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ATURIDÅT ILEKTRESEDÅT GUAHAN P.O.BOX 2977 • HAGÅTÑA, GUAM U.S.A. 96932-2977

GUAM POWER AUTHORITY

To All Interested Parties:

The Guam Power Authority, Procurement Office will continue its efforts with improvement towards accountability, transparency, and efficiency to better serve GPA personnel, prospective bidders, and guests, please be advised of the following:

- 1. Virtual meetings and/or conferences will be coordinated through the GPA Procurement Division.
- 2. For In-Person meetings and/or conferences:
 - a. Please contact our office for scheduled hand delivery of Sealed Bid submission on or before scheduled Opening/Closing date and time with confirmation via: Tel: (671) 648-3045 and/or (671) 648-3055 Email: GPA-Interested-Parties@gpagwa.com
 - **b.** Face masks and social distancing may be employed at the option of the individual.

COMPANY NAME:

REPRESENTATIVE NAME:

Print / Sign Date

BID NO.: <u>GPA-039-25</u>

RFP NO.: _____



FRANCIS E. SANTOS Chairman



JOHN M. BENAVENTE, P.E. General Manager

Telephone Nos. (671) 648-3045/55 or Facsimile (671) 648-3165

Accountability	•	Impartiality	Competence	•	Openness	•	Value	
-								
INVITATION FOR BID	(IFB) NO.:	GPA-039-25						
DESCRIPTION:	5 TON	DIESEL FORKLIFT						

SPECIAL REMINDERS TO PROSPECTIVE BIDDERS

Bidders are reminded to read the Sealed Bid Solicitation and Instructions, and General Terms and Conditions attached to the IFB to ascertain that all of the following requirements checked below are submitted in the bid envelope, **one (1) original**, **two (2) copies**, at the date and time for bid opening. All sealed proposal submissions must be hand delivered, delivered by mail, or delivered by other courier service to:

ISSUING OFFICE:

Guam Power Authority-Procurement Office 1st. Floor, Room 101 Gloria B. Nelson Public Service Building 688 Route 15 Mangilao, Guam 96913

- (XX) BID GUARANTEE (15%) May be in the form of; Reference #11 on the General Terms and Conditions
 - a. Cashier's Check or Certified Check (NOTE: Cashier's Check or Certified Check Refunds will be ONLY be made out to the name of the Bidder.)
 - b. Letter of Credit or
 - c. Surety Bond Valid only if accompanied by:
 - 1. Current Certificate of Authority issued by the Insurance Commissioner; or
 - Power of Attorney issued by the Surety to the Resident General Agent or the following:
 - a. Current Sworn Annual Report (Limited Liability Company (LLC) and/or Corporation) or;
 - b. Current Renewal of Annual Limited Liability Partnership (LLP); or
 - Power of Attorney issued by two (2) major officers of the Surety to whomever is signing on their behalf.
- () STATEMENT OF QUALIFICATION;
- () SAMPLES;
- (XX) BROCHURES/DESCRIPTIVE LITERATURE; (Shall provide detailed literature on items offered)
- (XX) OWNERSHIP AND INTEREST DISCLOSURE AFFIDAVIT; Pursuant to Public Law 36-13
- (XX) NON-COLLUSION AFFIDAVIT; Pursuant to Public Law 36-13
- (XX) NO GRATUITIES OR KICKBACKS AFFIDAVIT;
- (XX) ETHICAL STANDARDS AFFIDAVIT;
- (XX) WAGE DETERMINATION AFFIDAVIT
- (XX) RESTRICTIONS AGAINST SEX OFFENDERS AFFIDAVIT
- (XX) CONTINGENT FEES AFFIDAVIT;

Note: The above Affidavits must comply with the following requirements:

- a. The affidavit must be signed within 60 days of the date the bid is due;
 - Date of signature of the person authorized to sign the bid and the notary date must be the same.
 - First time affidavit **must** be an **original** If copy, indicate Bid Number/Ágency where original can be obtained.

(XX) OTHER REQUIREMENTS:

b. c.

A Guam Business License and/or Contractor's License with proof of Employer Identification Number (EIN) is not required in order to provide a proposal for this engagement, but is a pre-condition for entering into a contract with the Authority.

The reminder must be signed and returned in the bid envelope together with the bid. Failure to comply with the above requirements will mean a disqualification and rejection of the bid.

On this	_ day of	2025, I,	_, authorized representative
of		acknowledge receipt of this special reminder to p	prospective bidders with the
above referenced II	B.		

Bidder Representative's Signature

april

INVITATION FOR BID

		Gua 1 st . F Glor 688	UING OFFICE: m Power Authority-Procured Floor, Room 101 ia B. Nelson Public Service Route 15 gilao, Guam 96913	
86/4-	3/11/2025	Attn	: JOHN M. BENAVENTE, General Manager c/o JAMIE LYNN C. PAN Supply Management Adm	GELINAN
JOHN M. BENAVENTE General Manager				
	03/18/2025			
DATE ISSUED:	03/25/2025) INVITATION NO.: <u>GP</u>	<u>A-039-25</u>
BID FOR:	5 TON DIESEL FORK	LIFT		
SPECIFICATION:	SEE ATTACHED			
DESTINATION:	GUAM POWER AUTH	IORITY TRAN	SPORTATION DIVISIO	<u>DN</u>
REQUIRED DELIVERY	TIME: <u>120 DAYS AF</u>	TER RECEIPT	OF ORDER (ARO)	
INSTRUCTIONS TO BI INDICATE WHETHER:		PA	RTNERSHIPC	CORPORATION
INCORPORATED IN:				
This bid shall be submitted in 9:00 A.M. (CHamoru opened. Bid submitted after and Sealed Bid Solicitation for	Standard Time; ChST) Dat the time and date specified	te: April 03, 2	2025 ar	nd shall be publicly
The undersigned offers and a the respective items listed or expense of the Government undersigned agrees that this opening to supply any or all of	n the schedule provided, unle in opening, tabulating, and e bid remain firm and irrevoca	ess otherwise spe evaluating this and able within one hu	ecified by the bidder. In con d other bids, and other cons	sideration to the siderations, the
NAME AND ADDRESS O	F BIDDER:		E AND TITLE OF PERSO D TO SIGN THIS BID:	Ν
AWARD: CONTRACT N	0.: AMC	DUNT:	DATE:	
ITEM NO(S). AWARDED:				
		00		
		CU	NTRACTING OFFICEF	<:
			HN M. BENAVENTE, P neral Manager	.E. DATE
NAME AND ADDRESS	OF CONTRACTOR:	SIG	GNATURE AND TITLE	OF PERSON

INVITATION FOR BID NO .: GPA-039-25 Requisition No.: 39848

NO.		DESCRIPTION	QTY:	U/I:	UNIT PRICE:	TOTAL PRICE
.0	Equipr specifi	urrent 5-Ton Diesel Forklift. nent must meet or exceed the following cation in accordance with U.S. Department nsportation requirements.	1	Each	\$	\$
				COMPL	Y	T COMPLY
				Com	ply must be identified	below.
	FICATIO	NS.		All devia	tions must be identified	d below.
A.	BODY A.1	Load Capacity 5-Ton (Equivalent or Better)				
	A.2 A.3	Load Center 500 mm (Minimum) Wheelbase 2115 mm (Minimum)				
	A.4	Height, Mast Lowered 2380 mm (Minimum)				
	A.5 A.6	Free Lift 170 mm (Minimum) Lift 3050 mm (Minimum)				
	A.7	Height, Mast Extended 4470 mm (Minimum)				
	A.8 A. 9	Height, Overhead Guard 2230 mm (Minimum) Height of Seat 1225 mm (Minimum)				
	A.10	Length to Fork Face 3300 mm (Minimum)				
	A.11 A.12	Overall Width 1455 mm (Minimum) Turning Radius 2870 mm (minimum)				
	FOLIE					
В.	EQUIF B.1	Power Steering				
	B.2	High Powered, Fuel Efficient Engine				
	B.3 B.4	Multi-Torque Mode (Eco/Std/High) Electronic Transmission				
	B.5	Auto-Shift Controller				
	B.6 B.7	Auto Tilt Leveling Mono Pedal				
	B.8	Large Entry Grip Bar				
	B.9	Anti-Slip Step Plate				
	B.10 B.11	Adjustable Steering Column Steering Wheel Knob				
	B.12	Large Rear View Mirror				
	B.13 B.14	Full Color 5-Inch Display Dual Element Air Cleaner and Rain Cap				
	B.15	Centralized Fuse and Relay Box				
	B.16 B.17	Easily Opened Side Covers and Floor Plates Easy Access to Components				
	в.17 В.18	EasyView (Software to Adjust Parameters)				
	B.19	Overhead Heavy Duty Guard				
	B.20	Seat Belt Interlock				
	B.21 B.22	LED Combination Lights Rear Safety Light				
	B.23	Back-Up Alarm				
	B.24	Emergency/Warning Lamp and Switch				
	B.25	Undercoating				

C. BRAKES:

C.1 C.2

Oil-Cooled Disc Brakes (ODB) Manual Parking Brake (Equivalent or Better)

INVITATION FOR BID NO.: GPA-039-25 Requisition No.: 39848

NO.	DESCRIPTION	QTY:	U/I:	UNIT PRICE:	TOTAL PRICE:
				y must be identifie ons must be identi	
D.	ENGINE:D.1Diesel Power EngineD.2Heavy Duty RadiatorD.3Radiator Cover on the CounterweightD.4Service NotificationD.5High Speed Fan				
E.	 TIRES: E.1 All purpose tires. E.2 Full size spare tire, with same tire and rim size, for both front and rear tires. E.3 Provide jack with handle and lug wrench. E.4 2 Pair heavy duty rubber wheel chock blocks, front and back, non-slip base with nylon rope. 				
F.	 MISCELLANEOUS: F.1 Operators manual. F.2 Body and chassis parts manual. F.3 Engine service manual. F.4 Engine troubleshooting repair manual. F.5 Engine parts manual. F.6 Body and Equipment electrical wiring manual. F.7 All Warning, Safety and Identification Decals to mere Federal standards and requirements. F.8 All Warning and Safety devices to meet Federal standards and requirements. F.9 2 sets of Key for ignition/doors. 	et			
G.	PRODUCT SUPPORT: G.1 Vehicle shall be in Good Operating Condition Without protracted Down-Time.				
H.	 WARRANTY: H.1 A Three (3) Year bumper to bumper warranty, to incompare scheduled maintenance as recommended by manufacturer maintenance booklet, including oil an filter changes. Warranty must include all updates, diagnostic and cost for warranty assessment. H.2 Shall provide a Manual Listing of all warranties on entire Equipment. The Warranty shall begin on acceptance date delivery. To include present milear shall be on the warranty booklet. 	d			

INVITATION FOR BID NO.: GPA-039-25 Requisition No.: 39848

NO.	DESCRIPTION	QTY:	U/I:	UNIT PRICE:	TOTAL PRICE:
			COMPL	Y	OT COMPLY
				bly must be identified tions must be identified	
L	 GUARANTEES: I.1 Dealer shall warrant the vehicle/equipment ar auxiliary equipment conforms to the proposed specifications and be free of defects from ma workmanship and title. I.2 Manufacturer's brochure/s (original) shall be submitted and attached on bid submittal. I.3 Vehicle/equipment shall be delivered to the G Power Authority Transportation compound wir required documents. Documents shall consist of the original copies Bill of Sale, Line Setting Ticket, Certificate of and receipts of Undercoating. 	t terial, tuam th s of the			
	APPROVED EQUAL TO OR BETTER NOTE: Bidders must state either "Comply" or "Not Comp specification on the bid document. NOTE: Notwithstanding the fact that this contract was written it will be construed that is was written by two (2) partie DELIVERY REQUIREMENT: 120 Days After Receipt of Order (ARO)	by one (1) party			
	TO BE COMPLETED BY BIDDER: MANUFACTURER/BRAND NAME: MAKE / MODEL NO.:			Franklin F. † FRANKLIN F. TAIT Heavy Equip. Mech	
	PLACE OF ORIGIN:				
	YEAR:				ibusan 2/27/2025
	EXPORT ABROAD:	SE .		JUHN R. MANIBUS/ Fleet Support Servi	AN Date
	OF PURCHASE ORDER:			s Э <i>644</i>	roved by: 2/27/2025
				JENNIFER G. SABL Assistant General N	AN, P.E. Date Manager of Operations

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GUAM POWER AUTHORIT ATURIDÅT ILEKTRESEDÅT GUAHAN P.O.BOX 2977 • HAGÅTÑA, GUAM U.S.A. 96932-2977

Telephone Nos. (671) 648-3045/55 Fax: 648-3165

Lourdes A. Leon Guerrero I Maga 'håga Joshua F. Tenorio I Sigundo Maga 'låhi

, as

BID BOND

NO.:	

KNOW ALL MEN BY THESE PRESENTS that

Principal Hereinafter called the Principal, and (Bonding Company), ______A duly admitted insurer under the laws of the Territory of Guam, as Surety, hereinafter called the Surety are Held firmly bound unto the Territory of Guam for the sum of _______Dollars (\$______), for Payment of which sum will and truly to be made, the said Principal and the said Surety bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the Principal has submitted a bid for (identify project by number and brief description)

NOW, THEREFORE, if the Territory of Guam shall accept the bid of the Principal and the Principal shall enter into a Contract with the Territory of Guam in accordance with the terms of such bid, and give such bond or bonds as my be specified in bidding or Contract documents with good and sufficient surety for the faithful performance of such Contract Documents with good and sufficient surety for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof, or in the event of the failure of the Principal to enter such Contract and give such bond or bonds, if the Principal shall pay to the Territory of Guam the difference not to exceed the penalty hereof between the amounts specified in said bid and such larger amount for which the Territory of Guam may in good faith contract with another party to perform work covered by said bid or an appropriate liquidated amount as specified in the Invitation for Bids then this obligation shall be null and void, otherwise to remain full force and effect.

Signed and sealed this	day of	2025.
	(PRINCIPAL)	(SEAL)
(WITNESS)		
(TITLE)		
(MAJOR OFFICER OF SURETY)		
(TITLE)	TIT)	LE)
	(RESIDENT GEN	IERAL AGENT)

SEE INSTRUCTIONS FOR SUPPORTING DOCUMENTS REQUIRED.

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 Guam Power Authority, 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 or the following:
 - a. Current Sworn Annual Report (Limited Liability Company (LLC) and/or Corporation) or;
 - b. Current Renewal of Annual Limited Liability Partnership (LLP)

The following reference links below are for reference:

https://www.govguamdocs.com/revtax/docs/SwornAnnualReport_LLC_0609.pdf https://www.govguamdocs.com/revtax/docs/SwornAnnualReport_Corporations.pdf https://www.govguamdocs.com/revtax/docs/Renewal_LLP_Registration_r1106.pdf

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.



SPECIAL PROVISION FOR OWNERSHIP & INTEREST DISCLOSURE AFFIDAVIT

All Bidders/Offerors are required to submit a current affidavit as required below. Failure to do so will mean disqualification and rejection of the Bid/RFP.

5 GCA §5233 (Title 5, Section 5233) states: Disclosure of Ownership, Financial, and Conflicts of Interest

- (a) Purpose. The disclosure required by this Section are intended to reveal information bearing on the responsibility of a bidder, and can be obtained by an inquiry regarding responsibility prior to award.
- (b) Definitions.

As used herein, the term "person" shall be interpreted liberally to include the definition found in 1 GCA § 715, and in § 5030(n) of this Chapter, and includes a natural person as well as every entity of whatever form or composition (an "artificial person") recognized under the laws of Guam other than a natural person, who is a prospective contractor under a bid, offer, proposal, or other response to a solicitation, or is a contractor under a contract with the government of Guam, and subject to the provisions of this Chapter.

- (c) Public Disclosure of Ownership.
 - (1) The ownership interests to be disclosed under this Section include the interests of a natural or artificial person who owns all or any part of a prospective contractor, bidder, or offeror, whether as proprietor, a partner, limited or otherwise, a shareholder of any class, in which case the percentage ownership interest test shall be based on each class, a member of an association or company, limited or otherwise, and any person owning a beneficial legal interest in any trust, and any other person having the power to control the performance of the contract or the prospective contractor.
 - (2) Prior to award, every person who is a prospective contractor, bidder, or offeror of a contract to be acquired under any method of source selection authorized by this Chapter shall submit a Disclosure Statement, executed as an affidavit under oath, disclosing the name of each person who currently or has owned an ownership interest in the prospective contractor, bidder, or offeror greater than ten percent (10%) at any time during the twelve (12) month period immediately preceding the date of the solicitation (the "relevant disclosure period"). If a prospective contractor, bidder, or offeror is an artificial person, the Disclosure Statement shall disclose the name of each person who has owned an ownership interest in such artificial person (a "second tier owner") greater than twenty-five percent (25%) at any time during the relevant disclosure period. If any such second tier owner is also an artificial person, the Disclosure Statement shall disclose the name of each person who has owned an ownership interest in such second tier owner (a "third tier owner") of forty-nine percent (49%) or more during the relevant disclosure period. If the name of no natural person has been identified as an owner, or a second or third tier owner of the prospective contractor, bidder, or offeror, the Disclosure Statement shall identify the name, position, address, and contact information of the natural person having the authority and responsibility for the performance of the prospective contract, and the name of any natural person who has the authority and power to remove and replace the designated responsible person or otherwise control the performance of the prospective contract.
- (d) Disclosure of Financial Interest. A prospective contractor shall execute an affidavit disclosing the name of any person who has received or is entitled to receive a commission, gratuity, contingent fee or other compensation to solicit, secure, or assist in obtaining business related to the solicitation by means of a Disclosure Statement, executed as an affidavit under oath, disclosing such interest and shall also contain the amounts of any such commission, gratuity, contingent fee or other compensation.
- (e) Disclosure of Conflict of Interest. A prospective contractor shall disclose the name of any person who directly or indirectly participates in any solicitation if such person is also an employee of the government of Guam, or of the government of the United States if federal funds are used in payment of the contract.

- (f) Every disclosure of an ownership or financial interest of any person required to be identified by this Section shall name the person required to be disclosed and the street address of their principal place of business. All information disclosed or meant to be disclosed under this Section is public procurement data and shall be kept as part of the public record of each procurement.
- (g) Continuing Duty of Disclosure. Notwithstanding any other provision of this Chapter, the duty to disclose the information required under this Section shall be, upon award a continuing duty of a contractor of every contract subject to this Chapter, and all such information shall become part of the procurement record required by § 5249 of this Chapter. Throughout the term of a contract subject to the terms of this Chapter, the contractor shall promptly make any disclosures not made previously and update changes in the identities or other required information, interests, or conflicts of the persons required to be disclosed herein. Failure to comply with this Section shall constitute a material breach of contract."

Section 2. Severability. If any provision of this Act or its application to any person or circumstance is found to be invalid or contrary to law, such invalidity shall not affect other provisions or applications of this Act that can be given effect without the invalid provision or application, and to this end the provisions of this Act are severable.

- 1. If the affidavit is a copy, indicate the BID/RFP number and where it is filed.
- 2. Affidavits must be signed within 60 days of the date the bids or proposals are due.

OWNERSHIP & INTEREST DISCLOSURE AFFIDAVIT

TERRI	TORY OF GUAM		
HAGAT	NA, GUAM)		
I, unders	signed,	, being first duly of the company, etc.)	sworn, deposes and says:
1.	That the name of each person wh	o owns or has owned an ownership interest in the (10%) at any time during the twelve (12) month p	e prospective contractor,
	Name	Street Address (Principal Place of Business)	Percentage of Shares Held
		Total percentage of shares:	
2.		n 1 who are artificial persons, the name of each person (a "second-tier owner") greater than twer	
	Name	Street Address (Principal Place of Business)	Percentage of Shares Held
		Total percentage of shares:	
3.		n 2 who are artificial persons, the name of each pe d-tier owner (a "third-tier owner") of forty-nine perc as follows:	
	Name	Street Address (Principal Place of Business)	Percentage of Shares Held
		Total percentage of shares:	
4.		n identified as an owner in Section 1-3 above, the e performance of the prospective contract:	natural person having the
	Name & Position	Street Address (Principal Place of Business)	Contact Information
		thority and power to remove and replace the design	gnated responsible person or
	otherwise control the performance Name & Position	Street Address (Principal Place of Business)	Contact Information
5.		e entitled a commission, gratuity or other compen- lated to the Bid/RFP for which this Affidavit is sub-	mitted are as follows:
	Name	Address	Amount of Commission, Gratuity, or other <u>Compensation</u>

6. Persons who directly or indirectly participated in this solicitation, if government of Guam employees (or government of the United States employees, if federal funds are used in payment of the contract):

Name & Position	Street Address (Principal Place of Business)	Contact Information
Further, affiant sayeth naught.		
Date:	Signature of individual if bidder/offero Proprietorship; Partner, if the bidder/offero Partnership Officer, if the bidder/offero corporation.	offeror is a
Subscribe and sworn to before m	e this day of	,
20	Notary Public	
	My Commission expires	·

NON-COLLUSION AFFIDAVIT

Guam)
Hagatna))
	I, first being duly sworn, depose and say:
1	(Name of Declarant)
1.	That I am the of (Title) (Name of Bidding/RFP Company)
2.	That in making the foregoing proposal or bid, that such proposal or bid is genuine and not collusive or shame, that said bidder/offeror has not colluded, conspired, connived or agreed, directly or indirectly, with any bidder or person, to put in a sham or to refrain from bidding or submitting a proposal and has not in any manner, directly or indirectly, sought by agreement or collusion, or communication or conference, with any person, to fix the bid of affiant or any other bidder, or to secure any overhead, project or cost element of said bid price, or of that of any bidder, or to secure any advantage against the GUAM POWER AUTHORITY or any person interested in the proposed contract; and
3.	That all statements in said proposal or bid are true.
4.	This affidavit is made in compliance with Guam Administrative Rules and Regulations §§3126(b).
	(Declarant)

SUBSCRIBED AND SWORN to me before this _____ day of _____, 2025.

)Seal(

Notary Public

NO GRATUITIES OR KICKBACKS AFFIDAVIT

AFFIDAVIT (Offeror)		
TERRITORY OF GUAM)	C C.
HAGATNA, GUAM)	SS:

___, being first duly sworn, deposes and says:

As the duly authorized representative of the Offeror, that neither I nor of the Offeror's officers, representatives, agents, subcontractors, or employees has or have offered, given or agreed to give any government of Guam employee or former employee, any payment, gift, kickback, gratuity or offer of employment in connection with Offeror's proposal.

> Signature of Individual if Proposer is a Sole Proprietorship; Partner, if the Proposer is a Partnership; Officer, if the Proposer is a Corporation

SUBCRIBED AND SWORN to before me this _____day of ______, 2025.

Notary Public In and for the Territory of Guam My Commission Expires:

ETHICAL STANDARDS AFFIDAVIT

AFFIDAVIT (Proposer)				
TERRITORY OF GUAM)	`		
HAGATNA, GUAM)		

_, being first duly sworn, deposes and says:

SS:

That I am (the Sole Proprietor, a Partner or Officer of the Offeror)

That Offeror making the foregoing Proposal, that neither he or nor of the Offeror's officers, representatives, agents, subcontractors, or employees of the Offeror have knowingly influenced any government of Guam employee to breach any of the ethical standards set forth in 5 GCA Chapter 5 Article 11, and promises that neither he nor any officer, representative, agent, subcontractor, or employee of Offeror will knowingly influence any government of Guam employee to breach any ethical standard set for in 5 GCA Chapter 5 Article 11.

Signature of Individual if Proposer is a Sole Proprietorship; Partner, if the Proposer is a Partnership; Officer, if the Proposer is a Corporation

SUBCRIBED AND SWORN to before me this _____day of ______, 2025.

Notary Public In and for the Territory of Guam My Commission Expires:

DECLARATION RE-COMPLIANCE WITH U.S. DOL WAGE DETERMINATION

Procurement No.: _____

Name of Offeror Company: _____

hereby certifies under penalty of perjury:

(1) That I am _____ (the offeror, a partner of the offeror, an officer of the 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;

Signature of Individual if Proposer is a Sole Proprietorship; Partner, if the Proposer is a Partnership; Officer, if the Proposer is a Corporation

SUBCRIBED AND SWORN to before me this _____day of ______, 2025.

Notary Public In and for the Territory of Guam My Commission Expires:

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

		Wage Determination No.:	2015-5693
Daniel W. Simms	Division of	Revision No.:	23
Director	Wage Determinations	Date Of Last Revision:	12/23/2024

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

If th	e contract is entered into on or	Executive Order 14026 generally applies to
after	January 30, 2022, or the	the contract.
contr	act is renewed or extended (e.g.,	The contractor must pay all covered workers
an op	tion is exercised) on or after	at least \$17.75 per hour (or the applicable
Janua	iry 30, 2022:	wage rate listed on this wage determination,
		if it is higher) for all hours spent
		performing on the contract in 2025.
		i -

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

States: Guam, Northern Marianas, Wake Island

Area: Guam Statewide Northern Marianas Statewide Wake Island Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.27***
01012 - Accounting Clerk II		16.02***
01013 - Accounting Clerk III		17.93
01020 - Administrative Assistant		21.97
01035 - Court Reporter		17.40***
01041 - Customer Service Representative I		12.78***
01042 - Customer Service Representative II		14.23***
01043 - Customer Service Representative III		15.65***
01051 - Data Entry Operator I		12.16***
01052 - Data Entry Operator II		13.27***
01060 - Dispatcher, Motor Vehicle		17.39***
01070 - Document Preparation Clerk		13.85***
01090 - Duplicating Machine Operator		13.85***
01111 - General Clerk I		11.33***
01112 - General Clerk II		12.36***
01113 - General Clerk III		13.88***
01120 - Housing Referral Assistant		19.39
01141 - Messenger Courier		11.37***
01191 - Order Clerk I		12.57***
01192 - Order Clerk II		13.71***
01261 - Personnel Assistant (Employment) I		15.95***
01262 - Personnel Assistant (Employment) II		17.85
01263 - Personnel Assistant (Employment) III		19.89
01270 - Production Control Clerk		22.97
01290 - Rental Clerk		11.10***
01300 - Scheduler, Maintenance		15.55***
01311 - Secretary I		15.55***
01312 - Secretary II		17.40***
01313 - Secretary III		19.39
01320 - Service Order Dispatcher		15.40***
01410 - Supply Technician		21.97
01420 - Survey Worker		16.99***
01460 - Switchboard Operator/Receptionist		10.78***
01531 - Travel Clerk I		13.65***
01532 - Travel Clerk II		15.32***
01533 - Travel Clerk III		16.60***
01611 - Word Processor I		14.53***
01612 - Word Processor II		16.31***
01613 - Word Processor III		18.26

05010 - Automotive Electrician 16.34* 05040 - Automotive Glass Installer 15.28* 05070 - Automotive Worker 13.11* 05110 - Mobile Equipment Servicer 13.11* 05130 - Motor Equipment Metal Mochanic 17.40* 05160 - Motor Equipment Metal Worker 15.28* 05190 - Motor Vehicle Mechanic 17.40* 05220 - Motor Vehicle Mechanic 17.40* 05220 - Motor Vehicle Upholstery Worker 16.34* 05310 - Painter, Automotive 16.34* 05340 - Radiator Repair Specialist 17.40* 05400 - Transmission Repair Specialist 17.40* 07040 - Food Preparation And Service Occupations 12.21* 07041 - Cook I 15.29* 07042 - Cook II 17. 07043 - Food Service Worker 10.00* 07130 - Food Service Worker 10.18* 09040 - Furniture Maintenance And Repair Occupations 9.89* 09040 - Furniture Refinisher 19. 09090 - Furniture Refinisher 19. 09090 - Furniture Repairer, Minor 19. 09090 - Furniture Refinisher Helper 14.47* 09110 - Electrostatic Spray Painter 19.	17.40^{***} 16.34^{***} 15.28^{***} 13.11^{***} 17.40^{***} 15.28^{***} 17.40^{***} 12.00^{***} 14.22^{***} 15.28^{***} 16.34^{***} 15.28^{***} 12.67^{***} 17.40^{***} 12.21^{***} 15.29^{***} 17.82 10.00^{***} 10.18^{***} 13.34^{***} 9.89^{***} 19.70 11.94^{***} 19.70 14.47^{***} 17.15^{***} 19.70
05040 Automotive Glass Installer 15.28* 05070 Automotive Worker 15.28* 05110 Mobile Equipment Servicer 13.11* 05130 Motor Equipment Metal Worker 17.40* 05160 Motor Equipment Metal Worker 17.40* 05160 Motor Vehicle Mechanic 17.40* 05220 Motor Vehicle Mechanic Helper 12.00* 05250 Motor Vehicle Whecker 16.34* 05340 Padiator Repair Specialist 15.28* 05340 Radiator Repair Specialist 15.28* 05370 Tire Repairer 12.67* 05400 Food Preparation And Service Occupations 17.1 07010 Baker 17.1 07010 Baker 17.1 07070 Dishwasher 10.00* 07130 Food Service Worker 13.34* 07010 Maitenance And Repair Occupations 19. 09040 Furniture Maintenance And Repair Occupations 19. 09040 Furniture Refinisher 19. 09040 Furniture Refinisher Helper 14.47* 09100<	15.28^{***} 15.28^{***} 13.11^{***} 17.40^{***} 15.28^{***} 17.40^{***} 12.00^{***} 14.22^{***} 15.28^{***} 15.28^{***} 15.28^{***} 12.67^{***} 17.40^{***} 12.21^{***} 15.29^{***} 17.82 10.00^{***} 10.18^{***} 13.34^{***} 9.89^{***} 19.70 11.94^{***} 19.70 14.47^{***} 17.15^{***} 19.70
05070 - Automotive Worker 15.28* 05110 - Mobile Equipment Servicer 13.11* 05130 - Motor Equipment Metal Worker 15.28* 05190 - Motor Vehicle Mechanic 17.40* 05220 - Motor Vehicle Mechanic Helper 12.00* 05250 - Motor Vehicle Upholstery Worker 14.22* 05280 - Motor Vehicle Wrecker 15.28* 05310 - Painter, Automotive 16.34* 05340 - Radiator Repair Specialist 15.28* 05370 - Tire Repairer 12.67* 05400 - Transmission Repair Specialist 17.40* 07040 - Baker 12.21* 07041 - Gook II 17.40* 07042 - Cook II 17.1 07070 - Dishwasher 10.00* 07130 - Food Service Worker 10.18* 07210 - Meat Cutter 13.34* 07210 - Meat Cutter 19. 09000 - Furniture Maintenance And Repair Occupations 9 09010 - Electrostatic Spray Painter 19. 09040 - Fur	15.28*** 13.11*** 17.40*** 15.28*** 17.40*** 12.00*** 14.22*** 15.28*** 16.34*** 15.28*** 12.67*** 17.40*** 12.21*** 15.29*** 17.82 10.00*** 10.18*** 13.34*** 9.89*** 19.70 11.94*** 19.70
05110 - Mobile Equipment Servicer 13.11* 05130 - Motor Equipment Metal Mechanic 17.40* 05160 - Motor Vehicle Mechanic 17.40* 05190 - Motor Vehicle Mechanic 17.40* 05220 - Motor Vehicle Mechanic Helper 12.00* 05250 - Motor Vehicle Wenchanic Helper 12.00* 05280 - Motor Vehicle Wencher 14.22* 05380 - Notor Vehicle Wencker 16.34* 05340 - Radiator Repair Specialist 15.28* 05370 - Tire Repairer 12.67* 05400 - Transmission Repair Specialist 17.40* 07000 - Food Preparation And Service Occupations 17.20* 07010 - Baker 12.21* 07041 - Cook I 17.7 07070 - Dishwasher 10.00* 07130 - Food Service Worker 10.08* 07130 - Fouriture Maintenance And Repair Occupations 9.89* 09000 - Furniture Mefinisher 19. 09040 - Furniture Refinisher 19. 09090 - Furniture Repairer, Minor 17.15* 09130 - Upholsterer 19. 11000 - General Services And Support Occupations 19. 11030 - Cle	13.11^{***} 17.40^{***} 15.28^{***} 17.40^{***} 12.00^{***} 14.22^{***} 15.28^{***} 16.34^{***} 15.28^{***} 12.67^{***} 17.40^{***} 12.21^{***} 15.29^{***} 17.82 10.00^{***} 10.18^{***} 13.34^{***} 9.89^{***} 19.70 11.94^{***} 19.70 14.47^{***} 17.15^{***} 19.70
05130 - Motor Equipment Metal Mechanic 17.40* 05160 - Motor Equipment Metal Worker 15.28* 05190 - Motor Vehicle Mechanic 17.40* 05220 - Motor Vehicle Mechanic Helper 12.00* 05250 - Motor Vehicle Upholstery Worker 14.22* 05280 - Motor Vehicle Wrecker 15.28* 05310 - Painter, Automotive 16.34* 05370 - Tire Repair Specialist 15.28* 05370 - Tire Repair Specialist 17.40* 07000 - Food Preparation And Service Occupations 07041 07041 - Cook I 15.29* 07042 - Cook II 15.29* 07042 - Cook II 17.40* 0710 - Baker 10.00* 07130 - Food Service Worker 10.18* 07210 - Meat Cutter 13.34* 07260 - Waiter/Maitress 9.89* 09000 - Furniture Maintenance And Repair Occupations 19. 09000 - Furniture Refinisher 19. 09000 - Furniture Refinisher 19. 09000 - Furniture Refinisher Helper 14.47* 09130 - Upholsterer 19. 11060 - General Services And Support Occupations 10.12* 11060 - General Services And Support Oc	17.40^{***} 15.28^{***} 17.40^{***} 12.00^{***} 14.22^{***} 15.28^{***} 16.34^{***} 15.28^{***} 12.67^{***} 17.40^{***} 12.21^{***} 15.29^{***} 17.82 10.00^{***} 10.18^{***} 13.34^{***} 9.89^{***} 19.70 11.94^{***} 19.70 14.47^{***} 17.15^{***} 19.70
05190Motor Vehicle Mechanic17.40*05220Motor Vehicle Mechanic Helper12.00*05250Motor Vehicle Upholstery Worker14.22*05280Motor Vehicle Wrecker15.28*05310Painter, Automotive16.34*05340Radiator Repair Specialist15.28*05370Tire Repairer12.67*05400Food Preparation And Service Occupations17.40*07000Food Preparation And Service Occupations12.21*07041Cook I15.29*07042Cook II17.107070Dishwasher10.00*07130Food Service Worker10.18*07210Meat Cutter13.34*07200Furniture Maintenance And Repair Occupations9.89*09000Furniture Maintenance And Repair Occupations19.09040Furniture Refinisher19.09040Furniture Refinisher19.09040Furniture Refinisher Helper14.47*09110Furniture Refinisher Helper19.09300Furniture Refinisher Helper19.11000General Services And Support Occupations10.12*11060Elevator Operator10.38*11090Gardener15.28*11122Housekeping Aide10.38*1120Laborer, Grounds Maintenance11.55*	17.40*** 12.00*** 14.22*** 15.28*** 16.34*** 15.28*** 12.67*** 17.40*** 12.21*** 15.29*** 17.82 10.00** 10.18*** 13.34*** 9.89*** 19.70 11.94*** 19.70 14.47*** 19.70
05220 - Motor Vehicle Mechanic Helper 12.00* 05250 - Motor Vehicle Upholstery Worker 14.22* 05280 - Motor Vehicle Wrecker 15.28* 05310 - Painter, Automotive 16.34* 05310 - Radiator Repair Specialist 15.28* 05370 - Tire Repairer 12.67* 05400 - Transmission Repair Specialist 17.40* 07000 - Food Preparation And Service Occupations 12.21* 07011 - Baker 12.21* 07042 - Cook I 15.29* 07042 - Cook II 19.29* 07100 - Dishwasher 10.00* 07110 - Meat Cutter 13.34* 07260 - Furniture Maintenance And Repair Occupations 9.89* 09000 - Furniture Maintenance And Repair Occupations 9.89* 09010 - Electrostatic Spray Painter 19. 09020 - Furniture Refinisher 19. 09030 - Furniture Refinisher Helper 14.47* 09110 - Services And Support Occupations 19. 09030 - Furniture Repairer, Minor 19. 09030 - Cleaner, Vehicles 10.12* 11030 - Cleaner, Vehicles 10.12* 11030 - Cleaner, Vehicles 10.12* 11040 - Gardener	12.00^{***} 14.22^{***} 15.28^{***} 16.34^{***} 12.67^{***} 17.40^{***} 12.21^{***} 15.29^{***} 17.82 10.00^{***} 10.18^{***} 13.34^{***} 9.89^{***} 19.70 11.94^{***} 19.70 14.47^{***} 17.15^{***} 19.70
05250 - Motor Vehicle Upholstery Worker14.22*05280 - Motor Vehicle Wrecker15.28*05310 - Painter, Automotive16.34*05340 - Radiator Repair Specialist15.28*05370 - Tire Repairer12.67*05400 - Transmission Repair Specialist17.40*07000 - Food Preparation And Service Occupations12.21*07010 - Baker12.21*07041 - Cook I15.29*07042 - Cook II17.07070 - Dishwasher10.00*07130 - Food Service Worker10.18*07260 - Waiter/Waitress9.89*09000 - Furniture Maintenance And Repair Occupations19.09040 - Furniture Maintenance And Repair Occupations19.09040 - Furniture Refinisher19.09040 - Furniture Refinisher19.09040 - Furniture Refinisher Helper14.47*09110 - Upholsterer19.11000 - General Services And Support Occupations19.12*11030 - Cleaner, Vehicles10.12*11040 - Elevator Operator10.38*11050 - Janitor10.38*11122 - Housekeeping Aide10.38*11120 - Laborer, Grounds Maintenance11.55*	14.22^{***} 15.28^{***} 16.34^{***} 15.28^{***} 12.67^{***} 17.40^{***} 12.21^{***} 15.29^{***} 17.82 10.00^{***} 10.18^{***} 13.34^{***} 9.89^{***} 19.70 11.94^{***} 19.70 14.47^{***} 17.15^{***} 19.70
05280Motor Vehicle Wrecker15.28*05310Painter, Automotive16.34*05310Painter, Automotive16.34*05340Radiator Repair Specialist15.28*05370Tire Repairer12.67*05400Transmission Repair Specialist17.40*07000Food Preparation And Service Occupations12.21*07010Baker12.21*07042Cook I15.29*07042Cook I17.40*07070Dishwasher10.60*07130Food Service Worker10.18*07210Meat Cutter13.34*07260Waiter/Waitress9.89*09000Furniture Maintenance And Repair Occupations9.89*09000Furniture Refinisher19.09040Furniture Refinisher19.09040Furniture Refinisher Helper14.47*09110Furniture Refinisher Helper19.09090General Services And Support Occupations19.11000General Services And Support Occupations19.38*11030Cleaner, Vehicles10.12*11060Elevator Operator10.38*11090Gardener15.28*11122Housekeeping Aide10.38*11120Laborer, Grounds Maintenance11.55*	15.28*** 16.34*** 15.28*** 12.67*** 17.40*** 12.21*** 15.29*** 17.82 10.00*** 10.18*** 13.34*** 9.89*** 19.70 11.94*** 19.70 14.47*** 17.15*** 19.70
05310 - Painter, Automotive 16.34* 05340 - Radiator Repair Specialist 15.28* 05370 - Tire Repairer 12.67* 05400 - Transmission Repair Specialist 17.40* 07000 - Food Preparation And Service Occupations 12.21* 07010 - Baker 12.21* 07041 - Cook I 15.29* 07042 - Cook II 17.1 07070 - Dishwasher 10.00* 07130 - Food Service Worker 10.18* 07210 - Meat Cutter 13.34* 07200 - Furniture Maintenance And Repair Occupations 9.89* 09000 - Furniture Maintenance And Repair Occupations 9.89* 09000 - Furniture Maintenance And Repair Occupations 9.19.7 09040 - Furniture Refinisher 19.7 09080 - Furniture Refinisher Helper 14.47* 0910 - General Services And Support Occupations 19.7 11000 - General Services And Support Occupations 19.3 11030 - Cleaner, Vehicles 10.12* 11060 - Elevator Operator 19.38* 11000 - Gardener 15.28* 11022 - Housekeeping Aide 10.38* 11023 - Cleaner, Vehicles 10.38* 11024 - Ga	16.34*** 15.28*** 12.67*** 17.40*** 12.21*** 15.29*** 17.82 10.00*** 10.18*** 13.34*** 9.89*** 19.70 11.94*** 19.70 14.47*** 17.15*** 19.70
05340 - Radiator Repair Specialist 15.28* 05370 - Tire Repairer 12.67* 05400 - Transmission Repair Specialist 17.40* 07000 - Food Preparation And Service Occupations 12.21* 07010 - Baker 12.21* 07041 - Cook I 15.29* 07042 - Cook II 17.1 07070 - Dishwasher 10.00* 07130 - Food Service Worker 10.18* 07210 - Meat Cutter 13.34* 07260 - Waiter/Waitress 9.89* 09000 - Furniture Maintenance And Repair Occupations 9.89* 09010 - Electrostatic Spray Painter 19.1 09040 - Furniture Refinisher 19.2 09040 - Furniture Refinisher 19.2 09080 - Furniture Refinisher Helper 14.47* 09110 - General Services And Support Occupations 19.2 11000 - General Services And Support Occupations 10.12* 11060 - Elevator Operator 10.38* 11090 - Gardener 15.28* 11122 - Housekeeping Aide 10.38* 11122 - Housekeeping Aide 10.38* 11210 - Laborer, Grounds Maintenance 11.55*	15.28*** 12.67*** 17.40*** 12.21*** 15.29*** 17.82 10.00*** 10.18*** 13.34*** 9.89*** 19.70 11.94*** 19.70 14.47*** 17.15*** 19.70
05370 - Tire Repairer 12.67* 05400 - Transmission Repair Specialist 17.40* 07000 - Food Preparation And Service Occupations 12.21* 07010 - Baker 12.21* 07041 - Cook I 15.29* 07042 - Cook II 17.1 07070 - Dishwasher 10.00* 07130 - Food Service Worker 10.18* 07260 - Waiter/Waitress 9.89* 09000 - Furniture Maintenance And Repair Occupations 9.89* 09010 - Electrostatic Spray Painter 19.7 09040 - Furniture Refinisher 19.7 09080 - Furniture Refinisher 19.7 09080 - Furniture Refinisher Helper 14.47* 09100 - Furniture Repairer, Minor 17.15* 09130 - Upholsterer 19.7 11000 - General Services And Support Occupations 10.12* 11060 - Elevator Operator 10.38* 11090 - Gardener 15.28* 11122 - Housekeeping Aide 100.38* 11150 - Ja	17.40*** 12.21*** 15.29*** 17.82 10.00*** 10.18*** 13.34*** 9.89*** 19.70 11.94*** 19.70 14.47*** 17.15*** 19.70
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07041 - Cook I 15.29* 07042 - Cook II 17.1 07070 - Dishwasher 10.00* 07130 - Food Service Worker 10.18* 07210 - Meat Cutter 13.34* 07260 - Waiter/Waitress 9.89* 09000 - Furniture Maintenance And Repair Occupations 9.89* 09010 - Electrostatic Spray Painter 19.7 09040 - Furniture Handler 11.94* 09080 - Furniture Refinisher 19.7 09090 - Furniture Refinisher Helper 14.47* 09110 - Furniture Repairer, Minor 17.15* 09130 - Upholsterer 19.7 11000 - General Services And Support Occupations 19.7 11000 - General Services And Support Occupations 10.12* 11060 - Elevator Operator 10.38* 11090 - Gardener 15.28* 11122 - Housekeeping Aide 10.38* 11150 - Janitor 10.38* 11210 - Laborer, Grounds Maintenance 11.55*	15.29*** 17.82 10.00*** 10.18*** 13.34*** 9.89*** 19.70 11.94*** 19.70 14.47*** 17.15*** 19.70
07042 - Cook II 17.1 07070 - Dishwasher 10.00* 07130 - Food Service Worker 10.18* 07210 - Meat Cutter 13.34* 07260 - Waiter/Waitress 9.89* 09000 - Furniture Maintenance And Repair Occupations 9.89* 09010 - Electrostatic Spray Painter 19.7 09040 - Furniture Handler 11.94* 09080 - Furniture Refinisher 19.7 09090 - Furniture Refinisher Helper 14.47* 09110 - Furniture Repairer, Minor 17.15* 09130 - Upholsterer 19.7 11000 - General Services And Support Occupations 19.7 11030 - Cleaner, Vehicles 10.12* 11060 - Elevator Operator 10.38* 11090 - Gardener 15.28* 11122 - Housekeeping Aide 10.38* 11150 - Janitor 10.38* 11210 - Laborer, Grounds Maintenance 11.55*	17.82 10.00*** 10.18*** 13.34*** 9.89*** 19.70 11.94*** 19.70 14.47*** 17.15*** 19.70
07070 - Dishwasher 10.00* 07130 - Food Service Worker 10.18* 07210 - Meat Cutter 13.34* 07260 - Waiter/Waitress 9.89* 09000 - Furniture Maintenance And Repair Occupations 9.89* 09010 - Electrostatic Spray Painter 19.7 09040 - Furniture Handler 11.94* 09080 - Furniture Refinisher 19.7 09090 - Furniture Refinisher Helper 14.47* 09110 - Eucniture Repairer, Minor 17.15* 09130 - Upholsterer 19.7 11000 - General Services And Support Occupations 10.12* 11060 - Elevator Operator 10.38* 11090 - Gardener 15.28* 11122 - Housekeeping Aide 10.38* 11150 - Janitor 10.38* 11210 - Laborer, Grounds Maintenance 11.55*	10.00*** 10.18*** 13.34*** 9.89*** 19.70 11.94*** 19.70 14.47*** 17.15*** 19.70
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09010 - Electrostatic Spray Painter19.09040 - Furniture Handler11.94*09080 - Furniture Refinisher19.09090 - Furniture Refinisher Helper14.47*09110 - Furniture Repairer, Minor17.15*09130 - Upholsterer19.11000 - General Services And Support Occupations10.12*11030 - Cleaner, Vehicles10.12*11060 - Elevator Operator10.38*11020 - Gardener15.28*11122 - Housekeeping Aide10.38*11150 - Janitor10.38*11210 - Laborer, Grounds Maintenance11.55*	11.94*** 19.70 14.47*** 17.15*** 19.70
09040 - Furniture Handler11.94*09080 - Furniture Refinisher19.09090 - Furniture Refinisher Helper14.47*09110 - Furniture Repairer, Minor17.15*09130 - Upholsterer19.11000 - General Services And Support Occupations10.12*11030 - Cleaner, Vehicles10.38*11090 - Gardener15.28*11122 - Housekeeping Aide10.38*11210 - Laborer, Grounds Maintenance11.55*	11.94*** 19.70 14.47*** 17.15*** 19.70
09080 - Furniture Refinisher19.709090 - Furniture Refinisher Helper14.47*09110 - Furniture Repairer, Minor17.15*09130 - Upholsterer19.711000 - General Services And Support Occupations10.12*11060 - Elevator Operator10.38*11090 - Gardener15.28*11122 - Housekeeping Aide10.38*11150 - Janitor10.38*11210 - Laborer, Grounds Maintenance11.55*	19.70 14.47*** 17.15*** 19.70
09090 - Furniture Refinisher Helper14.47*09110 - Furniture Repairer, Minor17.15*09130 - Upholsterer19.111000 - General Services And Support Occupations10.12*11030 - Cleaner, Vehicles10.38*11060 - Elevator Operator10.38*11090 - Gardener15.28*11122 - Housekeeping Aide10.38*11210 - Laborer, Grounds Maintenance11.55*	14.47*** 17.15*** 19.70
09110 - Furniture Repairer, Minor17.15*09130 - Upholsterer19.11000 - General Services And Support Occupations10.12*11030 - Cleaner, Vehicles10.12*11060 - Elevator Operator10.38*11090 - Gardener15.28*11122 - Housekeeping Aide10.38*11150 - Janitor10.38*11210 - Laborer, Grounds Maintenance11.55*	17.15*** 19.70
09130 - Upholsterer19.711000 - General Services And Support Occupations10.12*11030 - Cleaner, Vehicles10.12*11060 - Elevator Operator10.38*11090 - Gardener15.28*11122 - Housekeeping Aide10.38*11150 - Janitor10.38*11210 - Laborer, Grounds Maintenance11.55*	
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11090 - Gardener 15.28* 11122 - Housekeeping Aide 10.38* 11150 - Janitor 10.38* 11210 - Laborer, Grounds Maintenance 11.55*	10.12***
11122 - Housekeeping Aide 10.38* 11150 - Janitor 10.38* 11210 - Laborer, Grounds Maintenance 11.55*	
11150 - Janitor 10.38* 11210 - Laborer, Grounds Maintenance 11.55*	
11210 - Laborer, Grounds Maintenance 11.55*	10.38***
	11.55***
	10.24***
	10.34***
	13.99***
	11.55***
12000 - Health Occupations	11 60***
	11.60***
12011 - Breath Alcohol Technician 20.	11.60*** 20.86
	20.86 20.86 28.62
	20.86 20.86 28.62 28.62
,,,	20.86 20.86 28.62 28.62 18.79
	20.86 20.86 28.62 28.62 18.79 39.73
	20.86 20.86 28.62 28.62 18.79 39.73 31.60
	20.86 20.86 28.62 28.62 18.79 39.73
	20.86 20.86 28.62 28.62 18.79 39.73 31.60 31.60
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse II20.	20.86 20.86 28.62 28.62 18.79 39.73 31.60 31.60 20.86 18.65 20.86
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse II20.12073 - Licensed Practical Nurse III23.	20.86 20.86 28.62 28.62 18.79 39.73 31.60 31.60 20.86 18.65 20.86 23.25
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse II20.12073 - Licensed Practical Nurse III23.12100 - Medical Assistant14.50*	20.86 20.86 28.62 28.62 18.79 39.73 31.60 31.60 20.86 18.65 20.86 23.25 14.50***
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse II20.12073 - Licensed Practical Nurse III23.12100 - Medical Assistant14.50*12130 - Medical Laboratory Technician18.	20.86 20.86 28.62 28.62 18.79 39.73 31.60 31.60 20.86 18.65 20.86 23.25 14.50*** 18.93
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse II20.12073 - Licensed Practical Nurse III23.12100 - Medical Assistant14.50*12130 - Medical Laboratory Technician18.12160 - Medical Record Clerk14.97*	20.86 20.86 28.62 28.62 18.79 39.73 31.60 31.60 20.86 18.65 20.86 23.25 14.50*** 18.93 14.97***
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse II20.12073 - Licensed Practical Nurse III23.12100 - Medical Assistant14.50*12130 - Medical Laboratory Technician18.12160 - Medical Record Clerk14.97*12190 - Medical Record Technician17.	20.86 20.86 28.62 28.62 18.79 39.73 31.60 31.60 20.86 18.65 20.86 23.25 14.50*** 18.93
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse II20.12073 - Licensed Practical Nurse III23.12100 - Medical Assistant14.50*12130 - Medical Laboratory Technician18.12160 - Medical Record Clerk14.97*12190 - Medical Record Technician17.12195 - Medical Transcriptionist18.	20.86 20.86 28.62 28.62 18.79 39.73 31.60 31.60 20.86 18.65 20.86 23.25 14.50*** 18.93 14.97*** 17.77
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse II20.12073 - Licensed Practical Nurse III23.12100 - Medical Assistant14.50*12130 - Medical Laboratory Technician18.12160 - Medical Record Clerk14.97*12190 - Medical Record Technician17.12195 - Medical Transcriptionist18.12210 - Nuclear Medicine Technologist45.12221 - Nursing Assistant I12.43*	$\begin{array}{c} 20.86\\ 20.86\\ 28.62\\ 28.62\\ 18.79\\ 39.73\\ 31.60\\ 31.60\\ 20.86\\ 18.65\\ 20.86\\ 23.25\\ 14.50^{***}\\ 18.93\\ 14.97^{***}\\ 17.77\\ 18.65\\ 45.85\\ 12.43^{***}\end{array}$
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse II20.12073 - Licensed Practical Nurse III23.12100 - Medical Assistant14.50*12130 - Medical Laboratory Technician18.12160 - Medical Record Clerk14.97*12190 - Medical Record Technician17.12195 - Medical Transcriptionist18.12210 - Nuclear Medicine Technologist45.12221 - Nursing Assistant II12.43*12222 - Nursing Assistant II13.99*	$\begin{array}{c} 20.86\\ 20.86\\ 28.62\\ 28.62\\ 28.62\\ 18.79\\ 39.73\\ 31.60\\ 31.60\\ 20.86\\ 18.65\\ 20.86\\ 23.25\\ 14.50^{***}\\ 18.93\\ 14.97^{***}\\ 18.93\\ 14.97^{***}\\ 17.77\\ 18.65\\ 45.85\\ 12.43^{***}\\ 13.99^{***}\end{array}$
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse II20.12073 - Licensed Practical Nurse III23.12100 - Medical Assistant14.50*12130 - Medical Laboratory Technician18.12160 - Medical Record Clerk14.97*12190 - Medical Record Technician17.12195 - Medical Transcriptionist18.12210 - Nuclear Medicine Technologist45.12221 - Nursing Assistant II12.43*12223 - Nursing Assistant III15.26*	$\begin{array}{c} 20.86\\ 20.86\\ 28.62\\ 28.62\\ 28.62\\ 18.79\\ 39.73\\ 31.60\\ 31.60\\ 20.86\\ 18.65\\ 20.86\\ 23.25\\ 14.59^{***}\\ 18.93\\ 14.97^{***}\\ 17.77\\ 18.65\\ 45.85\\ 12.43^{***}\\ 13.99^{***}\\ 15.26^{***}\\ \end{array}$
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse II20.12073 - Licensed Practical Nurse III23.12100 - Medical Assistant14.50*12130 - Medical Laboratory Technician18.12160 - Medical Record Clerk14.97*12190 - Medical Record Technician17.12195 - Medical Transcriptionist18.12210 - Nuclear Medicine Technologist45.12221 - Nursing Assistant II12.43*12223 - Nursing Assistant III13.99*12224 - Nursing Assistant IV17.12*	$\begin{array}{c} 20.86\\ 20.86\\ 28.62\\ 28.62\\ 28.62\\ 18.79\\ 39.73\\ 31.60\\ 31.60\\ 20.86\\ 18.65\\ 20.86\\ 23.25\\ 14.50***\\ 18.93\\ 14.97***\\ 17.77\\ 18.65\\ 45.85\\ 12.43***\\ 13.99***\\ 15.26***\\ 17.12***\end{array}$
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse II20.12073 - Licensed Practical Nurse III23.12100 - Medical Assistant14.50*12130 - Medical Laboratory Technician18.12160 - Medical Record Clerk14.97*12195 - Medical Record Technician17.12195 - Medical Transcriptionist18.12210 - Nuclear Medicine Technologist45.12221 - Nursing Assistant II12.43*12222 - Nursing Assistant III13.99*12223 - Nursing Assistant IV17.12*12235 - Optical Dispenser20.	$\begin{array}{c} 20.86\\ 20.86\\ 28.62\\ 28.62\\ 28.62\\ 18.79\\ 39.73\\ 31.60\\ 31.60\\ 20.86\\ 18.65\\ 20.86\\ 23.25\\ 14.59^{***}\\ 18.93\\ 14.97^{***}\\ 17.77\\ 18.65\\ 45.85\\ 12.43^{***}\\ 13.99^{***}\\ 15.26^{***}\\ \end{array}$
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse II20.12073 - Licensed Practical Nurse III23.12100 - Medical Assistant14.50*12130 - Medical Laboratory Technician18.12160 - Medical Record Clerk14.97*12190 - Medical Record Technician17.12195 - Medical Transcriptionist18.12221 - Nursing Assistant I12.43*12222 - Nursing Assistant III13.99*12223 - Nursing Assistant IV17.12*12235 - Optical Dispenser20.12236 - Optical Technician18.12250 - Pharmacy Technician15.49*	$\begin{array}{c} 20.86\\ 20.86\\ 20.86\\ 28.62\\ 28.62\\ 18.79\\ 39.73\\ 31.60\\ 31.60\\ 20.86\\ 18.65\\ 20.86\\ 18.65\\ 20.86\\ 23.25\\ 14.50***\\ 18.93\\ 14.97***\\ 17.77\\ 18.65\\ 45.85\\ 12.43***\\ 13.99***\\ 15.26***\\ 15.26***\\ 17.12***\\ 20.86\end{array}$
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse II20.12073 - Licensed Practical Nurse III23.12100 - Medical Assistant14.50*12130 - Medical Laboratory Technician18.12160 - Medical Record Clerk14.97*12190 - Medical Record Technician17.12195 - Medical Transcriptionist18.12221 - Nursing Assistant I12.43*12222 - Nursing Assistant III13.99*12223 - Nursing Assistant IV17.12*12235 - Optical Dispenser20.12236 - Optical Technician18.12250 - Pharmacy Technician15.49*12280 - Phlebotomist18.	$\begin{array}{c} 20.86\\ 20.86\\ 20.86\\ 28.62\\ 28.62\\ 18.79\\ 39.73\\ 31.60\\ 31.60\\ 20.86\\ 18.65\\ 20.86\\ 18.65\\ 20.86\\ 23.25\\ 14.50^{***}\\ 18.93\\ 14.97^{***}\\ 17.77\\ 18.65\\ 45.85\\ 12.43^{***}\\ 13.99^{***}\\ 15.26^{***}\\ 17.12^{***}\\ 20.86\\ 18.65\\ 15.49^{***}\\ 18.65\end{array}$
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse III20.12073 - Licensed Practical Nurse III23.12100 - Medical Assistant14.50*12130 - Medical Laboratory Technician18.12160 - Medical Record Clerk14.97*12190 - Medical Record Technician17.12195 - Medical Transcriptionist18.12210 - Nuclear Medicine Technologist45.12221 - Nursing Assistant II13.99*12222 - Nursing Assistant III13.99*12223 - Nursing Assistant IV17.12*12235 - Optical Dispenser20.12236 - Optical Technician18.12250 - Pharmacy Technician15.49*12280 - Phlebotomist18.12305 - Radiologic Technologist31.	$\begin{array}{c} 20.86\\ 20.86\\ 20.86\\ 28.62\\ 28.62\\ 18.79\\ 39.73\\ 31.60\\ 31.60\\ 20.86\\ 18.65\\ 20.86\\ 23.25\\ 14.50^{***}\\ 18.93\\ 14.97^{***}\\ 17.77\\ 18.65\\ 45.85\\ 12.43^{***}\\ 13.99^{***}\\ 15.26^{***}\\ 17.12^{***}\\ 20.86\\ 18.65\\ 15.49^{***}\\ 18.65\\ 31.60\\ \end{array}$
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse III20.12073 - Licensed Practical Nurse III23.12100 - Medical Assistant14.50*12130 - Medical Laboratory Technician18.12160 - Medical Record Clerk14.97*12190 - Medical Record Technician17.12195 - Medical Transcriptionist18.12210 - Nuclear Medicine Technologist45.12221 - Nursing Assistant II13.99*12222 - Nursing Assistant III13.99*12223 - Nursing Assistant IV17.12*12235 - Optical Dispenser20.12236 - Optical Technician18.12250 - Pharmacy Technician15.49*12280 - Phlebotomist18.12305 - Radiologic Technologist31.12311 - Registered Nurse I25.1	$\begin{array}{c} 20.86\\ 20.86\\ 20.86\\ 28.62\\ 28.62\\ 18.79\\ 39.73\\ 31.60\\ 31.60\\ 20.86\\ 18.65\\ 20.86\\ 23.25\\ 14.50^{***}\\ 18.93\\ 14.97^{***}\\ 17.77\\ 18.65\\ 45.85\\ 12.43^{***}\\ 13.99^{***}\\ 15.26^{***}\\ 17.12^{***}\\ 20.86\\ 18.65\\ 15.49^{***}\\ 18.65\\ 31.60\\ 25.85\\ \end{array}$
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse III20.12073 - Licensed Practical Nurse III23.12100 - Medical Assistant14.50*12130 - Medical Laboratory Technician18.12160 - Medical Record Clerk14.97*12190 - Medical Record Technician17.12195 - Medical Transcriptionist18.12210 - Nuclear Medicine Technologist45.12221 - Nursing Assistant II13.99*12222 - Nursing Assistant III15.26*12224 - Nursing Assistant IV17.12*12235 - Optical Dispenser20.12236 - Optical Technician18.12250 - Pharmacy Technician15.49*12236 - Phaleotomist18.12237 - Nursing Assistant IV17.12*12238 - Phlebotomist18.12250 - Pharmacy Technician15.49*12280 - Phlebotomist18.12305 - Radiologic Technologist31.12311 - Registered Nurse I25.12312 - Registered Nurse II31.	$\begin{array}{c} 20.86\\ 20.86\\ 20.86\\ 28.62\\ 28.62\\ 28.62\\ 18.79\\ 39.73\\ 31.60\\ 31.60\\ 20.86\\ 18.65\\ 20.86\\ 23.25\\ 14.59^{***}\\ 18.93\\ 14.97^{***}\\ 17.77\\ 18.65\\ 45.85\\ 12.43^{***}\\ 13.99^{***}\\ 15.26^{***}\\ 17.12^{***}\\ 20.86\\ 18.65\\ 15.49^{***}\\ 18.65\\ 31.60\\ 25.85\\ 31.60\\ \end{array}$
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse II20.12073 - Licensed Practical Nurse III23.12100 - Medical Assistant14.50*12130 - Medical Laboratory Technician18.12160 - Medical Record Clerk14.97*12190 - Medical Record Technician17.12195 - Medical Transcriptionist18.12210 - Nuclear Medicine Technologist45.12221 - Nursing Assistant II12.43*12222 - Nursing Assistant III15.26*12234 - Nursing Assistant IV17.12*12235 - Optical Dispenser20.12236 - Optical Technician15.49*12230 - Pharmacy Technician15.49*12230 - Phebotomist18.12231 - Registered Nurse II31.12313 - Registered Nurse II, Specialist31.	$\begin{array}{c} 20.86\\ 20.86\\ 20.86\\ 28.62\\ 28.62\\ 18.79\\ 39.73\\ 31.60\\ 31.60\\ 20.86\\ 18.65\\ 20.86\\ 23.25\\ 14.50^{***}\\ 18.93\\ 14.97^{***}\\ 17.77\\ 18.65\\ 45.85\\ 12.43^{***}\\ 13.99^{***}\\ 15.26^{***}\\ 17.12^{***}\\ 20.86\\ 18.65\\ 15.49^{***}\\ 18.65\\ 31.60\\ 25.85\\ \end{array}$
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse III20.12073 - Licensed Practical Nurse III23.12100 - Medical Assistant14.50*12130 - Medical Laboratory Technician18.12160 - Medical Record Clerk14.97*12195 - Medical Record Technician17.12195 - Medical Transcriptionist18.12210 - Nuclear Medicine Technologist45.12221 - Nursing Assistant II12.43*12222 - Nursing Assistant III13.99*12233 - Nursing Assistant IV17.12*12235 - Optical Dispenser20.12236 - Optical Technician18.12235 - Optical Dispenser20.12236 - Pharmacy Technician18.12230 - Registered Nurse II31.12305 - Radiologic Technologist31.12313 - Registered Nurse III, Specialist31.12314 - Registered Nurse III38.	$\begin{array}{c} 20.86\\ 20.86\\ 20.86\\ 28.62\\ 28.62\\ 28.62\\ 18.79\\ 39.73\\ 31.60\\ 31.60\\ 20.86\\ 18.65\\ 20.86\\ 23.25\\ 14.59***\\ 18.93\\ 14.97***\\ 17.77\\ 18.65\\ 45.85\\ 12.43***\\ 13.99***\\ 15.26***\\ 17.12***\\ 20.86\\ 18.65\\ 15.49***\\ 18.65\\ 31.60\\ 25.85\\ 31.60\\ 31.60\\ \end{array}$
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse III20.12073 - Licensed Practical Nurse III23.12100 - Medical Assistant14.50*12130 - Medical Laboratory Technician18.12160 - Medical Record Clerk14.97*12190 - Medical Transcriptionist18.12210 - Nuclear Medicine Technologist45.12221 - Nursing Assistant II13.99*12222 - Nursing Assistant III15.26*1223 - Nursing Assistant IV17.12*1223 - Optical Dispenser20.1223 - Optical Dispenser20.1223 - Optical Dispenser20.1223 - Phlebotomist18.1224 - Nursing Assistant IV17.12*1223 - Optical Dispenser20.1223 - Optical Dispenser20.1223 - Radiologic Technologist18.1224 - Nursing Assistant IV17.12*1235 - Optical Dispenser20.1224 - Nursing Assistant II18.12250 - Pharmacy Technician18.12305 - Radiologic Technologist31.12311 - Registered Nurse II31.12312 - Registered Nurse II31.12313 - Registered Nurse III38.12314 - Registered Nurse III, Anesthetist38.12315 - Registered Nurse III, Anesthetist38.12316 - Registered Nurse IV45.	$\begin{array}{c} 20.86\\ 20.86\\ 20.86\\ 28.62\\ 28.62\\ 18.79\\ 39.73\\ 31.60\\ 31.60\\ 20.86\\ 18.65\\ 20.86\\ 23.25\\ 14.50^{***}\\ 18.93\\ 14.97^{***}\\ 17.77\\ 18.65\\ 45.85\\ 12.43^{***}\\ 13.99^{***}\\ 15.26^{***}\\ 17.12^{***}\\ 20.86\\ 18.65\\ 15.49^{***}\\ 18.65\\ 31.60\\ 31.60\\ 31.60\\ 38.24\\ 38.24\\ 38.24\\ 45.85\end{array}$
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse III20.12073 - Licensed Practical Nurse III23.12100 - Medical Assistant14.50*12130 - Medical Laboratory Technician18.12160 - Medical Record Clerk14.97*12190 - Medical Record Technician17.12195 - Medical Transcriptionist18.12210 - Nuclear Medicine Technologist45.12221 - Nursing Assistant II13.99*12222 - Nursing Assistant IV17.12*12235 - Optical Dispenser20.12236 - Optical Dispenser20.12236 - Pharmacy Technician18.12237 - Pharmacy Technician18.12238 - Phlebotomist18.12309 - Phermacy Technician15.49*12310 - Registered Nurse II31.12311 - Registered Nurse II, Specialist31.12312 - Registered Nurse II, Specialist31.12313 - Registered Nurse II, Specialist31.12314 - Registered Nurse II, Specialist31.12315 - Registered Nurse II, Anesthetist38.12316 - Registered Nurse III, Anesthetist38.12317 - Scheduler (Drug and Alcohol Testing)25.	$\begin{array}{c} 20.86\\ 20.86\\ 20.86\\ 28.62\\ 28.62\\ 18.79\\ 39.73\\ 31.60\\ 31.60\\ 20.86\\ 18.65\\ 20.86\\ 23.25\\ 14.50^{***}\\ 18.93\\ 14.97^{***}\\ 17.77\\ 18.65\\ 45.85\\ 12.43^{***}\\ 13.99^{***}\\ 15.26^{***}\\ 17.12^{***}\\ 20.86\\ 18.65\\ 15.49^{***}\\ 18.65\\ 31.60\\ 25.85\\ 31.60\\ 31.60\\ 38.24\\ 38.24\\ 45.85\\ 25.85\end{array}$
12071 - Licensed Practical Nurse I18.12072 - Licensed Practical Nurse III20.12073 - Licensed Practical Nurse III23.12100 - Medical Assistant14.50*12130 - Medical Laboratory Technician18.12160 - Medical Record Clerk14.97*12190 - Medical Record Technician17.12195 - Medical Transcriptionist18.12210 - Nuclear Medicine Technologist45.12221 - Nursing Assistant II13.99*12222 - Nursing Assistant IV17.12*12235 - Optical Dispenser20.12236 - Optical Dispenser20.12236 - Pharmacy Technician18.12237 - Pherboxist18.12238 - Phlebotomist18.12309 - Phebotomist15.49*12310 - Registered Nurse II31.12311 - Registered Nurse II, Specialist31.12312 - Registered Nurse II, Specialist31.12313 - Registered Nurse II, Specialist31.12314 - Registered Nurse III, Anesthetist38.12315 - Registered Nurse III, Anesthetist38.12316 - Registered Nurse III, Anesthetist38.12317 - Scheduler (Drug and Alcohol Testing)25.	$\begin{array}{c} 20.86\\ 20.86\\ 20.86\\ 28.62\\ 28.62\\ 18.79\\ 39.73\\ 31.60\\ 31.60\\ 20.86\\ 18.65\\ 20.86\\ 23.25\\ 14.50^{***}\\ 18.93\\ 14.97^{***}\\ 17.77\\ 18.65\\ 45.85\\ 12.43^{***}\\ 13.99^{***}\\ 15.26^{***}\\ 17.12^{***}\\ 20.86\\ 18.65\\ 15.49^{***}\\ 18.65\\ 31.60\\ 31.60\\ 31.60\\ 38.24\\ 38.24\\ 38.24\\ 45.85\end{array}$

13012	- Exhibits Specialist II		26.53
	- Exhibits Specialist III		32.45
	- Illustrator I		21.42
13042	- Illustrator II		26.53
13043	- Illustrator III		32.45
	- Librarian		29.38
	- Library Aide/Clerk		17.05***
	- Library Information Technology Systems		26.53
	istrator		
13058	- Library Technician		18.11
	- Media Specialist I		19.15
	- Media Specialist II		21.42
	- Media Specialist III		23.87
	- Photographer I		19.15
	- Photographer II		21.42
	- Photographer III		26.53
	- Photographer IV		32.45
	- Photographer V		39.27
13090	- Technical Order Library Clerk		21.42
	- Video Teleconference Technician		19.15
	Information Technology Occupations		
	- Computer Operator I		15.71***
	- Computer Operator II		17.22***
	- Computer Operator III		19.19
	- Computer Operator IV		21.33
	- Computer Operator V		23.62
	- Computer Programmer I	(see 1)	15.73***
	- Computer Programmer II	(see 1)	19.50
	- Computer Programmer III	(see 1)	23.84
	- Computer Programmer IV	(see 1)	23:01
	- Computer Systems Analyst I	(see 1)	24.23
	- Computer Systems Analyst II	(see 1)	24.25
	- Computer Systems Analyst III	(see 1)	
14150	- Peripheral Equipment Operator	(300 1)	15.71***
	- Personal Computer Support Technician		21.33
	- System Support Specialist		21.24
	Instructional Occupations		21,24
	- Aircrew Training Devices Instructor (Non-Rated)	24.23
	- Aircrew Training Devices Instructor (Rote Add)	29.32
	- Air Crew Training Devices Instructor (Nated)		34.91
	- Computer Based Training Specialist / Instructor	n	24.23
	- Educational Technologist		31.17
	- Flight Instructor (Pilot)		34.91
	- Graphic Artist		20.47
	- Maintenance Test Pilot, Fixed, Jet/Prop		
	- Maintenance Test Pilot, Rotary Wing		34.91
	- Non-Maintenance Test/Co-Pilot		34.91 34.91
	- Technical Instructor		17.67***
	- Technical Instructor/Course Developer		23.78
	- Test Proctor		15.70***
	- Tutor		15.70***
	Laundry, Dry-Cleaning, Pressing And Related Occu	antions	13.70
	- Assembler		11.38***
	- Counter Attendant		11.38***
			12.98***
	- Dry Cleaner - Finisher, Flatwork, Machine		11.38***
	- Presser, Hand		11.38***
	- Presser, Machine, Drycleaning		11.38***
	- Presser, Machine, Shirts		11.38***
	- Presser, Machine, Wearing Apparel, Laundry		11.38***
	- Sewing Machine Operator		13.53***
	- Tailor		14.07***
	- Washer, Machine		11.91***
	Machine Tool Operation And Repair Occupations		11.71
	- Machine-Tool Operation And Repair Occupations		19.70
	- Tool And Die Maker		24.77
	Materials Handling And Packing Occupations		27.//
	- Forklift Operator		15.36***
	- Material Coordinator		22.97
	- Material Coordinator - Material Expediter		22.97
	- Material Handling Laborer		13.83***
	- Order Filler		10.62***
	- Production Line Worker (Food Processing)		15.36***
	- Shipping Packer		17.12***
	- Shipping Packer - Shipping/Receiving Clerk		17.12***
	- Shipping/Receiving Clerk - Store Worker I		16.59***
	- Store Worker I - Stock Clerk		23.33
	- Tools And Parts Attendant		15.36***
			15.36***
	- Warehouse Specialist Mechanics And Maintenance And Repair Occupations		10.0C.CT
	- Aerospace Structural Welder		25.04
22010	- Actospace Schucculiat Metueli		23.04

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23019 - Aircraft Logs and Records Technician	19.47
23021 - Aircraft Mechanic I	23.84
23022 - Aircraft Mechanic II	25.04
23023 - Aircraft Mechanic III	26.30
23040 - Aircraft Mechanic Helper	16.58***
23050 - Aircraft, Painter	22.39
23060 - Aircraft Servicer	19.47
23070 - Aircraft Survival Flight Equipment Technician	22.39
23080 - Aircraft Worker	21.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.03
1 23092 - Aircrew Life Support Equipment (ALSE) Mechanic	23.84
II	25.04
23110 - Appliance Mechanic	19.70
23120 - Bicycle Repairer	15.81***
23125 - Cable Splicer	24.19
23130 - Carpenter, Maintenance	17.58***
23140 - Carpet Layer	18.43
23160 - Electrician, Maintenance	20.04
23181 - Electronics Technician Maintenance I	18.43
23182 - Electronics Technician Maintenance II	19.70
23183 - Electronics Technician Maintenance III	20.98
23260 - Fabric Worker	17.15***
23290 - Fire Alarm System Mechanic	16.77***
23310 - Fire Extinguisher Repairer	15.81***
23311 - Fuel Distribution System Mechanic	20.98
23312 - Fuel Distribution System Operator	15.81***
23370 - General Maintenance Worker	13.77***
23380 - Ground Support Equipment Mechanic	23.84
23381 - Ground Support Equipment Servicer	19.47
23382 - Ground Support Equipment Worker	21.03
23391 - Gunsmith I	15.81***
23392 - Gunsmith II	18.43
23393 - Gunsmith III	20.98
23410 - Heating, Ventilation And Air-Conditioning	20.22
Mechanic	04 54
23411 - Heating, Ventilation And Air Contidioning	21.51
Mechanic (Research Facility)	20.44
23430 - Heavy Equipment Mechanic	20.41
23440 - Heavy Equipment Operator	18.33
23460 - Instrument Mechanic	20.98 19.70
23465 - Laboratory/Shelter Mechanic 23470 - Laborer	13.83***
23510 - Locksmith	
23530 - Machinery Maintenance Mechanic	19.70
23530 - Machinery Maintenance Mechanic 23550 - Machinist Maintenance	25.08
23550 - Machinist, Maintenance	25.08 20.98
23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper	25.08 20.98 11.77***
23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I	25.08 20.98 11.77*** 20.98
23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II	25.08 20.98 11.77*** 20.98 22.31
23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III	25.08 20.98 11.77*** 20.98 22.31 23.62
23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright	25.08 20.98 11.77*** 20.98 22.31 23.62 20.98
23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III	25.08 20.98 11.77*** 20.98 22.31 23.62
23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance	25.08 20.98 11.77*** 20.98 22.31 23.62 20.98 19.46
23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer	25.08 20.98 11.77*** 20.98 22.31 23.62 20.98 19.46 18.74
23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance	25.08 20.98 11.77*** 20.98 22.31 23.62 20.98 19.46 18.74 19.96
23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance	25.08 20.98 11.77*** 20.98 22.31 23.62 20.98 19.46 18.74 19.96 18.75
23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician II 23592 - Metrology Technician III 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic	$\begin{array}{c} 25.08\\ 20.98\\ 11.77^{***}\\ 20.98\\ 22.31\\ 23.62\\ 20.98\\ 19.46\\ 18.74\\ 19.96\\ 18.75\\ 20.98\\ 20.98\\ 20.98\\ 18.43\\ \end{array}$
 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician III 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 	25.08 20.98 11.77*** 20.98 22.31 23.62 20.98 19.46 18.74 19.96 18.75 20.98 20.98
23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician III 23593 - Metrology Technician III 23593 - Metrology Technician IIII 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic	$\begin{array}{c} 25.08\\ 20.98\\ 11.77***\\ 20.98\\ 12.31\\ 23.62\\ 20.98\\ 19.46\\ 18.74\\ 19.96\\ 18.75\\ 20.98\\ 20.98\\ 20.98\\ 18.43\\ 20.80\\ 18.43\\ 20.80\\ 18.43\end{array}$
<pre>23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I</pre>	$\begin{array}{c} 25.08\\ 20.98\\ 11.77^{***}\\ 20.98\\ 22.31\\ 23.62\\ 20.98\\ 19.46\\ 18.74\\ 19.96\\ 18.75\\ 20.98\\ 20.98\\ 18.43\\ 20.80\\ 18.43\\ 20.98\\ \end{array}$
<pre>23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic II</pre>	$\begin{array}{c} 25.08\\ 20.98\\ 11.77^{***}\\ 20.98\\ 22.31\\ 23.62\\ 20.98\\ 19.46\\ 18.74\\ 19.96\\ 18.75\\ 20.98\\ 20.98\\ 18.43\\ 20.98\\ 18.43\\ 20.80\\ 18.43\\ 20.98\\ 22.31\\ \end{array}$
<pre>23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic II 23950 - Telephone Lineman</pre>	$\begin{array}{c} 25.08\\ 20.98\\ 11.77^{***}\\ 20.98\\ 22.31\\ 23.62\\ 20.98\\ 19.46\\ 18.74\\ 19.96\\ 18.75\\ 20.98\\ 20.98\\ 20.98\\ 18.43\\ 20.80\\ 18.43\\ 20.80\\ 18.43\\ 20.98\\ 22.31\\ 22.68\end{array}$
<pre>23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23952 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance</pre>	$\begin{array}{c} 25.08\\ 20.98\\ 11.77^{***}\\ 20.98\\ 22.31\\ 23.62\\ 20.98\\ 19.46\\ 18.74\\ 19.96\\ 18.75\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 18.43\\ 20.80\\ 18.43\\ 20.80\\ 18.43\\ 20.98\\ 22.31\\ 22.68\\ 19.96\end{array}$
<pre>23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic I 23931 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller</pre>	$\begin{array}{c} 25.08\\ 20.98\\ 11.77^{***}\\ 20.98\\ 22.31\\ 23.62\\ 20.98\\ 19.46\\ 18.74\\ 19.96\\ 18.75\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 18.43\\ 20.98\\ 22.31\\ 22.68\\ 19.96\\ 21.13\end{array}$
<pre>23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic I 23931 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker</pre>	$\begin{array}{c} 25.08\\ 20.98\\ 11.77^{***}\\ 20.98\\ 22.31\\ 23.62\\ 20.98\\ 19.46\\ 18.74\\ 19.96\\ 18.75\\ 20.98\\ 20.98\\ 20.98\\ 18.43\\ 20.98\\ 18.43\\ 20.98\\ 22.31\\ 22.68\\ 19.96\\ 21.13\\ 20.98\end{array}$
<pre>23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician III 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic I 23950 - Welder, Combination, Maintenance 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker</pre>	$\begin{array}{c} 25.08\\ 20.98\\ 11.77^{***}\\ 20.98\\ 22.31\\ 23.62\\ 20.98\\ 19.46\\ 18.74\\ 19.96\\ 18.75\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 18.43\\ 20.98\\ 22.31\\ 22.68\\ 19.96\\ 21.13\end{array}$
<pre>23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23870 - Scale Mechanic 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic I 23931 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23960 - Weld Driller 23970 - Woodcraft Worker 23980 - Woodcraft Worker 23980 - Personal Needs Occupations</pre>	$\begin{array}{c} 25.08\\ 20.98\\ 11.77^{***}\\ 20.98\\ 12.31\\ 23.62\\ 20.98\\ 19.46\\ 18.74\\ 19.96\\ 18.74\\ 19.96\\ 18.75\\ 20.98\\ 20.98\\ 20.98\\ 18.43\\ 20.98\\ 22.31\\ 22.68\\ 19.96\\ 21.13\\ 20.98\\ 15.81^{***}\end{array}$
<pre>23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23960 - Welder, Combination, Maintenance 23970 - Woodcraft Worker 23980 - Woodcraft Worker</pre>	25.08 20.98 11.77*** 20.98 22.31 23.62 20.98 19.46 18.74 19.96 18.75 20.98 20.98 18.43 20.80 18.43 20.80 18.43 20.80 18.43 20.98 22.31 22.68 19.96 21.13 20.98 15.81***
<pre>23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Voodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant</pre>	$\begin{array}{c} 25.08\\ 20.98\\ 11.77^{***}\\ 20.98\\ 22.31\\ 23.62\\ 20.98\\ 19.46\\ 18.74\\ 19.96\\ 18.75\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.80\\ 18.43\\ 20.80\\ 18.43\\ 20.80\\ 18.43\\ 20.80\\ 18.43\\ 20.98\\ 15.81^{***}\\ 15.81^{***}\\ 16.09^{***}\\ 10.22^{***}\\ \end{array}$
<pre>23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Versonal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk</pre>	$\begin{array}{c} 25.08\\ 20.98\\ 11.77^{***}\\ 20.98\\ 22.31\\ 23.62\\ 20.98\\ 19.46\\ 18.74\\ 19.96\\ 18.75\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 18.43\\ 20.80\\ 18.43\\ 20.98\\ 22.31\\ 22.68\\ 19.96\\ 21.13\\ 20.98\\ 15.81^{***}\\ 16.09^{***}\\ 10.22^{***}\\ 13.25^{***}\\ \end{array}$
<pre>23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Weodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide</pre>	$\begin{array}{c} 25.08\\ 20.98\\ 11.77***\\ 20.98\\ 12.31\\ 23.62\\ 20.98\\ 19.46\\ 18.74\\ 19.96\\ 18.75\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 18.43\\ 20.80\\ 18.43\\ 20.98\\ 21.13\\ 20.98\\ 15.81***\\ 19.96\\ 21.13\\ 20.98\\ 15.81***\\ 10.22***\\ 13.25***\\ 14.06***\\ \end{array}$
<pre>23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician II 23592 - Metrology Technician III 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic II 23952 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services</pre>	$\begin{array}{c} 25.08\\ 20.98\\ 11.77^{***}\\ 20.98\\ 22.31\\ 23.62\\ 20.98\\ 19.46\\ 18.74\\ 19.96\\ 18.75\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 18.43\\ 20.80\\ 18.43\\ 20.98\\ 22.31\\ 22.68\\ 19.96\\ 21.13\\ 20.98\\ 15.81^{***}\\ 16.09^{***}\\ 10.22^{***}\\ 13.25^{***}\\ \end{array}$
<pre>23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23870 - Scale Mechanic 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic I 23931 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23970 - Woodcraft Worker 23970 - Woodcraft Worker 23980 - Meeds Occupations 24550 - Case Manager 24500 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator</pre>	$\begin{array}{c} 25.08\\ 20.98\\ 11.77^{***}\\ 20.98\\ 12.31\\ 23.62\\ 20.98\\ 19.46\\ 18.74\\ 19.96\\ 18.74\\ 19.96\\ 18.75\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 18.43\\ 20.80\\ 18.43\\ 20.80\\ 18.43\\ 20.80\\ 18.43\\ 20.98\\ 15.81^{***}\\ 19.96\\ 21.13\\ 20.98\\ 15.81^{***}\\ 19.96\\ 21.13\\ 20.98\\ 15.81^{***}\\ 16.09^{***}\\ 16.09^{***}\\ 16.09^{***}\\ 16.09^{***}\\ 16.09^{***}\\ 16.09^{***}\\ 16.09^{***}\\ 16.09^{***}\\ 16.09^{***}\\ 16.09^{***}\\ 16.09^{***}\\ 16.09^{***}\\ 16.09^{***}\\ 16.09^{***}\\ 16.09^{***}\\ 16.09^{***}\\ 16.09^{***}\\ 10.02^{*}\\$
<pre>23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician II 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodworker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker</pre>	$\begin{array}{c} 25.08\\ 20.98\\ 11.77***\\ 20.98\\ 12.31\\ 23.62\\ 20.98\\ 19.46\\ 18.74\\ 19.96\\ 18.75\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 18.43\\ 20.80\\ 18.43\\ 20.98\\ 21.13\\ 20.98\\ 15.81***\\ 19.96\\ 21.13\\ 20.98\\ 15.81***\\ 10.22***\\ 13.25***\\ 14.06***\\ \end{array}$
<pre>23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23810 - Pipefitter, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic I 23931 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23960 - Welder, Combination, Maintenance 23970 - Woodcraft Worker 23970 - Woodcraft Worker 23980 - Versonal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Plant And System Operations Occupations</pre>	25.08 20.98 11.77*** 20.98 22.31 23.62 20.98 19.46 18.74 19.96 18.75 20.98 20.98 18.43 20.98 20.98 18.43 20.80 18.43 20.80 18.43 20.80 18.43 20.98 22.31 22.68 19.96 21.13 20.98 15.81*** 16.09*** 16.09*** 16.12***
<pre>23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23810 - Plumber, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Child Care Attendant 24550 - Child Care Attendant 24560 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Plant And System Operations Occupations 25010 - Boiler Tender</pre>	25.08 20.98 11.77*** 20.98 22.31 23.62 20.98 19.46 18.74 19.96 18.75 20.98 20.98 20.98 18.43 20.98 18.43 20.80 18.43 20.80 18.43 20.80 18.43 20.98 15.81*** 16.09*** 16.09*** 16.12*** 22.79
<pre>23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician III 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23960 - Welder, Combination, Maintenance 23960 - Welder, Combination, Maintenance 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator</pre>	$\begin{array}{c} 25.08\\ 20.98\\ 11.77^{***}\\ 20.98\\ 22.31\\ 23.62\\ 20.98\\ 19.46\\ 18.74\\ 19.96\\ 18.75\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 22.31\\ 22.68\\ 19.96\\ 21.13\\ 20.98\\ 15.81^{***}\\ 16.09^{***}\\ 10.22^{***}\\ 13.25^{***}\\ 14.06^{***}\\ 16.09^{***}\\ 16.12^{***}\\ 22.79\\ 22.89\end{array}$
<pre>23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician III 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23960 - Welder, Combination, Maintenance 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25010 - Boiler Tender 25070 - Stationary Engineer</pre>	$\begin{array}{c} 25.08\\ 20.98\\ 11.77^{***}\\ 20.98\\ 22.31\\ 23.62\\ 20.98\\ 19.46\\ 18.74\\ 19.96\\ 18.75\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 22.31\\ 22.68\\ 19.96\\ 21.13\\ 20.98\\ 15.81^{***}\\ 16.09^{***}\\ 10.22^{***}\\ 13.25^{***}\\ 14.06^{***}\\ 16.09^{***}\\ 16.12^{***}\\ 22.79\\ 22.89\\ 22.79\end{array}$
<pre>23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician III 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23960 - Welder, Combination, Maintenance 23960 - Welder, Combination, Maintenance 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator</pre>	$\begin{array}{c} 25.08\\ 20.98\\ 11.77^{***}\\ 20.98\\ 22.31\\ 23.62\\ 20.98\\ 19.46\\ 18.74\\ 19.96\\ 18.75\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 20.98\\ 22.31\\ 22.68\\ 19.96\\ 21.13\\ 20.98\\ 15.81^{***}\\ 16.09^{***}\\ 10.22^{***}\\ 13.25^{***}\\ 14.06^{***}\\ 16.09^{***}\\ 16.12^{***}\\ 22.79\\ 22.89\end{array}$

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	Protective Service Occupations			11 71444
	- Alarm Monitor - Baggage Inspector			11.21*** 10.02***
27007	- Corrections Officer			14.59***
	- Court Security Officer			14.59***
27030	- Detection Dog Handler			11.21***
	- Detention Officer			14.59***
	- Firefighter - Guard I			14.59*** 10.02***
	- Guard II			11.21***
	- Police Officer I			14.59***
27132	- Police Officer II			16.21***
	Recreation Occupations			
	Carnival Equipment OperatorCarnival Equipment Repairer			13.44*** 14.68***
	- Carnival Equipment Repairer			9.93***
	- Gate Attendant/Gate Tender			13.18***
28310	- Lifeguard			11.60***
	- Park Attendant (Aide)			14.74***
	- Recreation Aide/Health Facility Attendant			11.84*** 18.26
	Recreation SpecialistSports Official			11.74***
	- Swimming Pool Operator			17.71***
	Stevedoring/Longshoremen Occupational Services			
	- Blocker And Bracer			26.02
	- Hatch Tender - Line Handler			26.02 26.02
	- Stevedore I			20.02
	- Stevedore II			27.82
	Technical Occupations			
	- Air Traffic Control Specialist, Center (HFO)			45.21
	- Air Traffic Control Specialist, Station (HFO)			31.17
	Air Traffic Control Specialist, Terminal (HFO)Archeological Technician I	(see	2)	34.34 18.41
	- Archeological Technician II			20.59
	- Archeological Technician III			25.51
	- Cartographic Technician			25.51
	- Civil Engineering Technician			25.51
	 Cryogenic Technician I Cryogenic Technician II 			28.25 31.21
	- Drafter/CAD Operator I			18.41
	- Drafter/CAD Operator II			20.59
	- Drafter/CAD Operator III			22.96
	- Drafter/CAD Operator IV			28.25
	 Engineering Technician I Engineering Technician II 			17.32*** 19.44
	- Engineering Technician III			21.74
	- Engineering Technician IV			26.94
	- Engineering Technician V			32.95
	- Engineering Technician VI - Environmental Technician			39.86
	- Evidence Control Specialist			25.51 25.51
	- Laboratory Technician			22.96
	- Latent Fingerprint Technician I			28.25
	- Latent Fingerprint Technician II			31.21
	 Mathematical Technician Paralegal/Legal Assistant I 			25.51 19.54
	- Paralegal/Legal Assistant II			24.21
	- Paralegal/Legal Assistant III			29.61
	- Paralegal/Legal Assistant IV			35.83
	- Petroleum Supply Specialist			31.21
	Photo-Optics TechnicianRadiation Control Technician			25.51 31.21
	- Technical Writer I			25.51
	- Technical Writer II			31.21
	- Technical Writer III			37.75
	- Unexploded Ordnance (UXO) Technician I			28.73
	 Unexploded Ordnance (UXO) Technician II Unexploded Ordnance (UXO) Technician III 			34.76 41.67
	- Unexploded (UXO) Safety Escort			28.73
30495	- Unexploded (UXO) Sweep Personnel			28.73
	- Weather Forecaster I			28.25
	- Weather Forecaster II	(2)	34.36
	- Weather Observer, Combined Upper Air Or e Programs	(see	∠)	22.96
	- Weather Observer, Senior	(see	2)	25.51
31000 -	Transportation/Mobile Equipment Operation Occupat			
	- Airplane Pilot			34.76
	- Bus Aide - Bus Driver			8.97*** 12 75***
	- Bus Driver - Driver Courier			12.75*** 10.26***
				-

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31260 - Parking and Lot Attendant	9.91***
31290 - Shuttle Bus Driver	11.65***
31310 - Taxi Driver	11.41***
31361 - Truckdriver, Light	11.21***
31362 - Truckdriver, Medium	12.16***
31363 - Truckdriver, Heavy	17.57***
31364 - Truckdriver, Tractor-Trailer	17.57***
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.95***
99030 - Cashier	10.26***
99050 - Desk Clerk	10.01***
99095 - Embalmer	28.73
99130 - Flight Follower	28.73
99251 - Laboratory Animal Caretaker I	25.47
99252 - Laboratory Animal Caretaker II	27.83
99260 - Marketing Analyst	21.54
99310 - Mortician	28.73
99410 - Pest Controller	16.07***
99510 - Photofinishing Worker	15.10***
99710 - Recycling Laborer	17.32***
99711 - Recycling Specialist	23.38
99730 - Refuse Collector	16.40***
99810 - Sales Clerk	10.63***
99820 - School Crossing Guard	18.82
99830 - Survey Party Chief	24.38
99831 - Surveying Aide	13.87***
99832 - Surveying Technician	18.02
99840 - Vending Machine Attendant	25.47
99841 - Vending Machine Repairer	32.44
99842 - Vending Machine Repairer Helper	25.47

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 3 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or

at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

 The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

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affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear"" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

SPECIAL PROVISIONS

Restriction Against Sex Offenders Employed by Service Providers to Government of Guam from Working on Government of Guam Property

GCA 5 §5253 Restriction Against Contractors Employing Convicted Sex Offenders from Working at Government of Guam Venues:

- (a) No person convicted of a sex offense under the provisions of Chapter 25 of Title 9 Guam Code Annotated, or an offense as defined in Article 2 of Chapter 28, Title 9 GCA in Guam, or an offense in any jurisdiction which includes, at a minimum, all of the elements of said offenses, or who is listed on the Sex Offender Registry, and who is employed by a business contracted to perform services for an agency or instrumentality of the government of Guam, shall work for his employer on the property of the Government of Guam other than public highway.
- (b) All contracts for services to agencies listed herein shall include the following provisions: (1) warranties 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 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; and (2) that if any person providing services on behalf of the 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, or who is listed on the Sex Offender Registry; and (2) that if any person providing services on behalf of the 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.
- (c) Duties of the General Services Agency or Procurement Administrators. All contracts, bids, or Requests for Proposals shall state all the conditions in § 5253(b).
- (d) Any contractor found in violation of § 5253(b), 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 within the stipulated period may result in the temporary suspension of the contract at the discretion of the contracting authority.

SOURCE: Added by P.L. 28-024:2 ((Apr. 21, 2005). Amended by P.L. 28-098:2 (Feb. 7, 2006).

Signature	of Bidder	Date

Proposer, if an individual; Partner, if a partnership; Officer, if a corporation.

Subscribed and sworn before me this ______ day of _____, 2025.

Notary Public

	<u>C</u>	ONTINGENT FEES AFFIDAVIT
CITY OF)	
ISLAND OF GUAM) ss)	
		[state name of affiant signing below] being first duly

sworn, deposes and says that:

1. The name of the offering company or individual is [state name of company]

2. As a part of the offering company's bid or proposal, to the best of my knowledge, the offering company has not retained any person or agency on a percentage, commission, or other contingent arrangement to secure this contract. This statement is made pursuant to 2 GAR Division 4 11108(f).

3. As a part of the offering company's bid or proposal, to the best of my knowledge, the offering company has not retained a person to solicit or secure a contract with the government of Guam upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, except for retention of bona fide employees or bona fide established commercial selling agencies for the purpose of securing business. This statement is made pursuant to 2 GAR Division 4 11108(h).

4. I make these statements on behalf of myself as a representative of the offeror, and on behalf of the offeror's officers, representatives, agents, subcontractors, and employees.

Signature of one of the following: Offeror, if the offeror is an individual; Partner, if the offeror is a partnership; Officer, if the offeror is a corporation.

Subscribed and sworn to before me

this _____ day of ____, 2025.

NOTARY PUBLIC My commission expires ______,



GUAM POWER AUTHORIT ATURIDÅT ILEKTRESEDÅT GUAHAN P.O.BOX 2977 • HAGÅTÑA, GUAM U.S.A. 96932-2977

Lourdes A. Le I Maga 'håga	Lourdes A. Leon Guerrero I Maga 'håga		hone No	os. (671) 648-3045/55	Fax: 6	648-3165	Joshua F. Tenorio I Sigundo Maga 'låhi	
Accountability	•	Impartiality	•	Competence		Openness		Value

LOCAL PROCUREMENT PREFERENCE APPLICATION

Based on the law stipulated below, please place a checkmark or an "X" on the block indicating the item that applies to your business:

5GCA, Chapter 5, Section 5008, "Policy in Favor of Local Procurement" of the Guam Procurement Law states:

All procurement of supplies and services shall be made from among businesses licensed to do business on Guam and that maintains an office or other facility on Guam, whenever a business that is willing to be a contractor is:

- () (a) A licensed bonafide manufacturing business that adds at least twenty-five percent (25%) of the value of an item, not to include administrative overhead, suing workers who are U.S. Citizens or lawfully admitted permanent residents or nationals of the United States, or persons who are lawfully admitted to the United States to work, based on their former citizenship in the Trust Territory for the Pacific Islands; or
- () (b) A business that regularly carries an inventory for regular immediate sale of at least fifty percent (50%) of the items of supplies to be procured; or
- () (c) A business that has a bonafide retail or wholesale business location that regularly carries an inventory on Guam of a value of at least one half of the value of the bid or One Hundred Fifty Thousand Dollars (\$150,000.0) whichever is less, of supplies and items of a similar nature to those being sought; or
- () *(d) A service actually in business, doing a substantial business on Guam, and hiring at least 95% U.S. Citizens, lawfully admitted permanent residents or national of the United States, or persons who lawfully admitted to the United States to work, based on their citizenship in any of the nations previously comprising the Trust Territory of the Pacific Islands.
 - Bidders indicating qualification under (d) may be considered QUALIFIED for the Local Procurement Preference <u>only if</u> the Government's requirement is for service. Service is defined Pursuant to 5 GCA Government Operations Subparagraph 5030 entitled DEFINITIONS under Chapter 5 of the Guam Procurement Law.
 - I ______, representative for ______, have read the requirements of the law cited above and do hereby qualify and elect to be given the LOCAL PROCUREMENT PREFERENCE for Bid No.: GPA ______. By filling in this information and placing my signature below, I understand that the Guam Power Authority will review this application and provide me with a determination whether or not the 15% preference will be applied to this bid.
 - 2. I ______, representative for ______, have read the requirements of the law cited above, and do not wish to apply for the Local Procurement Preference for Bid No.: GPA ______.

Bidder Representative Signature

Date

Prospective Bidders not completing this form will automatically be not considered for Local Procurement Preference. Non-completion of this form is not a basis for rejection of the bid or proposal.

NOTE

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 Guam Power Authority). 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: Unless otherwise allowed under this Solicitation. "all or none" bids may be deemed to be non-responsive. If the bid is so limited, the Government may reject part of such proposal and award on the remainder.

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**. Reference: Section 3-101.06 of the Guam Procurement Regulations.

- [X] 8. INDEPENDENT PRICE DETERMINATION: The bidder, upon signing the Invitation for Bid, certifies that the prices in his bid were derived at without collusion, and acknowledge that collusion and anti-competitive practices are prohibited by law. Violations will be subject to the provision of Section 5651 of that of the Guam Procurement Act. Other existing civil, criminal or administrative remedies are not impaired and may be in addition to the remedies in Section 5651 of the Government code.
- [X] 9. BIDDER'S PRICE: The Government will consider not more than two (2) (Basic and Alternate) item prices and the bidder shall explain fully each price if supplies, materials, equipment, and/or specified services offered comply with specifications and the products origin. Where basic or alternate bid meets the minimum required specification, cost and other factors will be considered. Failure to explain this requirement will result in rejection of the bid.
- [X] 10. **BID ENVELOPE**: Envelope shall be sealed and marked with the bidder's name, Bid number, time, date and place of Bid Opening.
- [X] 11. BID GUARANTEE REQUIREMENT: Bidder is required to submit a Bid Guarantee Bond or standby irrevocable Letter of Credit or Certified Check or Cashier's Check in the same bid envelope to be held by the Government pending award. The Bid Guarantee Bond, Letter of Credit, Certified Check or Cashier's Check must be issued by any local surety or banking institution licensed to do business on Guam and made payable to the Guam Power Authority 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. (GPR Section 3-202.03.3) Pursuant to Public Law 27-127, 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.
- [X] 12. PERFORMANCE BOND REQUIREMENT: The Bidder may be required to furnish a Performance Bond on Government Standard Form BB-1 or standby irrevocable Letter of Credit or Certified Check or Cashier's Check payable to the Guam Power Authority issued by any of the local Banks or Bonding Institution in the amount equal to <u>FIFTEEN PERCENT (15 %)</u> of the contract prices as security for the faithful performance and proper fulfillment of the contract. In the event that any of the provisions of this contract are violated by the contractor, the Chief Procurement Officer shall serve written notice upon both the contractor and the Surety of its intention to terminate the contract. Unless satisfactory arrangement or correction is made within ten (10) days of such notice the contract shall cease and terminate upon the expiration of the tero fupon the Surety shall have the right to take over and perform the contract, provided, however, that if the Surety does not commence performance thereof within

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10 days from the date of the mailing of notice of termination, the Government may take over and prosecute the same to complete the contract or force account for the account and at the expense of the contractor, and the contractor and his Surety shall be liable to the Government for any excess cost occasioned the Government thereby (GPR Section 3-202.03.4).

- [X] 13. 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 and to enforce Section 23 of these General Terms and Conditions. In addition, the Government will hold the Vendor liable and will enforce the requirements as set forth in Section 41 of these General Terms and Conditions.
- [X] 14. SURETY BONDS: Bid and Performance 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] 15. COMPETENCY OF BIDDERS: Bids will be considered only from the such bidders who, in the opinion of the Government, can show evidence of their ability, experience, equipment, and facilities to render satisfactory service.
- [X] 16. DETERMINATION OF RESPONSIBILITY OF BIDDERS: The Chief Procurement Officer 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 (GPR Section 3-401).
- [X] 17. STANDARD FOR DETERMINATION OF LOWEST RESPONSIBLE BIDDER: In determining the lowest responsible offer, the Chief Procurement Officer shall be guided by the following:
 - a) Price of items offered.
 - b) The ability, capacity, and skill of the Bidder to perform.
 - c) Whether the Bidder can perform promptly or within the specified time.
 - d) The quality of performance of the Bidder with regards to awards previously made to him.
 - e) The previous and existing compliance by the Bidder with laws and regulations relative to procurement.
 - f) The sufficiency of the financial resources and ability of the Bidder to perform.
 - g) The ability of the bidder to provide future maintenance and services for the subject of the award.
 - h) <u>The compliance with all of the conditions to the Solicitation.</u>
- [X] 18. TIE BIDS: If the bids are for the same unit price or total amount in the whole or in part, the Chief Procurement Officer will determine award based on Section 3.202.15.2, or to reject all such bids (GPR Section 3-202.15.2).
- [] 19. 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 nor 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] 20. 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.
- [] 21. 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.
- [] 22. 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] 23. 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 Chief Procurement Officer 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 (GPR Section 3-202.14.1).

- [] 24. MARKING: Each outside container shall be marked with the Purchase Order number, item number, brief tem description and quantity. Letter marking shall not be less than 3/4" in height.
- [X] 25. SCHEDULE FOR DELVERY: Successful bidder shall notify the Guam Power Authority, Dededo Warehouse at (671) 653-2073, Information Technology Division at (671) 648-3060, GPA Transportation Supply at (671) 300-8318 and/or Guam Power Authority Cabras Warehouse at (671) 475-3319 at least twenty-four (24) hours before delivery of any item under this solicitation.
- [X] 26. 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.
- [X] 27. 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] 28. 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.
- [X] 29. 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.
- [X] 30. SAFETY INSPECTION: All motor vehicles delivered under this contract must pass the Government of Guam Vehicle Inspection before delivery at destination.
- [X] 31. 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 31a, 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] 32. 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] 33. 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] 34. EQUAL EMPLOYMENT OPPORTUNITY: Contractors shall not discriminate against any employee or applicant of employment because of race, color, religion, se, 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] 35. 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.
- [] 36. 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.
- [] 37. **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.

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- [X] 38. TERMINATION FOR CONVENIENCE: Any termination order for the convenience of the Government issued relative towards made under this solicitation will be subject to and in accordance with the provisions of Section 6-101.10 of the Government Procurement Regulations.
- [X] 39. 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 Section 6-101-08 of the Guam Procurement Regulations.
- [X] 40. 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 Chief Procurement Officer of such delay. Notification shall be in writing and shall be receive by the Chief Procurement Officer 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 Chief Procurement Officer, such justification is not adequate.
- [X] 41. PAYMENT TERMS: NET THIRTY (30) DAYS after receipt of ORIGINAL invoice for goods and/or services rendered.
- [X] 42. 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 (4) (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 (GPR Section 6-101-09.1).
- [X] 43. 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] 44. 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:	

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SEALED BID SOLICITATION INSTRUCTIONS

1. **BID FORMS:** Each bidder shall be provided with two (2) 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 Section 6114 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 Guam Power Authority.

2. PREPARATIONS OF BIDS:

- a) Bidders are required to examine the drawings, specifications, schedule, and all instructions. Failure to do so will be at bidder's risk.
- b) 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.
- c) 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. d) Bids for supplies or services other than those specified will not be considered.
- Time, if stated as a number of days, means calendar days and will include Saturdays, Sundays, and holidays beginning the day after the issuance of a Notice to Proceed. Time stated ending on a Saturday, Sunday or Government of Guam legal holiday will end at the close of the next business day.
- 3. EXPLANATION TO BIDDERS: Any explanation desired by a bidder regarding the meaning or interpretation of the Solicitation, drawings, specifications, etc., must be submitted in writing and with sufficient time allowed for a written reply to reach all bidders before the submission of their bids. Oral explanations or instructions given before the award of the contract will not be binding. Any information given to a prospective bidder concerning a Solicitation will be furnished to all prospective bidders in writing as an amendment to the Solicitation if such information would be prejudicial to uninformed bidders.
- 4. ACKNOWLEDGEMENT OF AMENDMENTS TO SOLICITATIONS: Receipt of an amendment to a Solicitation by a bidder must be acknowledged by signing an acknowledgement of receipt of the amendment.

Such acknowledgement must be received prior to the hour and date specified for receipt of bids.

5. SUBMISSION OF BIDS:

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

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

- a) Definition: Any bid received after the time and date set for receipt of bids is late. Any withdrawal or modification of a bid received after the time and date set for opening of bids at the place designated for opening is late (Guam Procurement Regulations Section 3-202)
- 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.

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- 9. **GOVERNMENT FURNISHED PROPERTY:** No material, labor or facilities will be furnished by the Government unless otherwise provided for in the Solicitation.
- 10. SELLERS' INVOICES: 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 Section 3-202.12.2).

12. RESTRICTION AGAINST SEX OFFENDERS:

5 GCA Section 5253, enacted by P.L 28-24 and amended by P.L. 28-98:

The service provider warrants that no person in its employment who has been convicted of a sex offense under the provisions of Chapter 25 of Title 9 of the 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 of an offense with the same elements as heretofore defined in any other jurisdiction, 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 the 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 remove immediately such convicted person from 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 provider fails to take corrective steps within twenty-four (24) hours of notice from the Government in its sole discretion may suspend temporarily any contract for services until corrective action has been taken.

13. DISABLED VETERAN OWNED: P.L. 34-115. 5 Guam Code Annotated §5011 & §5012

§5011. Policy In Favor of Service-Disabled Veteran Owned Businesses. Notwithstanding any provision of law, and *except* for the procurement of professional services, 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 a service-disabled veteran(s), that entity *shall* procure such supply or service from that business concern, if the supply or service is available within the period required by procuring entity and the price for the supply or service *does not* exceed one hundred five percent (105%) of the lowest bidder, and *shall* be in addition to any other procurement benefit the service-disabled veteran owned business. A business concern is qualified under §5011 of this Chapter 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 percent (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 and award letter from the U.S Department of Veterans Affairs;
- (d.) the DD214 and Disability award letter from the U.S Department of Veterans Affairs are submitted to the procuring entity for every service offered; and
- (e.) the service-disabled veteran(s) owner of the business concern has filed individual tax returns on Guam for a period of *at least* three (3) consecutive years."

14. WOMEN-OWNED BUSINESSES: P.L. 36.26. 5 Guam Code Annotated §5013.

§5013. Policy In Favor of Women-Owned Businesses.

- (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 procuring entity and the price for the supply or service *does not* exceed one hundred five percent (105%) of the lowest 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 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 the Section if:
 - (1) the business concern is licensed to business on Guam;
 - (2) the business concern maintains its headquarters on Guam;

- (3) the business concern is at least fifty-one percent (51%) owned by women, who manage day-to-day operations and make long-term decisions;
- (4) 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
- (5) 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
- 15. CONFIDENTIAL DATA: The Procurement Officer shall examine the bids to determine the validity of any requests for nondisclosure of trade secrets and other proprietary date identified in writing. If the parties do not agree as to the disclosure of data, the Procurement Officer shall inform the bidders in writing what portions of the bid will be disclosed and that, unless the bidders protest under Chapter 9 of the Guam Procurement Act (P.L. 16-124), the bids will be so disclosed. The bids shall be opened to public inspection subject to any continuing prohibition on the disclosure of confidential data (Guam Procurement Regulations Section 3-202.12.3).

16. MULTI-STEP SEALED BIDDING:

- a. It is defined as two-phase process consisting of a technical first-phase composed of one or more steps in which bidders submit unpriced technical offers to be evaluated by the territory, and a second-phase in which those bidders whose technical offers are determined to be acceptable during the first-step have their priced bids considered. It is designed to obtain the benefits of competitive sealed bidding by award of a contract to t h lowest responsive, responsible bidder, and at the same time obtained the benefits of the competitive sealed proposals procedure through the solicitation of technical offers.
- b. In addition to the requirements set forth in the General Terms and Conditions and the Special provisions, the following applies:
 - 1). only unpriced technical offers are requested in the first phase;
 - 2). priced bids will be considered only in the second phase and only from bidders whose unpriced technical offers are found acceptable in the first phase;
 - the criteria to be used in the evaluation at those specified in the Special Provisions and the General Terms and Conditions;
 - the territory, to the extent the Procurement Officer finds necessary, may conduct oral or written discussion of the unpriced technical offers;
 - 5). the bidders, may designate those portions of the unpriced technical offers which contain trade secrets or other proprietary data which are to remain confidential; and,
 - 6). the service being procured shall be furnished generally in accordance with bidder's technical offer as found to be finally acceptable and shall meet the requirements of the Invitation for Bids.

c. RECEIPT AND HANDLING OF UNPRICED TECHNICAL OFFERS.

Unpriced technical offers shall not be opened publicly, but shall be opened in front of two or more procurement officials. Such offers shall not be disclosed to unauthorized persons. Bidders may request nondisclosure of trade secrets and other proprietary data identified in writing.

d. EVALUATION OF UNPRICED TECHNICAL OFFERS.

The unpriced technical offers submitted by bidders shall be evaluated solely in accordance with the criteria set forth in the Invitation for Bids. The unpriced technical offers shall be categorized as: 1). acceptable;

- 2). potentially acceptable, that is, reasonably susceptible of being made acceptable; or
- 3). unacceptable. The Procurement Officer shall record in writing the basis for finding an offer unacceptable and make it part of the procurement file.

The Procurement Officer may initiate Phase Two of the procedure if, in the Procurement Officer's opinion, there are sufficient acceptable unpriced technical offers to assure effective price competition in the second phase without technical discussions. If the Procurement Officer finds such is not the case, the Procurement Officer shall issue an amendment to the Invitation for Bids or engage in technical discussions as set forth in Subsection 3-202.20.50f this Section.

e. Upon the completion of Phase One, the Procurement Officer shall invite each acceptable bidder to submit a price bid. Upon submission of prices, the Procurement Officer shall prepare the final evaluation and reconsideration for the Chief Procurement Officer's approval.

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