%) owned by women, who manage day-to-day operations and make long-term decisions;
- iv. the business concern is certified as a Women Owned Small Business (WOSB) or an Economically Disadvantaged Women-Owned Small Business (EDWOSB) by the U.S. Small Business Administration; and
- v. the owner(s) of the business concern has (have) filed individual tax returns on Guam for a period of at least three (3) consecutive years.
- B. Qualifications of a Women-Owned Business. A business concern is qualified under Subsection (a) of this Section if:
- i. the business concern is licensed to do business on Guam;
- ii. the business concern maintains its headquarters on Guam;
- iii. the business concern is at least fifty-one percent (51%) owned by women, who manage day-to-day operations and make long-term decisions;
- iv. the business concern is certified as a Women Owned Small Business (WOSB) or an Economically Disadvantaged Women-Owned Small Business (EDWOSB) by the U.S. Small Business Administration; and
- v. the owner(s) of the business concern has (have) filed individual tax returns on Guam for a period of at least three (3) consecutive years.

# [X] 46. PRODUCTS MANUFACTURED FROM RECYCLED GLASS

Pursuant to Title 5, GCA Section 5218, any individual or company submitting a response to this solicitation shall include the purchase of available recycled glass pulverized on Guam or appropriate products manufactured therein. The contract awarded under this solicitation shall determine the suitable percentage of recycled glass to be used on the project and, as a condition of the contract award, shall require the Contractor to identify and certify in writing the percentage of recycled glass contained in the material offered.

[X] 47. 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:

# GOVERNMENT OF GUAM <u>SEALED BID SOLICITATION INSTRUCTIONS</u>

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.
- 6. FAILURE TO SUBMIT BID: If no bid is to be submitted, do not return the solicitation unless otherwise specified. A letter or postcard shall be sent to the issuing office advising whether future Solicitations for the type of supplies or services covered by this Solicitation are desired.

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

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

# 8. **DISCOUNTS**:

- a) Notwithstanding the fact that prompt payment discounts may be offered, such offer will not be considered in evaluating bids for award unless otherwise specified in the Solicitation. However, offered discounts will be taken if payment is made within the discount period, even though not considered in the evaluation of bids.
- b) In connection with any discount offered, time will be computed from date of delivery and acceptance of the supplies to the destination as indicated in the purchase order or contract. Payment is deemed to be made for the purpose of earning the discount on the date of mailing of the Government check.
- 9. **GOVERNMENT FURNISHED PROPERTY:** No material, labor or facilities will be furnished by the Government unless otherwise provided for in the Solicitation.
- 10. <u>SELLER' INVOICES</u>: Invoices shall be prepared and submitted in quadruplicate (one copy shall be marked "original") unless otherwise specified. Invoices shall be "certified true and correct" and shall contain the following information: Contract and order number (if any), item numbers, description of supplies or services, sizes, quantities, unit prices, and extended total. Bill of lading number and weight of shipment will be shown for shipments made on Government bills of lading.
- 11. RECEIPT. OPENING AND RECORDING OF BIDS: Bids and modifications shall be publicly opened in the presence of one or more witnesses, at the time, date, and place designated in the Invitation for Bids. The name of each bidder, the bid price, and such other information as is deemed appropriate by the Procurement Officer, shall be read aloud and recorded, or otherwise made available. The names and addresses of required witnesses shall be recorded at the opening. The opened bids shall be available for public inspection except to the extent the bidder designates trade secrets or other proprietary data to be confidential as set forth in accordance with Section 12, below. Material so designated shall accompany the bid and shall be readily separable from the bid in order to facilitate public inspection of the non-confidential portion of the bid. Prices, makes and models or catalogue numbers of the items offered, deliveries, and terms of payment shall be publicly available at the time of bid opening regardless of any designation to the contrary (Guam Procurement Regulations 2 GAR, Div.4 §3109(k)).
- 12. <u>CONFIDENTIAL DATA</u>: 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. <u>PROHIBITION AGAINST GRATUITIES AND KICKBACKS</u>: 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. ETHICAL STANDARDS: 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. <u>CONTRACTOR'S WARRANTY AS TO EMPLOYEES AND SEX OFFENSES</u>. Reference 5 GCA 5253 (b) Contractor warrants that no person providing services on behalf of the Contractor has been convicted of a sex offense under the provisions of Chapter 25 of Title 9 of GCA or an offense as defined in Article 2 of Chapter 28, Title 9 GCA, or an offense in another jurisdiction with, at a minimum, the same elements as such offenses, or who is listed on the Sex Offender Registry.

Contractor warrants that if any person providing services on behalf of Contractor is convicted of a sex offense under the provisions of Chapter 25 of Title 9 GCA, or an offense as defined in Article 2 of Chapter 28, Title 9 GCA, or an offense in another jurisdiction with, at a minimum, the same elements as such offenses, or who is listed on the Sex Offender Registry, that such person will be immediately removed from working at said agency and that the administrator of said agency be informed of such within twenty-four (24) hours of such conviction. Any contactor found in violation of this section, after notice from the Government of Guam, after notice from the contracting authority of such violation, shall within twenty-four (24) hours, take corrective action and shall report such action to the contracting authority. Failure to take corrective action with the stipulated period may result in the temporary suspension of the contract at the discretion of the Government of Guam.

19. POLICY IN FAVOR OF SERVICE-DISABLED VETERAN OWNED BUSINESSES P.L. 31-115 (September 20, 2011) 5 GCA § 5011 and § 5012 in the procurement of any supply or service, (except for professional services), if such supply or service is offered by a Service-Disabled Veteran Owned Business "SDVOB", as defined in 5 GCA § 5012, that is at least fifty one percent (51%) owned by servicedisabled 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.

No.	Description	QTY.	<u>UOM</u>	Price	Extension	
1.0	PAG HAZARDOUS A	ND NON-HAZ	ARDOUS	ENVIRO	NMENTAL WAST	E
DIS	POSAL SERVICES					
		12	MO.			

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"Packing, Transportation and Analytical Finger Printing Services for Disposal of Hazardous Waste, Non-Hazardous Waste, Universal Waste and Used Oil Disposal Generated by Equipment Maintenance, Emergency Spill Response and or Expired Shelf Life Items"

**SCOPE**: The Contractor shall provide all labor, tools, materials, supplies, equipment, supervision and personnel required to furnish Hazardous Waste (HW), Non-Hazardous Waste (NHW), Universal Waste (UW) and Used Oil Disposal Services, to include Testing and Sampling, completion of manifests, materials, equipment, labels, packaging, transportation, analytical finger printing and disposal of hazardous waste by means of incineration, fuel blending, and/or reclamation/recycling for Port Authority of Guam. The contractor shall adhere to these requirements in accordance with (IAW) all terms, conditions, provisions, schedules, and specifications of this SOW, in addition to all local, state, federal regulations and guidelines.

Offerors are to provide price-per-pack charges only. This price must be INCLUSIVE of ALL other costs, including but not limited to items as listed per the SOW, i.e., packaging, labor for preparation and packaging, administrative costs to provide required documentation, etc.

# CATEGORIES OF WASTE SUBJECT TO THIS SERVICE **BIDDING ON REMARKS** Hazardous Waste (HW): Any waste material or mixture of wastes which is toxic, corrosive, flammable, and reactive. HW includes extremely hazardous material. This also includes all materials identified by the Resource Conservation and Recovery Act of 1976 (RCRA); Subtitle C, 40 CFR, Parts 260-265. Note\* PAG may request for waste removal on a monthly basis though drum may not be at its full capacity. Universal Waste (UW): EPA's UW regulations streamline HW management standards for federally designated "universal waste" shall include: batteries, pesticides, mercury-containing equipment, and bulbs (lamps). UW regulations are set forth in 40 CFR part 273. Non-hazardous Waste (NHW): Any type of industrial waste which, according to regulations cannot be added to a dumpster or sewage line (i.e. Absorbent Pads, Sand or Boom generated during equipment maintenance or spill response, expired shelf life items.) Used Oil Disposal: Contractor responsibility to conduct Total Halogens (TH) Field Test Kit to ensure Used Oil doesn't meet the 1000 ppm Total Halogenated Spent Liquids definition as Hazardous Waste. All used oil to be pump out from oil storage tanks and drums. Contractor will provide collection and laboratory testing if needed for reclamation. Contractor will also provide disposal tracking document identifying total amount of gallon pump out and number of containers. If Used Oil fails the 1000 ppm Total Halogenated Field Test Contractor is to inform COR Representative ASAP. Contractor will also sample oil and send to laboratory for identification of spent solvents. Contractor is also responsible to pump out and drum up oil to be ship out as hazardous waste. Contractor will cleanout storage tank that contained 1000 ppm TH and bring tank back for PAG In Order to meet the CONUS Requirements contractor responsibility to perform further sampling and tested needed for oil to be accepted at state side for reclamation. **REQUIREMENTS:** The Contractor shall perform disposal services, which includes the collection, preparation and packaging on site, shipping and disposal in compliance with all existing laws and regulations of the United States including, but not limited to EPA Hazardous Waste Regulations in 40 CFR Part 260; EPA storage and disposal regulations in 40 CFR 761 et seq.:

to ensure safe handling of the hazardous waste. All employees present at the work site shall be trained to use all protective equipment. Prior to commencement of

required training.	BIDDING ON REMARKS
Spills: The Contractor shall report all spills and personnel exposures during waste preparation, packaging or shipping to the PAG Environmental Specialist. The contractor shall be responsible for, and bear the cost of, cleanup. The contractor shall be responsible for all spills and shall provide all labor, equipment, and personal protective equipment required or needed for the cleanup of hazardous waste. Clean up shall be considered complete only upon the final inspection and clearance by the PAG Environmental Specialist.	
Packaging: The contractor shall provide necessary personnel and all required materials to inventory, classify, sample, manifest, package, mark, label, and load the waste for transport. When repackaging is necessary the contractor shall be responsible for disposal of the original containers.	
When regulations permit a choice of packaging material, extra packaging integrity shall be utilized. For example, the contractor shall use a steel container instead of a fiberboard container where DOT regulations permit either. Each item of hazardous material will be at least double containerized. For example, waste sulfuric acid will not be shipped in "poly carboy" alone; the carboy will be placed inside a steel drum and the containers shall be separated by non-reactive, non-combustible packaging material; e.g. vermiculite.	
Incompatible waste shall not be packaged in the same outermost container. Once the contractor begins work, all processes of packaging and pick-up shall continue until all waste is transported off site to the disposal facility.	
<b>Transportation:</b> The Contractor shall have required EPA and state registry for hazardous waste transport and shall also have verifiable records of good shipping practices which may be checked through local DOT authorities. The Environmental Protection Agency Uniform Hazardous Waste Manifest shall be used unless superseded by other requirements.	50
Certificate of Disposal and Land Disposal Restriction: The contractor will provide a copy letter or Certificate of Disposal (COD) and	

Note\*\*\*Due to the distance from Guam to the disposal site and the vessel authorize to carry regulated waste for disposal which causes non-compliance with the 10-day transportation requirements, contractor who are awarded regulated waste disposal contract must submit letter to Port Authority General Manager requesting for temporary storage for waste already destine for disposal. All waste must be removed as soon as possible from port compound 10 days prior to arrival of shipping vessel.

These specifications were developed by the staff of the PAG Safety Division, Paul B. Santos, and was approved by the Port Authority of Guam's General Manager.