



DIPATTAMENTON ATMENESTRASION GENERAL SERVICES AGENCY DIVISION (Ahension Setbision Hinirat) Telephone (Telifon): (671) 475-1705/1706



June 6, 2025

Invitation for Bid GSA-051-25

AMENDMENT #1 Light Bulbs and Light Fixtures

1.) Amend and replace page 1 of 42 with the attached "Revised page 1 of 41" dated 06/06/25.

All others remain unchanged.

AndrianalQuitugua Acting Chief Procurement Officer

Please Print ACKNOWLEDGMEN	NT COPY
Received By:	
Date:	
Company/Name:	
Email To: gsapro	curement@gsadoa.guam.gov



GENERAL SERVICES AGENCY (Ahensian Setbision Hinirat) Government of Guam 2nd Floor ITC Bldg. Rm. 230, Tamuning, Guam 96931 Tel: 475-1705\*475-1706

Accountability	*	Impartiality	*	Competence	*	Openness	*	Value	
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## INVITATION FOR BID NO: <u>GSA-051-25</u> \*\*THIS IS AN INDEFINITE QUANTITY BID\*\*

## **<u>DESCRIPTION:</u>** Light Bulbs and Light Fixtures

## SPECIAL REMINDER TO PROSPECTIVE BIDDERS

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

- (X) BID GUARANTEE (15% of Bid Amount) May be in the form of; Reference #11 on the General Terms and Conditions
  - a. Cashier's Certified Check
  - b. Surety Bond Valid only if accompanied by:
    - 1. Current Certificate of Authority issued by the Insurance Commissioner;
    - 2. Power of Attorney issued by the Surety to the Resident General Agent;
    - 3. Power of Attorney issued by two (2) major officers of the Surety to whoever is signing on their behalf.
- (X) BROCHURES/DESCRIPTIVE LITERATURE;
- (X) AFFIDAVIT DISCLOSING OWNERSHIP, INFLUENCE, COMMISSIONS AND CONFLICTS OF INTEREST (Required by 5 GCA § 5233 as amended by P.L. 36-13 (4/9/2021))
  - a. Date of signature of the person authorized to sign the bid and the notary date must be the same.
- OTHER REQUIREMENTS: <u>Affidavit re Ethical Standards, Affidavit re No Gratuities or Kickbacks, Special Provision; Restriction</u> <u>Against Sexual Offenders, Affidavit D.O.L. Wage Determination, Affidavit re Non-Collusion,</u> <u>Affidavit re Contingent Fees,</u>
- (X) CURRENT BUSINESS LICENSE/CONTRACTOR'S LICENSE/SPECIALTY LICENSE IN REFERENCE TO SUPPLIES OR SERVICES FOR THIS BID must be submitted prior to an award.

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

On this	day of	, 202	, 1	

authorized representative of \_\_\_\_\_\_ acknowledge receipt of this special reminder to prospective bidders with the above referenced IFB.

## Invitation for Bid: <u>GSA-051-25</u>

#### **ACKNOWLEDGEMENT RECEIPT FORM**

Please be advised that to be considered a prospective bidder you must fill out this Acknowledgement receipt form. Please submit form by email to <u>gsaprocurement@gsadoa.guam.gov</u>

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

Name	
Signature	
Date	
Time	
Contact Number	
Fax Number	
Contact Person regarding IFB	
Title	
E-Mail Address	
Company/Firm	
Address	

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

All questions and concerns in regards to this bid must be submitted to the General Services Agency via email at <u>gsaprocurement@gsadoa.guam.gov</u> attention to the Chief Procurement Officer no later than <u>Monday</u>, June 16, <u>2025</u> close of business at 5:00pm.

Reference Page 12 of 41 #2(e) – No Entitlement to Preparation Costs – the bidder expressly waives any right it may have against the government for any expenses incurred in connection with the preparation of its bid.

Reference Page 12 of 41 #5. <u>ACKNOWLEDGMENT OF AMENDMENTS TO SOLICITATIONS</u>: Receipt of an amendment to a Solicitation by a bidder must be acknowledged by signing an acknowledgment of receipt of the amendment. Such acknowledgment must be received prior to the hour and date specified for receipt of bids.

**Bid Opening:** This bid shall be submitted in duplicate and sealed to the issuing office above no later than <u>Time: 10:00am, Date: 07/01/2025</u> and shall be publicly opened. Bid submitted after the time and date specified above shall be rejected. See attached General Terms and Conditions, and Sealed Bid Solicitation for details.

INVIT	ATION FOR BID CONTRACT
	ISSUING OFFICE: ENERAL SERVICES AGENCY
Autura	GOVERNMENT OF GUAM
	nd FLOOR ITC BLDG. RM. 230, TAMUNING, GUAM 96931
Acting Chief Procurement Officer	TAMONINO, OUAW 90751
DATE ISSUED: June 6, 2025	BID INVITATION NO: <u>GSA-051-25</u>
BID FOR: Light Bulbs and Light Fixtur	es
SPECIFICATION: SEE ATTACHED DESTINATION: DEPARTMENT OF	MILITARY AFFAIRS
REQUIRED DELIVERY DATE: 30 Da	ys Upon Receipt of Purchase Order. For a Period of one (1) year on f funds. This is an indefinite quantity bid.
INSTRUCTION TO BIDDERS:	
	UAL PARTNERSHIP CORPORATION
INCORPORATED IN:	
This bid shall be submitted in duplicate and sealed	d to the issuing office above no later than (Time) <b><u>10:00am</u></b> , Date: <b><u>07/01/2025</u></b> and shall be date specified above shall be rejected. See attached General Terms and Conditions, and
on the schedule provided, unless otherwise specified	he time specified, the articles and services at the price stated opposite the respective items listed l by the bidder. In consideration to the expense of the Government in opening, tabulating, and ons, the undersigned agrees that this bid remain firm and irrevocable within <u>90</u> calendar days which prices are quoted.
NAME AND ADDRESS OF BIDDER:	SIGNATURE AND TITLE OF PERSON AUTHORIZED TO SIGN THIS BID:
AWARD: CONTRACT NO.:	AMOUNT: DATE:
ITEM NO(S). AWARDI	ED:
	CONTRACTING OFFICER:
	ANDRIANA QUITUGUA Acting Chief Procurement Officer
NAME AND ADDRESS OF CONTRACTOR:	SIGNATURE AND TITLE OF PERSON AUTHORIZED TO SIGN THIS CONTRACT:

#### **CONTRACT TERMS AND CONDITIONS**

#### **GSA-051-25** Light Bulbs and Light Fixtures

#### Article I

#### Contract Terms

#### 1.1 <u>This an "Indefinite Quantity Bid"</u> pursuant to Section 3119(i)(2) of the 2 GAR Procurement Regulations.

The quantities reflected are <u>estimated</u> requirements projected within a twelve (12) month period. These amounts may increase during the term of this bid. However, regardless of the fluctuation of quantities, this bid shall be subject to the availability of funds

#### 1.2 Delivery:

Thirty (30) days upon receipt of purchase order. Schedule time and quantity will be coordinated between the successful bidder and the requesting department on an as needed basis.

#### **1.3 Contract Period:**

The term of this contract is for a period of one (1) year on an as needed basis upon availability of funds. Within this contract period of one (1) year the contract shall be reviewed every 6 months supported by a written determination for continued need. 2GAR Div 4 §3119(i) and §6101 (5)(b).

Department of Military Affairs is required to order its actual requirements during the one (1) year period from the awarded bidder. 2 GAR, Div. 4, § 3119(i)(3); 5 G.C.A. § 5235. The only exemptions to this actual-requirements assertion above are: A) when the agency's Procurement Officer approves a finding that the supply or service available under the contract will not meet a nonrecurring, special need of the procuring agency; or B) when supplies are produced incidental to the Government of Guam's own programs as may be available that can satisfy the need.

#### 1.4 Additional Requirement:

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

#### 1.5 Funding Status and IDIQ Intention

The using agency may receive additional funding for similar purchases in the near future and thus intends to utilize an IDIQ requirement(s) contract.

The government is in need of an indefinite quantity ("IDIQ") contract because, although expected, additional funds for similar and/or identical items is not at this time definite and it would expend unnecessary government resources to publish, solicit, and analyze an additional IFB simply because of the confirmed influx of funding within this one (1) – year IDIQ period. Other forms of contract will not suffice because they are not the official method for purchasing additional identical items at the same price as in the original accepted bid. 2GAR Div 4 §3119(i) and §6101 (5)(b).

#### Article II

#### Prohibitions

#### 2.1 Representation Regarding Gratuities and Kickbacks.

The bidder, offeror, or contractor represents that it has not violated, is not violating, and promises that it will not violate the prohibition against gratuities and kickbacks set forth in §11206 (Gratuities and Kickbacks) of the Guam Procurement Regulations."

#### 2.2 Representation Regarding Contingent Fees

The contractor represents that it has not retained a person to solicit or secure a territorial 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.

#### 2.3 Representation Regarding Ethical Standards for Government Employees and Former Government Employees.

The bidder, offeror, 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 set forth in 5 GCA Chapter 5 Article 11 (Ethics in Public Contracting) of the Guam Procurement Act and in Chapter 11 of the Guam Procurement Regulations.

## 2.4 Restriction Against Contractors Employing Convicted Sex Offenders from Working at Government of Guam Venues.

- (1) 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) 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.

#### GOVERNMENT OF GUAM GENERAL TERMS AND CONDITIONS

#### SEALED BID SOLICITATION AND AWARD

#### Only those Boxes checked below with an "X" are applicable to this bid.

- 1. [X] 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 General Services Agency). It requires all parties involved in the Preparation, negotiation, performance, or administration of contracts to act in good faith.
- 2. [X] 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.
- 3. [X] 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.
- 4. [X] 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.
- 5. [X] 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.
- 6. [X] COMPLIANCE WITH SPECIFICATIONS AND OTHER SOLICITATION REQUIREMENTS: Bidders shall comply with all specifications and other requirements of the Solicitation.
- 7. [] "ALL OR NONE" BIDS: NOTE: By checking this item, the Government is requesting all of the bid items/requirements to be bid or none at all in accordance with 2 GAR, Div.4 Section 3115(f).
- 8. [X] 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.
- 9. [X] 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.
- 10. [X] BID ENVELOPE: Envelope shall be sealed and marked with the bidder's name, Bid number, time, date and place of Bid Opening.
- 11. [X] BID GUARANTEE REQUIREMENT: Bidder is required to submit a Bid Guarantee Bond or Certified Cashier's Check in the same bid envelope to be held by the Government pending award. The Bid Guarantee Bond or Certified Cashier's Check must be issued by any local surety or banking institution licensed to do business on Guam and made payable to the Treasurer of Guam in the amount of fifteen percent (15%) of his highest total bid offer. The Bid Bond must be submitted on Government Standard Form BB-1 (copy enclosed). Personal Checks will not be accepted as Bid Guarantee. If a successful Bidder (contractor) withdraws from the bid or fails to enter into contract within the prescribed time, such Bid guarantee will be forfeited to the Government of Guam. Bids will be disqualified if not accompanied by Bid Bond or Certified 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 Revenue and Taxation. Failure to submit a valid Power of Attorney and Certificate of Authority is cause for rejection of bid. Pursuant to 5 GCA § 5212, all competitive sealed bidding for the procurement of supplies or services exceeding \$25,000.00 a 15% Bid Security of the total bid price must accompany the bid package. The bid bond or Certified Cashier's Check will serve as Bid Security for this procurement.

- 12. [X] PERFORMANCE GUARANTEE: Bidders who are awarded a contract under this solicitation, guarantee that goods will be delivered or required services performed within the time specified. Failure to perform the contract in a satisfactory manner may be cause for suspension or debarment from doing business with the Government of Guam. In addition, the Government will hold the Vendor liable and will enforce the requirements as set forth in Section 41 of these General Terms and Conditions.
- 13. [X] SURETY BONDS: Bid and Bid Bonds coverage must be signed or countersigned in Guam by a foreign or alien surety's resident general agent. The surety must be an Insurance Company, authorized by the government of Guam and qualified to do business in Guam. Bids will be disqualified if the Surety Company does not have a valid Certificate of Authority from the Government of Guam to conduct business in Guam.
- 14. [X] COMPETENCY OF BIDDERS: Bids will be considered only from the bidders who, in the opinion of the Government, can show evidence of their ability, experience, equipment, and facilities to render satisfactory service.
- 15. [X] 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 16 of these General Terms and Conditions. (2 GAR, Div. 4 § 3116)
- 16. [X] 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) The compliance with all of the conditions to the Solicitation.
- 17. [X] 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 2 GAR, Div. 4, § 3109(o) (2) or to reject all such bids.
- 18. [X] BRAND NAMES: Any reference in the Solicitation to manufacturer's Brand Names and number is due to lack of a satisfactory specification of commodity description. Such preference is intended to be descriptive, but not restrictive and for the sole purpose of indicating prospective bidders a description of the article or services that will be satisfactory. Bids on comparable items will be considered provided the bidder clearly states in his bid the exact articles he is offering and how it differs from the original specification.
- 19. [X] DESCRIPTIVE LITERATURE: Descriptive literature(s) as specified in this solicitation must be furnished as a part of the bid and must be received at the date and time set for opening Bids. The literature furnished must clearly identify the item(s) in the Bid. The descriptive literature is required to establish, for the purpose of evaluation and award, details of the product(s) the bidder proposes to furnish including design, materials, components, performance characteristics, methods of manufacture, construction, assembly or other characteristics which are considered appropriate. Rejection of the Bid will be required if the descriptive literature(s) do not show that the product(s) offered conform(s) to the specifications and other requirements of this solicitation. Failure to furnish the descriptive literature(s) by the time specified in the Solicitation will require rejection of the bid.
- 20. [] SAMPLES: Sample(s) of item(s) as specified in this solicitation must be furnished as a part of the bid and must be received at the date and time set for opening Bids. The sample(s) should represent exactly what the bidder proposes to furnish and will be used to determine if the item(s) offered complies with the specifications. Rejection of the Bid will be required if the sample(s) do not show that the product(s) offered conform(s) to the specifications and other requirements of this solicitation. Failure to furnish the sample(s) by the time specified in the Solicitation will require rejection of the Bid.
- 21. [ ] LABORATORY TEST: Successful bidder is required to accompany delivery of his goods with a Laboratory Test Report indicating that the product he is furnishing the Government meets with the specifications. This report is on the bidder's account and must be from a certified Testing Association.
- 22. [X] 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 (2 GAR, Div.4 §1103).

- 23. [] MARKING: Each outside container shall be marked with the Purchase Order number, item number, brief item description and quantity. Letter marking shall not be less than 3/4" in height.
- 24. [X] SCHEDULE FOR DELIVERY: Successful bidder shall notify the General Services Agency, Telephone No. (671) 475-1710, at least twenty-four (24) hours before delivery of any item under this solicitation.
- 25. [] BILL OF SALE: Successful supplier shall render Bills of Sale for each item delivered under this contract. Failure to comply with this requirement will result in rejection of delivery. The Bill of Sale must accompany the items delivered but will not be considered as an invoice for payment. Supplier shall bill the Government in accordance with billing instructions as indicated on the Purchase Order.
- 26. [ ] MANUFACTURER'S CERTIFICATE: Successful bidder is required, upon delivery of any item under this contract, to furnish a certificate from the manufacturer indication that the goods meet the specifications. Failure to comply with this request will result in rejection of delivery payment. Supplier shall bill the Government in accordance with billing instructions as indicated on the Purchase Order.
- 27. [X] INSPECTION: All supplies, materials, equipment, or services delivered under this contract shall be subject to the inspection and/or test conducted by the Government at destination. If in any case the supplies, materials, equipment, or services are found to be defective in material, workmanship, performance, or otherwise do not conform with the specifications, the Government shall have the right to reject the items or require that they be corrected. The number of days required for correction will be determined by the Government.
- 28. [] MOTOR VEHICLE SAFETY REQUIREMENTS: The Government will only consider Bids on motor vehicles which comply with the requirements of the National Traffic and Motor Vehicle safety Act of 1966 (Public Law 89-563) and Clean Air Act as amended (Public Law 88-206), that are applicable to Guam. Bidders shall state if the equipment offered comply with these aforementioned Federal Laws.
- **29.** [] **SAFETY INSPECTION:** All motor vehicles delivered under this contract must pass the Government of Guam Vehicle Inspection before delivery at destination.

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

#### c. Compliance with this Section is a condition of this Bid.

**31. [X] 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.

- 32. [X] 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).
- **33. [X] EQUAL EMPLOYMENT OPPORTUNITY:** Contractors shall not discriminate against any employee or applicant of employment because of race, color, religion, sex, or national origin. The contractor will take affirmative action to ensure that employees are treated equally during employment without regards to their race, color, religion, sex, or national origin.
- 34. [X] COMPLIANCE WITH LAWS: Bidders awarded a contract under this Solicitation shall comply with the applicable standard, provisions, and stipulations of all pertinent Federal and/or local laws, rules, and regulations relative to the performance of this contract and the furnishing of goods.

#### 35. [ ] CHANGES CLAUSE: 2 GAR, Div. 4 §6101 (3).

(1) Change Order. By a written order, at any time, and without notice to surety, the Chief Procurement Officer or the head of a Purchasing Agency may, subject to all appropriate adjustments, make changes within the general scope of this contract in any one or more of the following:

(A) Drawings, designs, or specifications, if the supplies to be furnished are to be specially manufactured for the territory in accordance therewith;

- (B) method of shipment or packing; or
- (C) place of delivery.

(2) Adjustments of Price or Time for Performance. If any such change order increases or decreases the contractor's cost of, or the time required for performance of any part of the work under this contract, whether or not changed by the order, an adjustment shall be made and the contract modified in writing accordingly. Any adjustment in contract price made pursuant to this clause shall be determined in accordance with the Price Adjustment Clause of this contract.

Failure of the parties to agree to an adjustment shall not excuse the contractor from proceeding with the contract as changed, provided that the territory promptly and duly make such provisional adjustments in payment or time for performance as may be reasonable. By proceeding with the work, the contractor shall not be deemed to have prejudiced any claim for additional compensation, or an extension of time for completion.

(3) Time Period for Claim. Within 30 days after receipt of a written change order under Paragraph (1) (Change Order) of this clause, unless such period is extended by the Procurement Officer in writing, the contractor shall file notice of intent to assert a claim for an adjustment. Later notification shall not bar the contractor's claim unless the territory is prejudiced by the delay in notification.

(4) Claims Barred After Final Payment. No claim by the contractor for an adjustment hereunder shall be allowed if notice is not given prior to final payment under this contract.

(5) Other Claims not Barred. In the absence of such a change order, nothing in this clause shall be deemed to restrict the contractor's right to pursue a claim arising under the contract if pursued in accordance with the clause entitled, "Claims Based on a Procurement Officer's Actions or Omissions, Notice of Claim Clause', or for breach of contract."

#### 36. [X] STOP WORK ORDER: 2 GAR, Div. 4 §6101 (4).

(1) Order to Stop Work. The Procurement Officer may, by written order to the contractor, at any time, and without notice to any surety, require the contractor to stop all or any part of the work called for by this contract. This order shall be for a specified period not exceeding 90 days after the order is delivered to the contractor, unless the parties agree to any further period. Any such order shall be identified specifically as a stop work order issued pursuant to this clause. Upon receipt of such an order, the contractor shall forthwith comply with its terms and take all reasonable steps to minimize the occurrence of costs allocable to the work covered by the order during the period of work stoppage. Before the stop work order expires, or within any further period to which the parties shall have agreed, the Procurement Officer shall either:

- (i) cancel the stop work order; or
- (ii) terminate the work covered by such order as provided in the "Termination for Default Clause' or the "Termination for Convenience Clause" of this contract.

- 37. [X] CANCELLATION OF INVITATION FOR BIDS OR REQUEST FOR PROPOSALS: Any Invitation for Bid may be cancelled, or any or all bids or proposals may be rejected in whole or in part as may be specified in the solicitation, when it is in the best interests of the Territory in accordance with regulations promulgated by the Policy Office. The reasons therefor shall be made part of the contract file.
- **38. [X] TIME FOR COMPLETION:** It is hereby understood and mutually agreed by and between the contractor and the Government that the time for delivery to final destination or the timely performance of certain services is an essential condition of this contract. If the contractor refuses or fails to perform any of the provisions of this contract within the time specified in the Purchase Order (from the date Purchase Order is acknowledged by vendor), then the contractor is in default. Defaults will be treated subject to and in accordance with the provisions of 2 GAR, Div. 4 § 6101(8)
- **39. [X] 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.
- **40. [X] SERVICE-DISABLED VETERAN OWNED BUSINESS PREFERENCE:** Bidding is subject to the policy in favor of Service-Disabled Veteran Owned Business as defined in 5 GCA sections 5011 and 5012.
- 41. [X] 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 non-performance is excused under Paragraph 15 (Excuse for Nonperformance or Delayed Performance) of the Termination for Default Clause of this contract, liquidated damages shall not be due the territory. The contractor remains liable for damages caused other than by delay. 2 GAR, Div. 4 §6101(d).
- **42. [X] 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 or agents, and shall provide certificates of such insurance to the Government of Guam when required.
- **43. [X]** Contract will be cancelled if funds not appropriated or insufficient, and that government will timely inform contractor. 2 GAR, Div.4 § 3121(e) (1) (C) and 2 GAR, Div.4 § 3121(e)(1)(D).
- 44. [ ] If cancelled, contractor will be reimbursed unamortized reasonably incurred non-recurring costs. 2 GAR, Div.4 §3121(e)(1)(G).
- 45. [X] Debarment and Suspension: (Executive Orders 12549 and 12689)—A contract award (see 2 CFR 180.220) must not be made to parties listed on the government wide exclusions in the System for Award Management (SAM), in accordance with the OMB guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR part 1986 Comp., p. 189) and 12689 (3 CFR part 1989 Comp., p. 235), "Debarment and Suspension." SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549.
- **46. [X] Byrd Anti-Lobbying Amendment**: (31 U.S.C. 1352)—Contractors that apply or bid for an award exceeding \$100,000 must file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. 1352. Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the non-Federal award.

47. [X] CONTACT FOR CONTRACT ADMINISTRATION: If your firm receives a contract as a result of this Solicitation, please designate a person whom we may contact for prompt administration.

Name:	Title:	
Address:	Telephone:	

## GOVERNMENT OF GUAM SEALED BID SOLICITATION INSTRUCTIONS

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

#### 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. Unit price(s) and extended price(s) apart from the "Basic and Alternate" bid, furnished outside of the space(s) provided will not be considered.
- 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.
- e) No Entitlement to Preparation Costs the bidder expressly waives any right it may have against the government for any expenses incurred in connection with the preparation of its bid.
- f) Bidder shall indicate in the "Bidding On/Remarks" column of the bid form whether or not their bid complies on each item specified.
- 3. <u>EXPLANATION TO BIDDERS</u>: Any explanation desired by a bidder regarding the meaning or interpretation of the Solicitation, drawings, specifications, etc., must be submitted in writing and with sufficient time allowed for a written reply to reach all bidders before the submission of their bids. Oral explanations or instructions given before the award of the contract will not be binding. Any information given to a prospective bidder concerning a Solicitation will be furnished to all prospective bidders in writing as an amendment to the Solicitation if such information would be prejudicial to informed bidders.
- 4. <u>PRE-OPENING MODIFICATION OR WITHDRAWL OF BIDS</u>: Bids may be modified or withdrawn by written notice received in the office designated in the Invitation for Bids prior to the time and date set for bid opening. 2 GAR §3109(j)(1).
- <u>ACKNOWLEDGEMENT OF AMENDMENTS TO SOLICITATIONS</u>: Receipt of an amendment to a Solicitation by a bidder must be acknowledged by signing an acknowledgement of receipt of the amendment. Such acknowledgement must be received prior to the hour and date specified for receipt of bids.

#### 6. <u>SUBMISSION OF BIDS</u>:

- 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.
- 7. <u>FAILURE TO SUBMIT BID</u>: 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.

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

- a) Definition: Any bid received after the time and date set for receipt of bids is late. Any withdrawal or modification of a bid received after the time and date set for opening of bids at the place designated for opening is late (Guam Procurement Regulations 2 GAR, Div.4 §3109(k)).
- **b)** Treatment: No late bid, late modification, or late withdrawal will be considered unless received before contract award, and the bid, modification, or withdrawal would have been timely but for the action or inaction of territorial personnel directly serving the procurement activity.
- 9. <u>CANCELLATION OR REVISION OF BID:</u> This IFB may be canceled, or any and all bids may be rejected in whole or in part as may be pursuant to 2 GAR §3115, when it is in the best interest of the Government. Additionally, in accordance with 2 GAR §9105, if prior to award it is determined that a solicitation or proposed award of a contract is in violation of the law, then the solicitation or proposed award shall be canceled or revised to comply with the law. The reasons therefore shall be made part of the contract file.
- 10. <u>**REJECTION OF BIDS:**</u> Any bidder submitted in response to this IFB may be rejected in whole or in part with it is in the best interest of the Government, in accordance with GAR §3115(e). Reasons for rejecting bids include but are not limited to: (1) The business that submitted the bids is non-responsive as determined under GAR §3116; (2) The bid ultimately fails to meet the announced requirements of the Government in some material respect; or (3) The bid price is clearly unreasonable. Upon request, unsuccessful bidders shall be advised of the reasons for rejection.

When bids are rejected, or a solicitation canceled after bids are received, the bids which have been opened shall be retained in the procurement file, or if unopened, returned to the bidders upon request, or otherwise disposed of pursuant to GAR §3115(g).

#### 11. TERMINATION OF CONTRACT: 1. TERMINATION OF CONVENIENCE PURSUANT TO GAR § 6101(10)

- a) Termination: The Government, when the interest of the Government so requires, may terminate this contract in whole or in part, for the Convenience of the Government. The Purchasing Agency shall give written notice of the termination to the contractor specifying the part of the contract terminated and when termination becomes effective.
- **b)** Contractor's Obligations: The contractor shall incur no further obligations in connection with the terminated work and on the date set in the notice of termination the contractor will stop work to the extent specified.
- c) Condition of Termination: Notwithstanding the foregoing, the cessation of services for people requiring services shall be contingent upon the Government obtaining a substitute provider for the services and the contractor shall cooperate by taking all reasonable and necessary steps to ensure that services are not interrupted and transferred to the succeeding provider. The contractor shall issue a written memorandum detailing the status of the contractor's ongoing services initiating termination or any fault of either party.
- 12. <u>MANDATORY DISPUTES RESOLUTION CLAUSE</u>: In the event of a conflict between this "Mandatory Disputes Resolution Clause" and any other terms in this contract, it is the intent of the government of Guam and the contractor that the terms of this clause are to be given precedence.

(1) Disputes – Contractual Controversies. The government of Guam and the contractor agree to attempt resolution of all controversies which arise under, or are by virtue of, this contract through mutual agreement. If the controversy is not resolved by mutual agreement, then the contractor shall request the head of the purchasing agency, or their designee, in writing to issue a final decision within sixty days after receipt of the written request in keeping with 5 GCA § 5427(c). The head of the purchasing agency or their designee shall immediately furnish a copy of the decision to the contractor, by certified mail with a return receipt requested, or by any other method that provides evidence of receipt.

(2) Absence of a Written Decision within Sixty Days. If the head of the purchasing agency, or their designee does not issue a written decision within sixty days after written request for a final decision, or within such longer period as may be agreed upon by the parties, then the contractor may proceed as though the head of the purchasing agency, or their designee had issued a decision adverse to the contractor.

(3) Appeals to the Office of Public Accountability. The head of the purchasing agency, or their designee's decision shall be final and conclusive, unless fraudulent or unless the contractor appeals the decision administratively to the Public Auditor in accordance with 5 GCA § 5706.

(4) Disputes – Money Owed To or By the Government of Guam. This subsection applies to appeals of the government of Guam's decision on a dispute. For money owed by or to the government of Guam under this contract, the contractor shall appeal the decision in accordance with the "Governments Claims Act", 5 GCA § 6101 et. Seq., by initially filing a claim with the Office of the Attorney General no later than eighteen months after the decision is rendered by the government of Guam or from the date when a decision should have been rendered. For all other claims by or against the government of Guam arising under this contract, the Office of the Public Auditor has jurisdiction over the appeal from the decision of the government of Guam. Appeals to the Office of the Public Auditor must be made within sixty days of government of Guam's decision or from the date the decision should have been made.

(5) Exhaustion of Administrative Remedies. The contractor shall exhaust all administrative remedies before filing an action in the Superior Court of Guam in accordance with applicable laws.

(6) Performance of Contract Pending Final Resolution by the Court. The contractor shall comply with the government of Guam's decision and proceed diligently with performance of this contract pending final resolution by the Superior Court of Guam of any controversy arising under, or by virtue of, this contract, except where the contractor claims a material breach of this contract by the government of Guam. However, if the head of the purchasing agency determines in writing that continuation of services under this contract is essential to the public's health or safety, then the contractor shall proceed diligently with performance of the contract notwithstanding any claim of material breach by the government of Guam.

13. <u>CONTRACT REMEDIES</u>: Remedies pursuant to 2 GAR § 9101. Any dispute arising under or out of this contract is subject to the provisions of Chapter 9 (Legal and Contractual Remedies) of Guam Procurement Regulations (GAR chapter 9)

#### 14. 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.
- 15. <u>GOVERNMENT FURNISHED PROPERTY</u>: No material, labor or facilities will be furnished by the Government unless otherwise provided for in the Solicitation.
- 16. <u>SELLER' INVOICES</u>: Invoices shall be prepared and submitted in quadruplicate (one copy shall be marked "original") unless otherwise specified. Invoices shall be "certified true and correct" and shall contain the following information: Contract and order number (if any), item numbers, description of supplies or services, sizes, quantities, unit prices, and extended total. Bill of lading number and weight of shipment will be shown for shipments made on Government bills of landing.
- 17. <u>RECEIPT, OPENING AND RECORDING OF BIDS</u>: Bids and modifications shall be publicly opened in the presence of one or more witnesses, at the time, date, and place designated in the Invitation for Bids. The name of each bidder, the bid price, and such other information as is deemed appropriate by the Procurement Officer, shall be read aloud and recorded, or otherwise made available. The names and addresses of required witnesses shall be recorded at the opening. The opened bids shall be available for public inspection except to the extent the bidder designates trade secrets or other proprietary data to be confidential as set forth in accordance with Section 12, below. Material so designated shall accompany the bid and shall be readily separable from the bid in order to facilitate public inspection of the non-confidential portion of the bid. Prices, makes and models or catalogue numbers of the items offered, deliveries, and terms of payment shall be publicly available at the time of bid opening regardless of any designation to the contrary (Guam Procurement Regulations 2 GAR, Div.4 §3109(k)).
- 18. <u>CONFIDENTIAL DATA</u>: If a bidder considers any information submitted in its bid to be confidential, the bidder must identify in writing to the Government those portions which it considers confidential, and must request in writing that those portions be kept confidential. Only trade secrets and proprietary data will be considered confidential. If there is a request for confidentiality, the Government will render a decision on the request as soon as practicable after bids are opened. The Government will advise any bidder requesting confidentiality, of the Government's decision in writing. If the Government does not agree with a bidder's request, then the Government will inform the bidder that it may lodge a protest regarding any part of the Government's decision by following the procedure for protests outlined in Chapter 9 of the Guam Procurement Regulations.
- 19. <u>PROHIBITION AGAINST GRATUITIES AND KICKBACKS</u>: With respect to this procurement and any other contract that bidder may have or wish to enter into with the Government, the bidder represents that he/she has not violated, is not violating, and promises that he will not violate the prohibition against gratuities and kickbacks set forth in the Guam Procurement Regulations GAR §11170(e)
- 20. <u>STATEMENT OF QUALIFICATIONS</u>: The ability capacity and skill of the Bidders to perform; whether the bidder can perform promptly or within the specified time; The quality of performance of the Bidder with regards to awards previously made to him; The sufficiency of the financial resources and ability of the bidders to perform; And the compliance with all of the conditions to the solicitation.

#### 21. WAGE AND BENEFIT COMPLIANCE-CONTRACTORS PROVIDING SERVICES:

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

employed in the direct deliverance of deliverables to the government of Guam. 5 GCA §5801 Contractor shall be responsible for flowing down this obligation to its subcontractors.

- b) The Wage Determination most recently issued by the U.S. Department of Labor at the time this Agreement was awarded to Contractor shall be used to determine wages and benefits which shall be paid to employees pursuant to this clause. 5 GCA §5801
- c) Should any contract contain a renewal clause, then at the time of renewal adjustments there shall be stipulations contained in that contract for applying the Wage Determination, so that the Wage Determination promulgated by the U.S. Department of Labor on a date most recent to the renewal date shall apply. 5 GCA §5801
- d) In addition to the Wage Determination detailed above, health and similar benefits for employees having a minimum value as detailed in the wage Determination issued and promulgated by the U.S. Department of Labor shall apply. Contractor shall pay a minimum of ten (10) paid holidays per annum per employee. 5 GCA §5802

Any violation of Contractor or its sub-contractor(s) obligations of this section shall be investigated by the Guam Department of Labor and may include a monetary penalty assessment by the Guam Department of Labor of no less than One Hundred Dollars (\$100.00) per day, and no more than One Thousand Dollars (\$1,000.00) per day, until such time as a violation has been corrected, as well as the payment of all back wages and benefits due. 5 GCA §5803

- e) In addition to any and all other breach of contract actions the Government of Guam may have under this procurement, in the event there is a violation in the process set forth in subsection (e) above, Contractor may be placed on probationary status by the Chief Procurement Officer of the General Service Agency, or its successor, for a period of one (1) year.
- f) During the probationary status, a Contractor shall not be awarded any contract by any instrumentality of the Government of Guam. A Contractor who has been placed on probationary status, or has been assessed a monetary penalty pursuant to 5 G.C.A. Article 13 Title 5 may appeal such penalty or probationary status to the Superior Court of Guam. 5 GCA §5804
- g) Contractor along with all proposed offerors and submitter under this procurement were required to submit a Declaration of Compliance with Wage Determination laws as part of this procurement with a copy of the most recent Wage Determination for Guam and the Northern Marianas Islands issued and promulgated by the U.S. Department of Labor. 5 GCA §5805
- h) The applicable USDOL Wage Determination Rate Revision (as defined by subsections (b) and (c)) is to this Agreement. Contractor agrees to provide upon written request by the Government of Guam written certification of its compliance with its obligations as part of each invoice, along with the names of any employees, their positions, and detailed wage and benefits paid in keeping with this section. Additionally upon request by Government of Guam the Contractor shall submit source documents as to those individuals provide direct services in part or whole under this Agreement and its payments to them of such wages and benefits.
- 22. <u>ETHICAL STANDARDS</u>: With respect to this procurement and any other contract that the Contractor may have, or wish to enter into, with any government of Guam agency, the Contractor represents that it has not knowingly influenced, and promises that it will not knowingly influence, any government employee to breach any of the ethical standards set forth in the Guam Procurement Law and in any of the Guam Procurement Regulations. GAR §11103(b)
- 23. <u>PROHIBITION AGAINST CONTINGENT FEES</u>: The Contractor represents that he has not retained any person or agency upon an Agreement or understanding for a percentage, commission, brokerage, or other contingent arrangement, except for retention of bona fide employees or bona fide established commercial selling agencies, to solicit or secure this Agreement or any other contract with the government of Guam or its agencies. GAR §11108(f)
- 24. <u>CONTRACTOR'S WARRANTY AS TO EMPLOYEES AND SEX OFFENSES. Reference 5 GCA §5253 (b):</u> Contractor warrants that no person providing services on behalf of the Contractor has been convicted of a sex offense under the provisions of Chapter 25 of Title 9 of GCA or an offense as defined in Article 2 of Chapter 28, Title 9 GCA, or an offense in another jurisdiction with, at a minimum, the same elements as such offenses, or who is listed on the Sex Offender Registry.

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

25. POLICY IN FAVOR OF SERVICE-DISABLED VETERAN OWNED BUSINESSES: P.L. 31-115 (September 20, 2011) 5 GCA §5011 and §5012 In the procurement of any supply or service, (except for professional services), if such supply or service is offered by a Service-Disabled Veteran Owned Business "SDVOB", as defined in 5 GCA § 5012, that is at least fifty one percent (51%) owned by service-disabled veteran(s), and if the supply or service is available within the period that is required for the procurement, and the price for the supply or service does not exceed one hundred five percent (105%) of the lowest bidder price, a preference shall be given to that SDVOB by the Government of Guam, and the supply or service shall be purchased from said SDVOB. This shall be in addition to any other procurement benefit the SDVOB may qualify for under Guam law. A business concern is a qualified SDVOB if: (a) the business concern is licensed to do business on 7Guam; (b) the business concern maintains its headquarters on Guam; (c) the business concern is at least fifty-one (51%) owned by a service-disabled veteran(s) who served in the active U.S. military service, was discharged or released under honorable conditions and whose disability are service-connected as demonstrated by a DD214, and certified by an award letter from the U.S. Department of Veterans Affairs; the DD214 and Disability award letter from U.S. Department of Veterans Affairs are submitted to the Government of Guam procuring agency for every service offered; and the service-disabled veteran(s) owner(s) of the business concern has filed individual tax returns on Guam for a period of at least three (3) consecutive years.

#### 26. POLICY IN FAVOR OF WOMEN-OWNED BUSINESSES. 5GCA §5013

(a)Notwithstanding any other provision of law, if any entity of the government of Guam or any entity expending governmental funds intends to procure any supply or service which is offered by a business concern that is at least fifty-one percent (51%) owned by women, that entity shall procure such supply or service from that business concern if the supply or service is available within the period required by the procuring entity and the price for the supply or service does not exceed one hundred five percent (105%) of the lowest price bidder, and shall be in addition to any other procurement benefit the women-owned business may qualify for under Guam law. The procuring entity shall determine the lowest price to the entity in the case of more than one (1) women-owned business, or a women-owned business and a service-disabled veteran owned business, who are competing for the same government contract. (b) Qualifications of a Women-Owned Business. A business concern is qualified under Subsection (a) of this Section if: (1) 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.

- 27. <u>CERTIFICATION OF INDEPENDENT PRICE DETERMINATION</u>: The undersigned Bidder certifies that the bid price submitted was independently arrived at without collusion GAR §3126
- 28. <u>LICENSING OR CERTIFICATE(S) OF EXEMPTIONS</u>: Bidders are cautioned that the Government will not consider for award any offer submitted by a bidder who cannot comply with the Guam Licensing Law. Specific information on license or exemptions may be obtained from the Director of Revenue and Taxation.
- 29. <u>EQUAL EMPLOYMENT OPPORTUNITY</u>: Bidder shall not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The contractor will take affirmative action to ensure that employees are treated equally during employment without regards to their race, color, religion, sex, or national origin.

#### 30. DISCLOSURE OF OWNERSHIP, FINANCIAL, AND CONFLICTS OF INTEREST. (5 GCA §5233)

Prior to award, every person who is a prospective bidder 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 bidder 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"). 5 GCA §5233(c)(2)

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. 5 GCA §5233(g)

## **GOVERNMENT OF GUAM**

GENERAL SERVICES AGENCY 2<sup>nd</sup> Floor ITC Bldg. Rm. 230, Tamuning, Guam 96931

#### **BID BOND**

NO. \_\_\_\_\_

KNOW ALL MEN BY THESE PRESENTS that	, as Principal
hereinafter called the Principal, and (Bonding Company),	
A duly admitted insurer under the laws of the Territory of Guam	n, 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 ours successors and assigns, jointly and severally, firmly by these pre-	

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 may be specified in bidding or 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	y of 202

(PRINCIPAL)

(SEAL)

(WITNESS)

(TITLE)

(MAJOR OFFICER OF SURETY)

(TITLE)

(MAJOR OFFICER OF SURETY)

(TITLE)

(RESIDENT GENERAL AGENT)

### **INSTRUCTION TO PROVIDERS:**

NOTICE to all Insurance and Bonding Institutions:

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

When the form is submitted to General Services Agency, it should be accompanied with copies of The following:

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

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

#### AFFIDAVIT DISCLOSING OWNERSHIP, INFLUENCE, COMMISSIONS AND CONFLICTS OF INTEREST (Required by 5 GCA § 5233 as amended by P.L. 36-13 (4/9/2021))

CITY OF \_\_\_\_\_ ) ) ss. ISLAND OF GUAM )

Preface. As a condition of submitting a Bid/Offer/Proposal or responding to any method of source selection under Guam's Procurement Law for the purpose of entering into a contract with the government of Guam, this Affidavit requires all Bidders/Offerors/Prospective Contractors to make disclosures of ownership, influence, commissions, gratuities, kickbacks, and conflicts of interest occurring **during the 365 calendar days preceding the publication of this solicitation and until award of a contract**. This includes the duty to disclose **any changes** to the facts disclosed herein throughout the solicitation process; and if the entity submitting this Affidavit is awarded a contract, the duty to disclose **any changes** to the facts disclosed herein **continues throughout the life of the contract**, **including any extensions or renewals**.

- A. I, the undersigned, being first duly sworn, depose and say that I am an authorized representative of the Bidder/Offeror/Prospective Contractor and that (please check and fill out all that apply):
  - [] The Bidder/Offeror/Prospective Contractor is an individual with a business license, and all decisions are by, and all profit is for, that same individual, with principal place of business street address being:
  - [] The Bidder/Offeror/Prospective Contractor is a business or artificial person (as defined in 1 GCA § 715 or 5 GCA §§ 5030(n) or 5233(b)), and is a sole proprietorship owned entirely (100%) by\_\_\_\_\_\_, with principal place of business street address being:\_\_\_\_\_
  - [] The Bidder/Offeror/Prospective Contractor is a business or artificial person (as defined in 1 GCA § 715 or 5 GCA §§ 5030(n) or 5233(b)), and is owned by the following multiple individuals. Note: owners of more than 10% are statutorily required to be listed below, but other owners of smaller percentage are encouraged to be listed as well.

Name of Owner	Principal Place of Business Street Address	% of Interest

Affidavit Disclosing Ownership, Influence, Commissions and Conflicts of Interest AG Procurement Form 002 (Rev. 11/17/2021)

> [] One or more of the more-than-10% owners listed above is a business or artificial person. Any more-than-25% owners of such a business or artificial person are listed below per 5 GCA § 5233. Note: any less-than-25% owners of such a business or artificial person is encouraged to also be listed below.

#### Name of >10% Owner Business or Artificial Person:

Names of owners of the >10% Owner Business or Artificial Person ("Second Tier Owner")	Owner's Principal Place of Business Street Address	% of Interest

#### Name of other >10% Owner Business or Artificial Person:

Names of owners of the >10% Owner Business or Artificial Person ("Second Tier Owner")	Owner's Principal Place of Business Street Address	% of Interest

B. If any Second Tier Owner identified above is an artificial person, the natural or artificial owners of such Second Tier Owner who have held more than 49% of the shares or interest in the Bidder/Offeror/Prospective Contractor (Third Tier Owners) are as follows [if none, please so state]:

Second Tier Owner Name		
Name of Third Tier Owner	Principal Place of Business Street Address	% of Interest

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C. If the name of no natural person has been identified as an owner, or a Second or Third Tier Owner of the Bidder/Offeror/Prospective Contractor, please identify the name, position, address, and contact information of the natural person having the authority and responsibility for the Bid/Offer/Proposal/Prospective Contract, and the name of any natural person who has the authority and power to remove and replace the designated responsible person:

Name of Natural Person	Position	Street Address of Principal Place of Business	Phone Number, Email Address, and other Contact Information	

D. Further, I say that the persons who have received or are entitled to receive a commission, gratuity, contingent fee or other compensation to solicit, secure, or assist in obtaining business related to the Bid/Offer/Proposal/Prospective Contract for which this Affidavit is submitted are as follows (if none, please so state):

Name	Principal Place of Business Street Address	Amount of Compensation

E. Further, I say that the persons who have directly or indirectly participated in this solicitation and who are also employees of the government of Guam or the government of the United States, if federal funds are to be used in the payment of the contract related to the Bid/Offer/Proposal/Prospective Contract for which this Affidavit is submitted, are as follows (if none, please so state):

Name	Principal Place of Business Street Address

F. Regardless of any ownership interest, the following individuals have the power to control the performance of the contract or to control the Bidder/Offeror/Prospective Contractor, directly or indirectly:

Name	Principal Place of Business Street Address		

Revised" 06/06/25" Amendment #1 Page 21 of 41

- G. Until award of the contract, and throughout the term of any contract awarded to the Bidder/Offeror/Prospective Contractor represented herein, I agree to promptly make any disclosures not made previously and update changes in ownership, identities of owners and other required information, interests, compensation or conflicts of the persons required to be disclosed. I understand that failure to comply with this requirement shall constitute a material breach of contract.
- H. I hereby declare under penalty of perjury under the laws of Guam that the foregoing is true and correct.

Executed on:

(date)

Signature of one of the following: Bidder/Offeror/Prospective Contractor, if a licensed individual Owner of sole proprietorship Bidder/Offeror/Prospective Contractor Partner, if the Bidder/Offeror/Prospective Contractor is a partnership Officer, if the Bidder/Offeror/Prospective Contractor is a corporation

Subscribed and sworn to before me

This \_\_\_\_\_\_, 20 \_\_\_\_\_.

NOTARY PUBLIC

My commission expires: \_\_\_\_\_

## AFFIDAVIT RE NON-COLLUSION

CITY OF \_\_\_\_\_ ) ) SS. ISLAND OF GUAM

*[state name of affiant signing below]*, being first duly sworn, deposes and says that:

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

2. The proposal for the solicitation identified above is genuine and not collusive or a sham. The offeror has not colluded, conspired, connived or agreed, directly or indirectly, with any other offeror or person, to put in a sham proposal or to refrain from making an offer. The offeror has not in any manner, directly or indirectly, sought by an agreement or collusion, or communication or conference, with any person to fix the proposal price of offeror or of any other offeror, or to fix any overhead, profit or cost element of said proposal price, or of that of any other offeror, or to secure any advantage against the government of Guam or any other offeror, or to secure any advantage against the government of Guam or any person interested in the proposed contract. All statements in this affidavit and in the proposal are true to the best of the knowledge of the undersigned. This statement is made pursuant to 2 GAR Division 4 § 3126(b).

3. I make this statement on behalf of myself as a representative of the offeror, and on behalf of the offeror's officers, representatives, agents, subcontractors, and employees.

Signature of one of the following:

Offeror, if the offeror is an individual; Partner, if the offeror is a partnership; Officer, if the offeror is a corporation.

Subscribed and sworn to before me

this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_.

NOTARY PUBLIC My commission expires \_\_\_\_\_, \_\_\_\_.

AG Procurement Form 003 (Jul. 12, 2010)

## AFFIDAVIT RE GRATUITIES OR KICKBACKS

CITY OF \_\_\_\_\_ ) ) SS. ISLAND OF GUAM )

[state name of affiant signing below], being first duly sworn, deposes and says that:

1. The name of the offering firm or individual is [state name of offeror company] \_\_\_\_\_\_\_\_. Affiant is \_\_\_\_\_\_\_\_ [state one of the following: the offeror, a partner of the offeror, an officer of the offeror] making the foregoing identified bid or proposal.

2. To the best of affiant's knowledge, neither affiant, nor any of the offeror's officers, representatives, agents, subcontractors, or employees have violated, are violating the prohibition against gratuities and kickbacks set forth in 2 GAR Division 4 § 11107(e). Further, affiant promises, on behalf of offeror, not to violate the prohibition against gratuities and kickbacks as set forth in 2 GAR Division 4 § 11107(e).

3. To the best of affiant's knowledge, neither affiant, nor any of the offeror's officers, representatives, agents, subcontractors, or employees have offered, given or agreed to give, any government of Guam employee or former government employee, any payment, gift, kickback, gratuity or offer of employment in connection with the offeror's proposal.

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 \_\_\_\_\_, 20\_\_\_\_.

NOTARY PUBLIC
My commission expires \_\_\_\_\_, \_\_\_\_.

AG Procurement Form 004 (Jul. 12, 2010)

## AFFIDAVIT RE ETHICAL STANDARDS

CITY OF \_\_\_\_\_ ) ) SS. ISLAND OF GUAM )

duly sworn, deposes and says that:

\_\_\_\_\_ [state name of affiant signing below], being first

The affiant is \_\_\_\_\_\_ [*state one of the following: the offeror, a partner of the offeror, an officer of the offeror*] making the foregoing identified bid or proposal. To the best of affiant's knowledge, neither affiant nor any officers, representatives, agents, subcontractors or employees of 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. Further, affiant promises that neither he or she, nor any officer, representative, agent, subcontractor, or employee of offeror will knowingly influence any government of Guam employee to breach any ethical standards set forth in 5 GCA Chapter 5, Article 11. These statements are made pursuant to 2 GAR Division 4 § 11103(b).

Signature of one of the following:

Offeror, if the offeror is an individual; Partner, if the offeror is a partnership; Officer, if the offeror is a corporation.

Subscribed and sworn to before me this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

NOTARY PUBLIC
My commission expires \_\_\_\_\_, \_\_\_\_.

#### **DECLARATION RE COMPLIANCE WITH U.S. DOL WAGE DETERMINATION**

Procurement No.:	
Name of Offeror Company:	
I,	hereby certify under penalty
of perjury:	

(1) That I am \_\_\_\_\_ [please select one: 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;

(4) That I have attached the most recent wage determination applicable to Guam issued by the U.S. Department of Labor. [*INSTRUCTIONS - Please attach!*]

Signature

AG Procurement Form 006 (Feb. 16, 2010)

THE SERVICE	R OF WAGE DETERMINATIC	DNS UNDER U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION
By direction of th	e 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 the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$17.75 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2025.
	l - ·

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 Occupation	S		
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	"Revise
			Ame
attack/acm cov/waca determination/2015_5602/22			

01273 - Personnel Assistant (Employment) III         19.84           01270 - Production Control Clerk         22.97           01200 - Rental Clerk         11.08***           01301 - Scheduler, Maintenance         15.55***           01311 - Secretary I         15.55***           01312 - Secretary II         17.40***           01323 - Secretary III         19.35           01326 - Service Order Dispatcher         15.40***           01410 - Surply Technician         21.97           01426 - Svitchobard Operator/Receptionist         10.78***           01531 - Travel Clerk I         15.66***           01532 - Travel Clerk II         16.66***           01611 - Word Processor II         16.3****           01612 - Word Processor II         16.3****           01613 - Word Processor II         16.3****           01614 - Word Processor II         16.3****           01615 - Word Processor II         16.2***           01616 - Word Processor II         16.3****           01617 - Word Processor II         16.3****           01618 - Word Processor III         16.3****           01619 - Word Processor III         16.3****           01610 - Word Processor III         16.3****           01610 - Word Processor III         16.3****	1/8/25, 1:21 PM	SAM.gov	
01270         Production Control Clerk         12.97           01200         Exental Clerk         11.10***           01310         Scheduler, Maintenance         15.55***           01311         Scretary II         17.40***           01312         Scretary II         19.39           01320         Service Order Dispatcher         15.40***           01410         Supply Technician         21.97           01420         Survey Worker         16.99***           01531         Travel Clerk I         13.65***           01532         Travel Clerk II         15.32***           01533         Travel Clerk II         15.23***           01531         Travel Clerk II         16.21***           01533         Hond Processor II         16.21***           01534         Wond Processor II         16.25***           01535         Wond Processor II         16.25***           01536         Automotive Glass Installer         15.28***           01536         Automotive Glass Installer         15.28***           01507         Motor Kulmork Mechanic         17.40***           01508         Automotive Worker         15.28***           01508         Motor Vehicle Mechanic <td< td=""><td>01263 - Personnel Assistant (Employment) III</td><td>19.89</td><td></td></td<>	01263 - Personnel Assistant (Employment) III	19.89	
01300 - Scheduler, Maintenance         15.55***           01312 - Secretary II         17.40***           01313 - Secretary III         19.39           01320 - Service Order Dispatcher         15.45***           01410 - Supply Technician         21.97           01420 - Survey Worker         16.99***           01460 - Survey Worker         16.78***           01532 - Travel Clerk I         13.65***           01533 - Travel Clerk III         16.63***           01611 - Word Processor II         16.31***           01612 - Word Processor II         18.26           05900 - Automotive Service Occupations         18.26           05900 - Automotive Service Occupations         15.28***           05010 - Automotive Service Occupations         15.28***           05010 - Automotive Norker         15.28***           05101 - Mobile Equipment Metal Mechanic         17.40***           05102 - Motor Vehicle Mechanic         17.44***           05103 - Motor Palipment Metal Merken         15.28***           05104 - Motor Equipment Metal Merken         15.28***           05105 - Motor Vehicle Mechanic         17.44***           05104 - Motor Equipment Metal Merken         15.28***           05104 - Motor Equipment Metal Merken         15.28***           0	01270 - Production Control Clerk		
e1311 - Serretary I         15.5 <sup>5+0</sup> e1312 - Secretary II         19.39           e1323 - Service Orde Dispatcher         15.40 <sup>***</sup> e1410 - Supply Technician         21.97           e1426 - Survey Worker         16.99 <sup>***</sup> e1426 - Survey Worker         16.99 <sup>***</sup> e1531 - Travel Clerk I         13.65 <sup>****</sup> e1532 - Travel Clerk II         16.6 <sup>****</sup> e1613 - Word Processor I         16.31 <sup>****</sup> e1613 - Word Processor II         16.31 <sup>****</sup> e1613 - Word Processor II         16.31 <sup>****</sup> e1614 - Word Processor II         16.31 <sup>****</sup> e16153 - Word Processor II         16.31 <sup>****</sup> e16164 - Automotive Class Installer         15.28 <sup>****</sup> e1617 - Word Processor II         16.3 <sup>****</sup> e1618 - Motor Equipment Metal Worker         15.28 <sup>****</sup> e1619 - Motor Equipment Metal Worker         17.48 <sup>****</sup> e1619 - Motor Equipment Metal Worker         12.2 <sup>*****</sup> e1610 - Motor Equipment Metal Worker         12.2 <sup>*****</sup> e1610 - Motor Equipment Metal Worker         12.2 <sup>*****</sup> e1610 - Motor Equipment Metal Worker         12.2 <sup>****</sup> e1610 - Motor Equipment Metal Worker         12.2 <sup>*****</sup>			
e1312 - Serretary II         17.48***           e1313 - Serrice Order Dispatcher         15.48***           e1312 - Serrice Order Dispatcher         15.48***           e1312 - Surpey Vorker         16.99***           e1420 - Surpey Vorker         16.78***           e1532 - Travel Clerk I         13.52***           e1533 - Travel Clerk II         16.5***           e1533 - Travel Clerk II         16.3***           e1611 - Word Processor II         18.25           e1613 - Word Processor II         18.25           e1613 - Word Processor II         15.3***           e1614 - Word Processor II         16.3***           e1615 - Word Processor II         18.26           e1608 - Automotive Electrician         16.3***           e1613 - Word Processor II         18.26           e1614 - Mord Processor II         18.26           e1615 - Mord Paujment Servicer         15.28***           e1616 - Mord Paujment Servicer         15.28***           e1616 - Motor Equipment Metal Wechanic         17.49***           e1519 - Motor Equipment Metal Wechanic         17.49***           e1526 - Motor Vehicle Unbalstery Worker         15.28***           e1528 - Motor Vehicle Mechanic Helper         12.21***           e1529 - Painter, Automotive         1	-		
8133 - Service Ordo Dispatcher         19.39           8132 - Service Ordo Dispatcher         15.40***           81410 - Supply Technician         21.97           81420 - Survey Worker         16.99**           81420 - Survey Worker         18.30           81531 - Travel Clerk I         13.65***           81532 - Travel Clerk II         15.32***           81533 - Travel Clerk II         16.33***           81611 - Word Processor I         16.33***           81612 - Word Processor II         16.33***           81613 - Word Processor II         16.33***           81610 - Word Processor II         15.36***           81610 - Word Processor II         15.34***           81610 - Automotive Electrician         15.28***           81610 - Automotive Electrician         15.28***           81710 - Mobile Equipment Metal Worker         15.28***           81800 - Automotive Worker         15.28***           81810 - Motor Vehicle Wechanic Helper         12.67***           81810 - Motor Vehicle Wechanic Helper         12.67***           81810 - Motor Vehicle Wecker         15.28***           81810 - Motor Vehicle Wecker         12.42***           81810 - Motor Vehicle Wecker         12.42***           81810 - Motor Vehicle Wecker         12			
0120         Service Order Dispatcher         15.4***           0140         Surply Technician         21.97           01420         Surply Technician         16.9***           01460         Surtchbard Operator/Receptionist         16.7***           01531         Travel Clerk I         13.65***           01532         Travel Clerk II         16.7***           01531         Word Processor II         16.3***           01611         Word Processor II         16.3***           01612         Word Processor II         18.26           05900 - Automotive Service Occupations         15.2***           05900 - Automotive Gody Repairer, Fiberglass         17.4***           05100 - Automotive Gody Repairer, Fiberglass         17.4***           05100 - Automotive Gody Repairer, Fiberglass         17.4***           05100 - Automotive Morker         15.2***           05100 - Motr Equipment Metal Mechanic         17.4***           05100 - Motr Vehicle Mechanic         17.4***           05100 - Motr Vehicle Mechanic         12.2***           05200 - Motr Vehicle Mechanic         12.2***           05200 - Motr Vehicle Mecker         12.2***           05200 - Motr Vehicle Mecker         12.2***           05200 - Motr Vehicle Mecker	-		
04120 - Supply Technician         1.97           04120 - Survey Morker         10.97****           04146 - Switchboard Operator/Receptionist         10.97****           04131 - Travel Clerk I         13.65****           04132 - Travel Clerk II         13.65***           04131 - Word Processor I         14.53***           04161 - Word Processor I         16.11***           04161 - Word Processor II         16.11***           04161 - Word Processor II         16.31***           04161 - Automotive Glass Installer         15.28***           05006 - Automotive Glass Installer         15.28***           05110 - Motor Equipment Metal Worker         15.28***           05120 - Motor Vehicle Mechanic         17.40***           05130 - Motor Vehicle Mechanic         17.40***           05130 - Motor Vehicle Worker         16.34***           05140 - Motor Vehicle Mechanic         17.40***           05150 - Motor Vehicle Worker         16.34***           05250 - Motor Vehicle Worker         16.34***           05250 - Motor Vehicle Mechanic         17.40***           05260 - Motor Vehicle Mec			
01420         Survey Worker         10,9***           01460         Switchboard Operator/Receptionist         10,78***           01531         Travel Clerk II         15,52***           01532         Travel Clerk II         16,60***           01611         Word Processor II         14,53***           01612         Word Processor II         16,31***           01613         Word Processor II         18,26           05900*         Automotive Service Occupations         15,28***           05900*         Automotive Gass Installer         15,28***           05900*         Automotive Gass Installer         15,28***           05900*         Automotive Gass Installer         12,88***           05100         Hobite Equipment Metal Machanic         17,44***           05130         Hobot Fequipment Metal Morker         12,88***           05130         Hobor Vehicle Mechanic         12,48***           05130         Hobor Vehicle Mechanic         12,48*** </td <td>•</td> <td></td> <td></td>	•		
01460 - Switchboard Operator/Receptionist         19.78***           01532 - Travel Clerk II         13.65***           01533 - Travel Clerk II         16.68***           01611 - Word Processor I         16.68***           01612 - Word Processor II         16.33***           01613 - Word Processor II         16.33***           01614 - Word Processor II         16.33***           01615 - Word Processor II         16.33***           05605 - Automotive Service Occupations         17.49***           05606 - Automotive Glass Installer         15.28***           05607 - Automotive Glass Installer         13.18***           05618 - Motor Equipment Servicer         13.18***           05119 - Motor Equipment Metal Worker         15.28***           05120 - Motor Vehicle Mechanic Helper         12.60***           05120 - Motor Vehicle Mechanic Helper         12.8***           05131 - Painter, Automotive         15.28***           05132 - Painter, Automotive         15.28***           05132 - Painter, Automotive         15.28***           05134 - Motor Equipment Secialist         17.4***           05145 - Motor Vehicle Mechanic Helper         12.8***           05135 - Painter, Automotive         15.28***           05206 - Motor Vehicle Mechanic Helper         12.8*** <td></td> <td></td> <td></td>			
01531         - Travel Clerk II         15.32***           01533         - Travel Clerk II         16.67***           01511         - Mord Processor II         16.53***           01512         - Mord Processor II         16.31***           01513         - Mord Processor II         16.31***           01513         - Mord Processor III         16.31***           01513         - Automotive Service Occupations         7.40***           05606         - Automotive Glass Installer         16.34***           05607         - Automotive Glass Installer         15.28***           05108         - Motor Fujupment Metal Worker         15.28***           05108         - Motor Vehicle Mechanic         17.40***           05220         - Motor Vehicle Mechanic         17.40***           05230         - Motor Vehicle Mechanic         18.22***           05230         - Motor Vehicle Worker         15.28***           05340         - Radiator Repair Specialist         17.40***           07800         - Fonagration And Service Occupation	-		
01532         • Travel Clerk II         15.22***           01531         • Iravel Clerk III         16.60****           01611         • Word Processor I         16.31***           01612         • Word Processor II         16.31***           01613         • Word Processor II         18.26           05005         • Automobile Body Repairor, Fiberglass         7.40***           05007         • Automotive Glass Installer         15.28***           050706         • Automotive Glass Installer         15.28***           05110         Mobile Equipment Servicer         15.28***           05110         Mobile Equipment Metal Worker         15.28***           05106         Motor Equipment Metal Worker         12.60***           05120         Motor Vehicle Mechanic Helper         12.60***           05120         Motor Vehicle Mechanic Helper         12.8***           05202         Motor Vehicle Mechanic Kelper         12.2***           05202			
01611 - Word Processor I       14.53***         01613 - Word Processor III       16.31***         01613 - Word Processor III       18.26         05005 - Automotive Electrician       16.34***         05016 - Automotive Glass Installer       15.28***         05070 - Automotive Worker       15.28***         05110 - Mobile Equipment Metal Machanic       17.40***         05130 - Motor Equipment Metal Machanic       17.40***         05130 - Motor Equipment Metal Worker       15.28***         05130 - Motor Vehicle Mechanic       17.40***         05250 - Motor Vehicle Mechanic       17.40***         05260 - Motor Vehicle Mechanic       17.40***         05270 - Motor Vehicle Mechanic       17.40***         05280 - Motor Vehicle Mechanic       17.40***         05280 - Motor Vehicle Mechanic       17.40***         05310 - Painter, Automotive       15.28***         05310 - Painter, Automotive       15.28***         05310 - Painter, Automotive       15.28***         05310 - The Repair Specialist       17.40***         07010 - Baker       12.21***         07020 - Food Preparation And Service Occupations       17.40***         07120 - Baker       19.20***         07210 - Baker       19.20***         07210	01532 - Travel Clerk II		
01612         Word Processor II         16.31***           05000         Automobile Body Repairer, Fiberglass         17.40***           05005         Automobile Body Repairer, Fiberglass         17.40***           05005         Automotive Electrician         16.34***           05040         Automotive Worker         15.28***           05100         Automotive Worker         15.28***           05100         Motor Equipment Metal Mechanic         17.40***           05160         Motor Equipment Metal Mechanic         17.40***           05160         Motor Vehicle Mechanic         17.40***           05160         Motor Vehicle Mechanic         17.40***           05220         Motor Vehicle Mechanic         12.20***           05220         Motor Vehicle Mechanic         12.20***           05220         Notor Vehicle Mechanic         15.28***           05320         Food Preparation And Service Occupations         12.21***           07020         Isaliatre	01533 - Travel Clerk III	16.60***	
01613 - Word Processor III         18.26           05606 - Automobile Body Repairer, Fiberglass         17.40***           05607 - Automotive Electrician         15.34***           05608 - Automotive Worker         15.28***           05670 - Automotive Worker         15.28***           05610 - Nobile Equipment Metal Mechanic         17.40***           05130 - Motor Equipment Metal Mochanic         17.40***           05130 - Motor Equipment Metal Worker         12.28***           05190 - Motor Vehicle Mechanic         17.40***           05250 - Motor Vehicle Mechanic         17.40***           05250 - Motor Vehicle Worker         12.28***           05310 - Painter, Automotive         15.28***           05310 - Painter, Automotive         15.28***           05300 - Radiator Repair Specialist         12.27***           05400 - Fronsmission Repair Specialist         17.40***           07010 - Baker         12.21***           07020 - Ford Service Worker         18.28***           07130 - Cod Preparation And Service Occupations         17.40****           07210 - Baker         19.20***           07220 - Oishwasher         19.00****           07230 - Ford Service Worker         18.34***           07242 - Cook II         17.40****	01611 - Word Processor I		
05000 - Automotive Service Occupations         17.44***           05010 - Automotive Electrician         16.34***           05040 - Automotive Glass Installer         15.28***           05110 - Motonie Equipment Servicer         13.11***           05110 - Motonie Equipment Metal Mechanic         17.44***           05110 - Motor Equipment Metal Mechanic         17.44***           05120 - Motor Equipment Metal Mechanic         17.44***           05160 - Motor Equipment Metal Mechanic         17.44***           05120 - Motor Vehicle Mechanic Helper         12.28***           05130 - Motor Vehicle Mechanic Helper         12.28***           05140 - Painter, Automotive         15.28***           05150 - Notor Vehicle Wecker         15.28***           05160 - Transmission Repair Specialist         17.44***           05100 - Transmission Repair Specialist         17.44***           07001 - Baker         12.21***           07010 - Baker         12.21***           07010 - Baker         13.34***           07130 - Food Preparation And Service Occupations         90100 - Electrostatic Spray Painter           07100 - Mater/Maitress         9.39***           09100 - Electrostatic Spray Painter         19.70           09100 - Furniture Refinisher         19.70           090800 - Furu			
68005         Automobile Body Repairer, Fiberglass         17.40***           68000         Automotive Electrician         16.34***           95040         Automotive Glass Installer         15.28***           05070         Automotive Worker         13.1***           05130         Mobile Equipment Metal Mechanic         17.40***           05130         Motor Equipment Metal Worker         15.28***           05130         Motor Equipment Metal Worker         15.28***           05130         Motor Vehicle Mechanic         17.40***           05200         Motor Vehicle Mechanic         17.40***           05200         Motor Vehicle Mechanic         15.28***           05200         Motor Vehicle Mechanic Helper         15.28***           05200         Motor Vehicle Mechanic         15.28***           05310         Painter, Automotive         15.28***           05320         Motor Vehicle Morker         12.28***           05330         Tira Repairer Specialist         17.40***           05300         Tira Repairen         12.6***           05400         Ford Franzmiton And Service Occupations         17.82           07401         Baker         17.82           07421         Cook I         17.82		18.26	
6810         - Automotive Electrician         15.24***           68000         - Automotive Worker         15.28***           65110         Mobile Equipment Servicer         13.11***           65130         Motor Equipment Metal Worker         13.28***           65160         Motor Equipment Metal Worker         17.40***           65120         Motor Vehicle Mechanic         17.40***           65220         Motor Vehicle Mechanic Helper         12.20***           65230         Motor Vehicle Mecker         15.28***           65310         Painter, Automotive         16.34***           65320         Radiator Repair Specialist         15.28***           65330         Tire Repairer         15.28***           65340         Fransmission Repair Specialist         17.44***           67040         Food Preparation And Service Occupations         12.21***           67040         Food Service Worker         13.34***           6710         Baker         17.42***           6710         Mater Mathemate And Repair Occupations         9.89***           69000         Furniture Maintenance And Repair Occupations         9.89***           69000         Furniture Refinisher         10.70           99940         Furniture R	•		
68040 - Automotive Glass Installer         15.28***           68070 - Automotive Worker         15.28***           95110 - Mobile Equipment Servicer         13.11***           06138 - Motor Equipment Metal Mechanic         17.40***           05130 - Motor Equipment Metal Worker         15.28***           05130 - Motor Vehicle Mechanic         17.40***           05220 - Motor Vehicle Mechanic Helper         12.00***           05250 - Motor Vehicle Mecken         15.28***           05310 - Painter, Automotive         16.34***           05340 - Radiator Repair Specialist         17.40***           05340 - Transmission Repair Specialist         17.40***           07010 - Baker         12.21***           07010 - Baker         10.29***           07010 - Baker         10.29***           07010 - Baker         10.18***           07130 - Food Service Worker         10.18***           07130 - Food Service Worker         10.18***           07130 - Food Service Worker         10.18***           07130 - Baker         19.00***           07130 - Food Service Worker         10.18***           0714 - Cook I         15.29***           07150 - Mait Cutter         19.70           09110 - Furniture Redinisher         19.70			
96970 - Automotive Worker         15.28***           95110 - Mobile Equipment Servicer         13.11***           95130 - Motor Equipment Metal Morker         13.11***           95160 - Motor Equipment Metal Worker         15.28***           95190 - Motor Vehicle Mechanic         17.40***           95200 - Motor Vehicle Mechanic Helper         12.00***           95280 - Motor Vehicle Worker         15.28***           95300 - Motor Vehicle Worker         15.28***           95300 - Painter, Automotive         16.34***           95300 - Transmission Repair Specialist         15.28***           97000 - Food Preparation And Service Occupations         17.40***           97010 - Baker         10.00***           97041 - Cook I         17.82           97042 - Cook II         17.82           97040 - Food Preparation And Service Occupations         9.89***           97040 - Cook II         17.82           97040 - Cook II         17.82           97041 - Cook I         17.82           97050 - Waiter/Waitress         9.89***           90900 - Furniture Refinisher         19.70           99900 - Furniture Refinisher         19.70           99900 - Furniture Refinisher         19.70           99900 - Furniture Refinisher Helper         10.			
95110 - Mobile Equipment Servicer         13.11***           95130 - Motor Equipment Metal Mechanic         17.40***           95160 - Motor Equipment Metal Worker         15.28***           95190 - Motor Vehicle Mechanic Helper         12.00***           95250 - Motor Vehicle Mechanic Helper         12.20***           95260 - Motor Vehicle Upholstery Worker         15.28***           95300 - Motor Vehicle Wecker         15.28***           95300 - Motor Vehicle Wecker         15.28***           95300 - Motor Vehicle Mechanic Kelper         15.28***           95300 - Painter, Automotive         15.28***           95300 - Tire Repairer         12.67***           95400 - Transmission Repair Specialist         17.40***           97010 - Baker         12.1***           97041 - Cook I         17.82           97070 - Dishwasher         10.00***           97120 - Food Service Worker         10.18***           97220 - Waiter/Waitress         9.89***           99010 - Electrostatic Spray Painter         19.70           99080 - Furniture Refinisher         19.70           99080 - Furniture Refinisher         19.70           99080 - Furniture Repairer, Minor         11.5****           11030 - Cleaner, Vehicles         19.70           11039			
65130 - Motor Equipment Metal Mechanic         17.49***           65150 - Motor Vehicle Mechanic         17.40***           65190 - Motor Vehicle Mechanic Helper         12.09***           65220 - Motor Vehicle Upholstery Worker         12.20***           65280 - Motor Vehicle Upholstery Worker         15.28***           65310 - Painter, Automotive         15.34***           65340 - Radiator Repair Specialist         15.28***           65370 - Tire Repairer         12.67***           67400 - Food Preparation And Service Occupations         12.21***           67040 - Soke II         17.48***           67041 - Cook I         15.29***           67042 - Cook II         17.82           67070 - Dishwasher         10.08***           67130 - Food Service Worker         13.34***           67260 - Waiter/Waitress         9.89***           69010 - Electrostatic Spray Painter         19.70           69020 - Furniture Refinisher         19.70           99030 - Furniture Refinisher         19.70           10000 - General Services And Support Occupations         19.70           11030 - Cleaner, Vehicles         10.12***           11060 - Elevator Operator         10.38***           11060 - Elevator Operator         10.38***           11060 - Cleane			
95160         Motor Equipment Metal Worker         15.28***           95190         Motor Vehicle Mechanic Helper         17.49***           95252         Motor Vehicle Wechanic Helper         12.00***           95258         Motor Vehicle Wecker         15.28***           95310         Painter, Automotive         16.34***           95340         Radiator Repair Specialist         15.28***           95370         Tire Repairer         12.67***           95400         Fransmission Repair Specialist         17.40***           97000         Food Preparation And Service Occupations         17.82           97041         Cook I         17.82           97042         Cook I         17.82           97070         Dishwasher         10.18***           97042         Cook I         17.82           97074         Dishwasher         19.09***           97126         Maat Cutter         19.34***           97260         Furniture Maintenance And Repair Occupations         9990           99900         Furniture Refinisher         19.70           99908         Furniture Refinisher Helper         19.70           99908         Furniture Repairer, Minor         17.15***           11090			
65190         Motor Vehicle Mechanic         17.40***           05220         Motor Vehicle Mechanic Helper         12.00***           05228         Motor Vehicle Upholstery Worker         14.22***           05328         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         74.40***           07010         Baker         12.21***           07042         Cook I         15.29***           07042         Cook II         17.82           07042         Cook II         10.00***           07130         Food Service Worker         10.18***           07216         Waiter/Waitress         9.89***           09040         Furniture Maintenance And Repair Occupations         9.89***           09040         Furniture Refinisher         19.70           09040         Furniture Refinisher         19.70           09040         Furniture Refinisher Helper         19.70           109040         General Services And Support Occupations         10.12***			
65250         Motor Vehicle Upholstery Worker         14.22***           65280         Motor Vehicle Wrecker         15.28***           65310         Painter, Automotive         16.34***           65340         Radiator Repair Specialist         15.28***           65370         Tire Repairer         12.67***           65400         Transmission Repair Specialist         17.40***           07000         Food Preparation And Service Occupations         12.21***           07011         Baker         12.21***           07021         Baker         12.21***           07021         Baker         12.21***           07021         Cook II         17.82           07070         Dishwasher         10.00***           07130         Food Service Worker         10.18***           07260         Waiter/Waitress         9.89***           09000         Furniture Maintenance And Repair Occupations         9.70           09040         Furniture Refinisher         19.70           09040         Furniture Repairer, Minor         17.15***           09100         Furniture Repairer, Minor         17.15***           09110         General Services And Support Occupations         10.12***			
65250         Motor Vehicle Upholstery Worker         14.22***           65280         Motor Vehicle Wrecker         15.28***           65310         Painter, Automotive         16.34***           65340         Radiator Repair Specialist         15.28***           65370         Tire Repairer         12.67***           65400         Transmission Repair Specialist         17.40***           07000         Food Preparation And Service Occupations         12.21***           07011         Baker         12.21***           07021         Baker         12.21***           07021         Baker         12.21***           07021         Cook II         17.82           07070         Dishwasher         10.00***           07130         Food Service Worker         10.18***           07260         Waiter/Waitress         9.89***           09000         Furniture Maintenance And Repair Occupations         9.70           09040         Furniture Refinisher         19.70           09040         Furniture Repairer, Minor         17.15***           09100         Furniture Repairer, Minor         17.15***           09110         General Services And Support Occupations         10.12***			
05310         Painter, Automotive         16.34***           05340         Radiator Repair Specialist         15.28***           05400         Tira Repairer         12.67***           05400         Fransmission Repair Specialist         17.40***           07000         Food Preparation And Service Occupations         17.40***           07010         Baker         12.21***           07011         Cook I         15.29***           07042         Cook II         17.82           07074         Dishwasher         10.18***           07130         Food Service Worker         10.18***           07130         Food Service Worker         10.18***           07210         Maat Cutter         13.34***           07260         Waiter/Waitress         9.89***           09010         Eucriture Maintenance And Repair Occupations         90900           09010         Eucriture Refinisher         19.70           09040         Furniture Refinisher Melper         19.70           09080         Furniture Refinisher Melper         19.70           09080         Furniture Refinisher Melper         19.70           09080         General Services And Support Occupations         11030           11030<			
05340         - Radiator Repair Specialist         15.28***           05370         - Transmission Repair Specialist         12.67***           07000         - Food Preparation And Service Occupations         12.21***           07010         - Baker         12.21***           07011         - Cook I         15.29***           07042         - Cook I         15.29***           07042         - Cook I         17.82           07070         Dishwasher         10.60***           07130         - Food Service Worker         10.18***           07210         - Meat Cutter         13.34***           07210         - Meat Cutter         19.70           09000         - Furniture Maintenance And Repair Occupations         98***           09000         - Furniture Handler         19.70           09000         - Furniture Refinisher         19.70           09000         - Furniture Refinisher Helper         14.47***           09130         - Upholsterer         19.70           11000         - General Services And Support Occupations         10.12***           11000         - Cleaner, Vehicles         10.12***           11000         - Cleaner, Vehicles         10.38***           11122 <td>05280 - Motor Vehicle Wrecker</td> <td></td> <td></td>	05280 - Motor Vehicle Wrecker		
05370       - Tire Repairer       12.67***         05400       - Transmission Repair Specialist       17.40***         07000       Food Preparation And Service Occupations       12.21***         07010       - Baker       15.29***         07041       - Cook I       17.82         07070       Dishwasher       10.00***         07130       - Food Service Worker       10.18***         07210       - Meat Cutter       13.34***         07260       - Waiter/Waitress       9.89***         09000       - Furniture Maintenance And Repair Occupations       9.89***         09000       - Furniture Maintenance And Repair Occupations       9.70         09040       - Furniture Refinisher       19.70         09080       - Furniture Refinisher Helper       14.47***         09100       - Electrostatic Spray Painter       19.70         09100       - Furniture Repairer, Minor       17.15***         09110       - Furniture Repairer, Minor       17.15***         09120       - Cleaner, Vehicles       10.12***         11060       - Elevator Operator       10.38***         11200       - Gaedener       15.28***         11212       Housekeeping Aide       10.38***     <	05310 - Painter, Automotive	16.34***	
05400         - Transmission Repair Specialist         17.40***           070000         - Food Preparation And Service Occupations         12.21***           07041         - Cook I         15.29***           07042         - Cook II         17.82           07047         Dishwasher         10.00***           07130         - Food Service Worker         10.18***           07130         - Food Service Worker         13.34***           07100         - Meat Cutter         13.34***           07210         - Furniture Maintenance And Repair Occupations         19.70           09000         - Furniture Refinisher         19.70           09080         - Furniture Refinisher Helper         14.47***           09130         - Upholsterer         19.70           11000         - Gardener			
07000 - Food Preparation And Service Occupations       12.21***         07010 - Baker       12.21***         07041 - Cook I       15.29***         07042 - Cook II       17.82         07070 - Dishwasher       10.00***         0710 - Meat Cutter       13.34***         07200 - Waiter/Waitress       9.89***         09000 - Furniture Maintenance And Repair Occupations       9.9***         09010 - Electrostatic Spray Painter       19.70         09040 - Furniture Maintenance And Repair Occupations       9.70         09040 - Furniture Maintenance And Repair Occupations       9.70         09040 - Furniture Refinisher       19.70         09090 - Furniture Refinisher       19.70         0910 - General Services And Support Occupations       19.70         11000 - General Services And Support Occupations       10.12***         11080 - Cleaner, Vehicles       10.12***         11090 - Gardener       10.38***         11122 - Housekeeping Aide       10.38***         11122 - Housekeeping Aide       10.38***         11240 - Maid or Houseman       10.24***         11250 - Tractor Operator       13.99***         11330 - Trail Maintenance Worker       11.55***         11330 - Trail Maintenance Worker       11.60***			
07010       - Baker       12.21***         07041       - Cook II       15.29***         07042       - Cook II       17.82         07070       - Dishwasher       10.00***         07130       - Food Service Worker       10.18***         07210       - Meat Cutter       13.34***         07260       - Waiter/Waitress       9.89***         09000       - Furniture Maintenance And Repair Occupations       9.89***         09000       - Furniture Maintenance And Repair Occupations       9.89***         09010       - Electrostatic Spray Painter       19.70         09040       - Furniture Refinisher       19.70         09080       - Furniture Refinisher Helper       14.47***         09100       - Furniture Repairer, Minor       17.15***         09110       - Furniture Repairer, Minor       19.70         11000       - General Services And Support Occupations       10.12***         11080       - Cleaner, Vehicles       10.12***         11080       - Cleaner, Vehicles       10.12***         11080       - Gardener       15.28***         11190       - Gardener       19.38***         11212       - Housekeeping Aide       10.38***         <		17.40***	
07041 - Cook I       15.29***         07042 - Cook II       17.82         07070 - Dishwasher       10.00***         07130 - Food Service Worker       10.18***         07130 - Food Service Worker       13.34***         07260 - Waiter/Waitress       9.89***         09000 - Furniture Maintenance And Repair Occupations       9900         09040 - Furniture Maintenance And Repair Occupations       19.70         09040 - Furniture Refinisher       19.70         09080 - Furniture Refinisher Helper       14.47***         0910 - Electrostatic Spray Painter       19.70         09080 - Furniture Refinisher Helper       19.70         09090 - Furniture Refinisher Helper       14.47***         09110 - Eurniture Repairer, Minor       17.15***         09120 - General Services And Support Occupations       10.2***         11030 - Cleaner, Vehicles       10.12***         11060 - Elevator Operator       10.38***         11122 - Housekeeping Aide       10.38***         11122 - Housekeeping Aide       10.38***         11220 - Laborer, Grounds Maintenance       11.55***         11240 - Maid or Houseman       10.24***         11260 - Pruner       10.34***         11270 - Tractor Operator       13.39***         11360	· · ·	10 01***	
07042 - Cook II       17.82         07070 - Dishwasher       10.00***         07130 - Food Service Worker       10.18***         07130 - Food Service Worker       10.18***         07210 - Meat Cutter       13.34***         07200 - Waiter/Waitress       9.89***         09000 - Furniture Maintenance And Repair Occupations       9.89***         09000 - Furniture Maintenance And Repair Occupations       9.89***         09000 - Furniture Refinisher       19.70         09040 - Furniture Refinisher       19.70         09050 - Furniture Refinisher Helper       14.47***         09110 - Furniture Repairer, Minor       17.15***         09130 - Upholsterer       19.70         11000 - General Services And Support Occupations       10.12***         11030 - Cleaner, Vehicles       10.12***         11030 - Cleaner, Vehicles       10.38***         111090 - Gardener       15.28***         11122 - Housekeeping Aide       10.38***         1122 - Housekeeping Aide       10.38***         1120 - Laborer, Grounds Maintenance       11.55***         11210 - Laborer, Grounds Maintenance       11.55***         11226 - Pruner       10.34***         11300 - Tractor Operator       13.99***         11330 - Trail Maintenanc			
07070 - Dishwasher       10.00***         07130 - Food Service Worker       10.18***         07210 - Meat Cutter       13.34***         07210 - Waiter/Waitress       9.89***         09000 - Furniture Maintenance And Repair Occupations       9.89***         09000 - Furniture Maintenance And Repair Occupations       19.70         09000 - Furniture Maintenance And Repair Occupations       19.70         09000 - Furniture Refinisher       19.70         09000 - Furniture Refinisher       19.70         09000 - Furniture Refinisher Helper       14.47***         09110 - Furniture Refinisher Helper       19.70         09130 - Upholsterer       19.70         11000 - General Services And Support Occupations       10.12***         11030 - Cleaner, Vehicles       10.12***         11000 - Gendener       15.28***         11122 - Housekeeping Aide       10.38***         11123 - Janitor       10.38***         11224 - Maid or Houseman       10.24***         11230 - Trail Maintenance       11.55***         11240 - Maid or Houseman       10.24***         11250 - Pruner       13.39***         11260 - Window Cleaner       11.60***         11260 - Window Cleaner       11.60***         11200 - Health Occupations <td></td> <td></td> <td></td>			
07130 - Food Service Worker       10.18***         07210 - Meat Cutter       13.34***         07260 - Waiter/Waitress       9.89***         09000 - Furniture Maintenance And Repair Occupations       9.89***         09000 - Furniture Maintenance And Repair Occupations       19.70         09040 - Furniture Handler       11.94***         09080 - Furniture Refinisher       19.70         09080 - Furniture Refinisher       19.70         09090 - General Services And Support Occupations       19.70         11000 - Geneer, Vehicles       10.12***         11030 - Cleaner, Vehicles       10.12***         11060 - Elevator Operator       10.38***         11102 - Gardener       10.38***         11112 - Housekeeping Aide       10.38***         11120 - Laborer, Grounds Maintenance       11.55***         11200 - Pruner       10.34***         11210 - Laborer, Grounds Maintenance       11.55***         11200 - Pruner       10.34***         11330 - Trail Maintenance Worker       11.55***         11300 - Window Cleaner       11.60***         12000 - Health Occupations       20.86         12010 - Ambulance Driver       20.86         12011 - Breath Alcohol Technician       20.86         12012 - Certified Occupatio			
07210 - Meat Cutter       13.34***         07260 - Waiter/Waitress       9.89***         09000 - Furniture Maintenance And Repair Occupations       9.89***         09000 - Furniture Maintenance And Repair Occupations       19.70         09010 - Electrostatic Spray Painter       19.70         09040 - Furniture Handler       11.94***         09080 - Furniture Refinisher       19.70         09090 - Furniture Refinisher Helper       14.47***         09110 - Furniture Repairer, Minor       17.15***         09130 - Upholsterer       19.70         11030 - General Services And Support Occupations       19.70         11030 - Cleaner, Vehicles       10.12***         11060 - Elevator Operator       10.38***         11122 - Housekeeping Aide       10.38***         11124 - Laborer, Grounds Maintenance       11.55***         11240 - Maid or Houseman       10.24***         11250 - Pruner       10.34***         11260 - Pruner       10.34***         11270 - Tractor Operator       13.99***         11330 - Trail Maintenance Worker       11.55***         11360 - Window Cleaner       11.60***         12000 - Health Occupations       20.86         12011 - Breath Alcohol Technician       20.86         12012 - Cert			
07260 - Waiter/Waitress       9.89***         09000 - Furniture Maintenance And Repair Occupations       19.70         09010 - Electrostatic Spray Painter       19.70         09040 - Furniture Handler       11.94***         09080 - Furniture Refinisher       19.70         09090 - Furniture Refinisher       19.70         09090 - Furniture Refinisher Helper       14.47***         09110 - Furniture Repairer, Minor       17.15***         09130 - Upholsterer       19.70         11000 - General Services And Support Occupations       19.70         11030 - Cleaner, Vehicles       10.12***         11060 - Elevator Operator       10.38***         11090 - Gardener       15.28***         11122 - Housekeeping Aide       10.38***         11210 - Laborer, Grounds Maintenance       11.55***         11220 - Funer       10.34***         11260 - Pruner       10.34***         11270 - Tractor Operator       13.99***         11330 - Trail Maintenance Worker       11.55***         11300 - Window Cleaner       11.60***         12200 - Mealth Occupations       20.86         12211 - Breath Alcohol Technician       20.86         12212 - Certified Occupational Therapist Assistant       28.62         12015 - Certified P			
09010 - Electrostatic Spray Painter       19.70         09040 - Furniture Handler       11.94***         09080 - Furniture Refinisher       19.70         09090 - Furniture Refinisher Helper       14.47***         09110 - Furniture Repairer, Minor       17.15***         09130 - Upholsterer       19.70         11000 - General Services And Support Occupations       19.70         11000 - General Services And Support Occupations       10.12***         11060 - Elevator Operator       10.38***         11090 - Gardener       15.28***         11122 - Housekeeping Aide       10.38***         11120 - Laborer, Grounds Maintenance       11.55***         11240 - Maid or Houseman       10.24***         11260 - Pruner       10.34***         11270 - Tractor Operator       13.99***         11330 - Trail Maintenance Worker       11.55***         11260 - Window Cleaner       11.60***         12000 - Health Occupations       20.86         12010 - Ambulance Driver       20.86         12010 - Ambulance Driver       20.86         12011 - Breath Alcohol Technician       20.86         12012 - Certified Occupational Therapist Assistant       28.62         12015 - Certified Physical Therapist Assistant       28.62 <td>07260 - Waiter/Waitress</td> <td></td> <td></td>	07260 - Waiter/Waitress		
09040Furniture Handler11.94***09080Furniture Refinisher19.7009090Furniture Refinisher Helper14.47***09110Furniture Repairer, Minor17.15***09130Upholsterer19.7011000General Services And Support Occupations10.12***11030Cleaner, Vehicles10.12***11060Elevator Operator10.38***11050Gardener15.28***11122Housekeeping Aide10.38***11126Janitor10.38***11200Laborer, Grounds Maintenance11.55***11200Tractor Operator13.99***11300Trail Maintenance Worker11.55***11300Trail Maintenance Worker11.60***12000Health Occupations20.8612010Ambulance Driver20.8612012Certified Occupational Therapist Assistant28.6212015Certified Physical Therapist Assistant28.62"Revised" Or Ammenda38.62			
09080 - Furniture Refinisher       19.70         09090 - Furniture Refinisher Helper       14.47***         09110 - Furniture Repairer, Minor       17.15***         09130 - Upholsterer       19.70         11000 - General Services And Support Occupations       19.70         11000 - General Services And Support Occupations       10.12***         11030 - Cleaner, Vehicles       10.12***         11060 - Elevator Operator       10.38***         11120 - Gardener       15.28***         11120 - Housekeeping Aide       10.38***         11120 - Laborer, Grounds Maintenance       11.55***         11200 - Tractor Operator       13.99***         11200 - Tractor Operator       13.99***         1130 - Trail Maintenance Worker       11.55***         11200 - Health Occupations       11.60***         12000 - Health Occupations       20.86         12010 - Ambulance Driver       20.86         12011 - Breath Alcohol Technician       20.86         12012 - Certified Occupational Therapist Assistant       28.62         "Revised" On Amendaria       38.62         12015 - Certified Physical Therapist Assistant       28.62	09010 - Electrostatic Spray Painter	19.70	
09090 - Furniture Refinisher Helper14.47***09110 - Furniture Repairer, Minor17.15***09130 - Upholsterer19.7011000 - 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***11220 - Pruner10.34***11260 - Pruner10.34***11270 - Tractor Operator13.99***11330 - Trail Maintenance Worker11.55***11200 - Health Occupations11.60***12000 - Health Occupations20.8612010 - Ambulance Driver20.8612011 - Breath Alcohol Technician20.8612015 - Certified Occupational Therapist Assistant28.62"Revised" On Amenda28.62"Revised" On Amenda		11.94***	
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11360 - Window Cleaner11.60***12000 - Health Occupations20.8612010 - Ambulance Driver20.8612011 - Breath Alcohol Technician20.8612012 - Certified Occupational Therapist Assistant28.6212015 - Certified Physical Therapist Assistant28.62AmendmAmendm	•		
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12020 - Dental Assistant	5	18.79	
12025 - Dental Hygienist		39.73	
12030 - EKG Technician		31.60	
12035 - Electroneurodiagnostic Technologist		31.60	
12040 - Emergency Medical Technician		20.86	
12071 - Licensed Practical Nurse I		18.65	
12072 - Licensed Practical Nurse II		20.86	
12073 - Licensed Practical Nurse III		23.25	
12100 - Medical Assistant 12130 - Medical Laboratory Technician		14.50*** 18.93	
12160 - Medical Record Clerk		14.97***	
12190 - Medical Record Technician		17.77	
12195 - Medical Transcriptionist		18.65	
12210 - Nuclear Medicine Technologist		45.85	
12221 - Nursing Assistant I		12.43***	
12222 - Nursing Assistant II		13.99***	
12223 - Nursing Assistant III		15.26***	
12224 - Nursing Assistant IV		17.12***	
12235 - Optical Dispenser		20.86	
12236 - Optical Technician		18.65	
12250 - Pharmacy Technician 12280 - Phlebotomist		15.49*** 18.65	
12200 - Fhieldtomist 12305 - Radiologic Technologist		31.60	
12311 - Registered Nurse I		25.85	
12312 - Registered Nurse II		31.60	
12313 - Registered Nurse II, Specialist		31.60	
12314 - Registered Nurse III		38.24	
12315 - Registered Nurse III, Anesthetist		38.24	
12316 - Registered Nurse IV		45.85	
12317 - Scheduler (Drug and Alcohol Testing)		25.85	
12320 - Substance Abuse Treatment Counselor		25.85	
13000 - Information And Arts Occupations		21 42	
13011 - Exhibits Specialist I 13012 - Exhibits Specialist II		21.42 26.53	
13013 - Exhibits Specialist III		32.45	
13041 - Illustrator I		21.42	
13042 - Illustrator II		26.53	
13043 - Illustrator III		32.45	
13047 - Librarian		29.38	
13050 - Library Aide/Clerk		17.05***	
13054 - Library Information Technology Systems		26.53	
Administrator		10.11	
13058 - Library Technician 13061 - Media Specialist I		18.11 19.15	
13062 - Media Specialist II		21.42	
13063 - Media Specialist III		23.87	
13071 - Photographer I		19.15	
13072 - Photographer II		21.42	
13073 - Photographer III		26.53	
13074 - Photographer IV		32.45	
13075 - Photographer V		39.27	
13090 - Technical Order Library Clerk		21.42	
13110 - Video Teleconference Technician		19.15	
14000 - Information Technology Occupations		15 71***	
14041 - Computer Operator I 14042 - Computer Operator II		15.71*** 17.22***	
14043 - Computer Operator III		19.19	
14044 - Computer Operator IV		21.33	
14045 - Computer Operator V		23.62	
14071 - Computer Programmer I	(see 1)	15.73***	
14072 - Computer Programmer II	(see 1)	19.50	
14073 - Computer Programmer III	(see 1)	23.84	
14074 - Computer Programmer IV	(see 1)	<b></b>	
14101 - Computer Systems Analyst I	(see 1)	24.23	"Deside
14102 - Computer Systems Analyst II	(see 1)		Revise" Am
https://sam.gov/wago.dotormination/2015.5603/23			

14109         - Computer Systems Analyst III         (See 1)           14150         - Persipheral Equipment Operator         15.71***           14160         - Persipheral Equipment Operator         21.33           14170         - Systems Support Specialist         21.34           15080         - Aircrew Training Devices Instructor (Non-Rated)         29.32           15080         - Aircrew Training Devices Instructor (Pilot)         34.91           15080         - Air Crew Training Devices Instructor (Pilot)         34.91           15080         - Educational Technologist         31.71           15080         - Educational Technologist         31.71           15080         - Maintenance Test (Pilot, Fixed, Jet/Prop         34.91           15080         - Maintenance Test/Orlot         32.78           15180         - Technical Instructor         17.67***           15080         - Tachnical Instructor         13.8***           16080         - Sasembler         13.8***           16080         - Sasembler         13.8***           16080         - Sasembler         13.8***           16080         - Sasembler         13.8***           16080         - Fachnork, Machine         13.8***           16080 <td< th=""><th>1/8/25, 1:21 Pl</th><th>M</th><th>SAM.gov</th><th></th><th></th></td<>	1/8/25, 1:21 Pl	M	SAM.gov		
14160Personal Computer Support Technician21.3314170System Support Specialist24.2315800Aircrew Training Devices Instructor (Non-Rated)24.2315801Aircrew Training Devices Instructor (Pilot)34.9115805Computer Based Training Specialist / Instructor24.2315806Computer Based Training Specialist / Instructor24.2315807Flight Instructor (Pilot)34.9115808Graphic Artist Pilot, Fixed, Jet/Prop24.9115808Mantenance Test/Computing34.9115808Non-Maintenance Test/Computer23.7815808Non-Maintenance Test/Computer23.7815809Technical Instructor15.70***15809Technical Instructor/Course Developer23.7815809Isandry, Dry-Cleaning, Pressing And Related Occupations13.38***16801Counter Attendant11.38***16802Counter Attendant11.38***16803Counter Attendant11.38***16804Presser, Machine, Shrift Space11.38***16805Presser, Machine, Shrift Space11.38***16806Presser, Machine, Shrift Space11.38***16807Presser, Machine, Append, Laundry11.38***16808Presser, Machine, Shrift Space11.38***16809Presser, Machine, Shrift Space12.97***16809Presser, Machine, Shrift Space12.97***16809Presser, Machine, Shrift Space13.87***16809Presser, Machine, Shrift Space<	14103	- Computer Systems Analyst III	(see 1)		
14170 - System Support Specialist       21.24         15808 - Instructional Occupations       24.23         15818 - Air Crew Training Devices Instructor (Roted)       24.33         15838 - Air Crew Training Devices Instructor (Pilot)       34.31         15868 - Computer Based Training Specialist / Instructor       24.23         15868 - Computer Based Training Specialist / Instructor       24.33         15868 - Computer Based Training Specialist / Instructor       34.31         15888 - Graphic Artist       20.47         15888 - Maintenance Test Pilot, Kotary Wing       34.31         15888 - Maintenance Test Polot, Kotary Wing       34.31         15888 - Maintenance Test Polot, Kotary Wing       34.31         15889 - Technical Instructor       26.77         15120 - Technical Instructor Course Developer       15.77         15120 - Undor       15.87***         16090 - Loundry, Dry-Cleaning, Pressing And Related Occupations       13.8***         16090 - Presser, Machine, Shirts       13.38***         16190 - Presser, Machine, Shirts       13.38***         16190 - Presser, Machine Mapparel, Laundry       13.38***         16209 - Presser, Machine Mapparel, Laundry       13.38***         16209 - Presser, Machine Maring Apparel, Laundry       13.38***         16209 - Machine Obepariton And Repair Occupa	14150	- Peripheral Equipment Operator		15.71***	
15000         Instructional Occupations           55010         Aircrew Training Devices Instructor (Non-Rated)         24.23           15020         Aircrew Training Devices Instructor (Pilot)         34.91           15080         Computer Based Training Specialist / Instructor         24.23           15080         Computer Based Training Specialist / Instructor         24.23           15080         Fulght Instructor (Pilot)         34.91           15080         Maintenance Test Pilot, Rixed, Jet/Prop         34.91           15080         Maintenance Test Pilot, Rotary Wing         34.91           15080         Technical Instructor (Course Developer         15.76***           15100         Technical Instructor/Course Developer         15.76***           15100         Fast Photo         15.76***           15100         Fast Photo         15.76***           15100         Fast Phototor         15.76***           15100         Fast Phototor         15.76***           15100         Fast Phototor         15.76***           15000         Fast Phototor         15.76***           16000         Fast Phototor         15.76***           16000         Fast Phototor         15.76***           16000         Fast Phototor				21.33	
15820         - Aircrew Training Devices Instructor (Non-Rated)         24.23           15830         - Air Crew Training Devices Instructor (Filot)         34.91           15860         - Computer Based Training Specialist / Instructor         24.23           15860         - Educational Technologist         31.17           15870         - Educational Technologist         34.91           15880         - Graphic Artist         28.47           15880         - Saintenance Test Pilot, Natary Ming         34.91           15880         - Maintenance Test Pilot, Natary Ming         34.91           15880         - Mon-Maintenance Test Pilot, Ocurse Developer         23.78           15180         - Technical Instructor/Course Developer         15.70***           15880         - Laundry, Dry-Cleaning, Pressing And Related Occupations         1088**           16080         - Counter Attendant         11.38***           16180         - Presser, Machine, Drycleaning         11.38***           16180         - Presser, Machine, Spritts         11.38***           16180         - Pre				21.24	
1920         - Air Crew Training Devices Instructor (Pilot)         34.91           19500         - Computer Based Training Specialist / Instructor         24.23           19600         Educational Technologist         31.17           19700         Filight Instructor (Pilot)         34.91           19800         Graphic Artist         20.47           19805         Maintenance Test Pilot, Rotary Wing         34.91           19805         Maintenance Test Pilot, Rotary Wing         34.91           19805         Technical Instructor/Course Developer         27.87           19805         Technical Instructor/Course Developer         27.87           19805         Technical Instructor/Course Developer         13.70***           19806         Londry, Dry-Cleaning, Pressing And Related Occupations         13.8***           19806         Counter Attendant         11.38***           19807         Finisher, Platwork, Machine         11.38***           19808         Presser, Machine, Operator         13.5***           19808         Fesser, Machine, Operator         13.5***           19809         Satine Operator         13.5***           19809         Satine Operator         13.7***           19809         Fesking Machine Operator         13.8**** </td <td></td> <td></td> <td></td> <td></td> <td></td>					
16930         - Air Crew Training Devices Instructor (Pilot)         34.91           15960         - Educational Technologist         31.77           15970         - Flight Instructor (Pilot)         34.91           15885         - Snaphic Artist         20.47           15980         - Snaphic Artist         20.47           15985         - Maintenance Test Pilot, Fixed, Jet/Prop         34.91           15980         - Maintenance Test Pilot, Rotary Wing         34.91           15980         - Technical Instructor/Course Developer         27.87           15190         - Technical Instructor/Course Developer         15.78***           16080         - Laundry, Dry-Cleaning, Pressing And Related Occupations         10.38***           16080         - Laundry, Dry-Cleaning, Pressing And Related Occupations         11.38***           16080         - Counter Attendant         11.38***           16080         - Freisser, Machine, Drycleaning         11.38***           16190         - Presser, Machine, Drycleaning         13.53***           16190         - Presser, Machine, Operator         13.53***           16280         - Saning Machine, Shrifts         11.38***           16190         - Presser, Machine, Operator         13.53***           16280 <t< td=""><td></td><td></td><td>d)</td><td></td><td></td></t<>			d)		
1989 - Computer Based Texhnlog Specialist / Instructor         24.23           19800 - Educational Technologist         31.17           19870 - Flight Instructor (Pilot)         34.91           19885 - Maintenance Test Pilot, Fixed, Jet/Prop         34.91           19885 - Maintenance Test Pilot, Rotary Wing         34.91           19885 - Maintenance Test Pilot, Rotary Wing         34.91           19895 - Technical Instructor/Course Developer         25.78           15100 - Tutor         15.76***           15100 - Test Proctor         15.76***           15100 - Tutor         15.76***           16000 - Loundry, Dry-Cleaning, Pressing And Related Occupations         1           16010 - Assembler         11.38***           16020 - Finisher, Flatwork, Machine         11.38***           16030 - Presser, Machine, Shirts         11.38***           16100 - Presser, Machine, Machine (Departor         13.53***           16100 - Presser, Machine, Maching And Packing Occupations         19.70           19000 - Machine-Tool Operator (Tool Room)         19.70           19000 - Machine-Tool Operator (Tool Room)         19.70           19000 - Machine Jool Operator (Tool Room)         19.70           19000 - Machine Jool Operator         13.3****           10100 - Machine Tool Operator         2.97					
15060         - Educational Technologist         34.91           15080         - Graphic Artist         20.47           15080         - Maintenance Test Pilot, Rived, Jet/Prop         36.91           15080         - Maintenance Test Pilot, Rotary Wing         36.91           15080         - Maintenance Test Pilot, Rotary Wing         36.91           15080         - Non-Maintenance Test/Co-Pilot         17.67***           15090         - Technical Instructor/Course Developer         15.78***           15100         - Technical Instructor/Course Developer         15.78***           16090         - Laundry, Dry-Cleaning, Pressing And Related Occupations         10.38***           16090         - Counter Attendant         11.38***           16090         - Finisher, Platwork, Machine         11.38***           16090         - Presser, Machine, Drycleaning         11.38***           16100         - Presser, Machine, Maring Apparel, Laundry         11.38***           16100         - Presser, Machine, Maring Apparel, Laundry         13.8***           16200         - Samine Tool Operator (Tool Room)         19.70           19040         - Machine Tool Operator (Tool Room)         19.70           19040         - Machine Tool Operator (Tool Room)         19.70					
1970         - Filght Instructor (Pilot)         34.91           19805         Graphic Artist         26.47           19805         Maintenance Test Pilot, Rotary Wing         34.91           19808         Non-Maintenance Test ViCo-Pilot         34.91           19809         Technical Instructor/Course Developer         27.87           19805         Technical Instructor/Course Developer         27.87           19806         - Laundry, Dry-Cleaning, Pressing And Related Occupations         15.76***           19806         - Laundry, Dry-Cleaning, Pressing And Related Occupations         15.38***           19808         - Ounter Attendant         11.38***           19809         - Hainsher, Flatwork, Machine         11.38***           19809         - Presser, Machine, Drycleaning         11.38***           19809         - Presser, Machine, Operator         13.53***           16100         - Presser, Machine, Waaring Apparel, Laundry         11.38***           16109         - Presser, Machine, Maching Occupations         19.79           19809         - Machine Tool Operator         10.78           19809         - Machine Tool Operator         13.53***           10200         - Santhing Maching Accupations         12.97           19809         - Mate			or		
15880 - Graphic Artist         20.47           15885 - Maintenance Test Pilot, Fixed, Jet/Prop         34.91           15886 - Maintenance Test Pilot, Rotary Wing         34.91           15886 - Mon-Maintenance Test Pilot, Rotary Wing         34.91           15886 - Mon-Maintenance Test/Co-Pilot         34.91           15890 - Technical Instructor         17.67***           15895 - Technical Instructor         15.76***           15896 - Laundry, Dry-Cleaning, Pressing And Related Occupations         15.76***           16898 - Laundry, Dry-Cleaning, Pressing And Related Occupations         13.3***           16898 - Courter Attendant         11.3***           16899 - Presser, Machine, Drycleaning         11.3***           16100 - Presser, Machine, Drycleaning         11.3***           16100 - Presser, Machine, Waaring Apparel, Laundry         11.3***           16100 - Sewing Machine Operator         13.78           16200 - Machine Tool Operation And Repair Occupations         19.79           19809 - Matchine Tool Operator (Tool Room)         19.70           19809 - Matchine-Tool Operator (Tool Room)         19.79           19809 - Matchine Tool Operator (Tool Room)         19.70           19809 - Matchine Tool Operator (Tool Room)         19.70           19809 - Matchine Tool Operator (Tool Room)         19.79					
15085 - Maintenance Test Pilot, Fixed, Jet/Prop         34.91           15085 - Maintenance Test/Co-Pilot         34.91           15087 - Technical Instructor/         17.67***           15095 - Technical Instructor/Course Developer         13.78           15109 - Test Proctor         15.70***           15090 - Test Proctor         15.70***           15090 - Counter Attendant         11.38***           16090 - Assembler         11.38***           16090 - Counter Attendant         11.38***           16090 - Presser, Machine, Drycleaning         11.38***           16090 - Presser, Machine, Drycleaning         11.38***           16100 - Presser, Machine, Waring Apprel, Laundry         11.38***           16100 - Presser, Machine Operator         13.33***           16100 - Material Kanding Apacking Occupations         19.70           19000 - Material Sanding And Packing Occupations         19.70           19040 - Tool And Die Maker         22.97           10040 - Material Expeditor         22.97           10040 - Material Expeditor         22.97           10040 - Material Expeditor					
15086 - Maintenance Test Pilot, Rotary Wing         34.91           15086 Non-Maintenance Test/Co-Pilot         34.91           15090 - Technical Instructor         17.67***           15090 - Technical Instructor/Course Developer         33.78           15110 - Test Proctor         15.70***           16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations         15.70***           16000 - Counter Attendant         11.38***           16000 - Finisher, Flatwork, Machine         11.38***           16000 - Presser, Machine, Drycleaning         11.38***           16100 - Presser, Machine, Drycleaning         11.38***           16100 - Presser, Machine, Drycleaning         13.38***           16100 - Presser, Machine, Drycleaning         13.83***           16100 - Presser, Machine, Shirts         11.38***           16220 - Tailor         14.07***           16220 - Machine Tool Operator         19.70           16220 - Machine Tool Operator (Tool Room)         19.70           19940 - Forklaft Operator         22.97           12080 - Material Expediter         22.97           12080 - Material Expediter         22.97           12080 - Material Expediter         23.33           12121 - Order Filler         10.62***           12080 - Material Expediter         33					
15088 - Non-Maintenance Test/Co-Pilot         34.91           15090 - Tachnical Instructor/Course Developer         17.67***           15095 - Technical Instructor/Course Developer         37.78           15110 - Test Proctor         15.70***           15090 - Laundry, Dry-Cleaning, Pressing And Related Occupations         11.38***           16000 - Assembler         11.38***           16010 - Assembler         11.38***           16020 - Courter Attendant         11.38***           16020 - Presser, Machine, Drycleaning         11.38***           16100 - Presser, Machine, Opreleaning         11.38***           16100 - Presser, Machine, Waaring Apparel, Laundry         11.38***           16220 - Tailor         13.53***           16220 - Tailor         14.07***           16220 - Tailor         19.70           19040 - Matchine Operator (Tool Room)         19.70           19040 - Material Shandling Laborer         22.97           12050 - Materials Handling Laborer         13.36***           12090 - Material Kapediter         22.97           12080 - Porklift Operator (Fool Processing)         15.36***           12020 - Stock Wartsial Kapediter         22.97           12040 - Material Shandling Laborer         13.33***           12080 - Production Line Worker (Food Processin					
15090         Technical Instructor         17.67***           15100         Technical Instructor/Course Developer         23.78           15110         Test Proctor         15.70***           16000         Laundry, Dry-Cleaning, Pressing And Related Occupations         18***           16000         Assembler         11.38***           16000         Finisher, Flatwork, Machine         11.38***           16000         Finisher, Flatwork, Machine         11.38***           16000         Presser, Machine, Drycleaning         11.38***           16100         Presser, Machine, Drycleaning         13.38***           16100         Presser, Machine, Shirts         13.38***           16100         Presser, Machine, Operator         13.53***           16220         Tailor         14.77***           16000         Freeser, Machine, Ford Coupations         19.70           16100         Presser, Machine Proclopanto Coupations         19.70           16220         Masher Tool Operator (Tool Room)         19.70           19000         Material Shandling And Packing Occupations         22.97           20000         Material Coordinator         22.97           20000         Material Loordinator         23.33           21010					
15095         Technical Instructor/Course Developer         15.76*           15120         Tutor         15.70***           16000         Laundry, Dry-Cleaning, Pressing And Related Occupations         13.8***           16010         Assembler         11.38***           16010         Assembler         11.38***           16020         Finisher, Flatwork, Machine         11.38***           16020         Presser, Machine, Drycleaning         11.38***           16130         Presser, Machine, Nearing Apparel, Laundry         11.38***           16160         Presser, Machine, Wearing Apparel, Laundry         13.53***           16220         Tailor         14.07****           16228         Hadine Tool Operation And Repair Occupations         19.79           19000         Material Smathing And Packing Occupations         19.79           19000         Material Coordinator         22.97           19000         Material Coordinator         22.97           19000         Material Expediter         22.97           19000         Material Coordinator         23.63           19010         Material Coordinator         23.63           19010         Material Coordinator         23.93           19040         Material Coord					
15110         - Test Proctor         15.70***           15000         - Laundry, Dry-Cleaning, Pressing And Related Occupations         5.70***           16000         - Assembler         11.38***           16000         - Counter Attendant         11.38***           16000         - Pressen, Pland         11.38***           16000         - Pressen, Machine, Drycleaning         11.38***           16100         - Pressen, Machine, Drycleaning         11.38***           16100         - Pressen, Machine, Berning         11.38***           16100         - Pressen, Machine, Waening Apparel, Laundry         11.38***           16100         - Pressen, Machine Operator         13.53***           16220         Tailor         11.91***         19000           19000         Machine Tool Operator Attendont         19.70           19040         - Tool And Die Maker         24.77           21000         Material Expediter         22.97           21040         Material Expediter         22.97           21040         Material Expediter         15.36***           21071         Order Filler         16.62***           210800         Production Line Worker (Food Processing)         15.36***           21140         S					
15120 - Tutor         15.70***           16080 - Laundry, Dry-Cleaning, Pressing And Related Occupations         11.38***           16010 - Assembler         11.38***           16020 - Counter Attendant         12.98***           16070 - Finisher, Flatwork, Machine         11.38***           16090 Presser, Hand         11.38***           16100 Presser, Machine, DryCleaning         11.38***           16130 Presser, Machine, Waaring Apparel, Laundry         11.38***           16160 Presser, Machine, Wearing Apparel, Laundry         13.53***           16202 Failor         14.07***           16208 - Kachine Tool Operation         19.70           19000 - Machine Tool Operation And Repair Occupations         19.70           19000 - Materials Handling And Packing Occupations         19.70           19000 - Forklift Operator         15.36***           21030 - Forklift Operator         15.36***           21030 - Material Handling Laborer         20.97           21040 - Material Handling Laborer         13.63***           21030 - Material Handling Clerk         17.12***           21130 - Shipping Packer         17.12***           21130 - Shipping Packer         17.12***           21130 - Shipping Packer         15.36***           21130 - Shord Parts Attendant         1					
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations         11.38***           16000 - Assembler         11.38***           16000 - Dry Cleaner         12.98***           16000 - Finisher, Flatuork, Machine         11.38***           16000 - Presser, Machine, Drycleaning         11.38***           16110 - Presser, Machine, Drycleaning         11.38***           16100 - Presser, Machine, Maring Apparel, Laundry         11.38***           16100 - Presser, Machine, Waring Apparel, Laundry         11.38***           16202 - Tailor         14.07***           16206 - Washer, Machine         11.91***           19000 - Machine Tool Operator And Repair Occupations         19.70           19440 - Tool And Die Maker         22.97           21000 - Materials Handling And Packing Occupations         15.36***           21020 - Forklift Operator         12.83***           21071 - Order Filler         10.62***           210800 - Production Line Worker (Food Processing)         15.36***           21110 - Shipping Packer         17.12***           21130 - Shipping Actering         23.33           21140 - Warehouse Specialist         15.36***           21190 - Shipping Packer         17.12***           21130 - Shipping Actering         16.59***           21140 - Warehouse Sp					
16010       Assembler       11.38***         16040       Courter Attendant       11.38***         16040       Dry Cleaner       12.98***         16040       Finisher, Flatwork, Machine       11.38***         16040       Presser, Machine, Drycleaning       11.38***         16100       Presser, Machine, Drycleaning       11.38***         16100       Presser, Machine, Mearing Apparel, Laundry       11.38***         16200       Sewing Machine Operator       13.53***         16220       Tailor       14.07***         16220       Tailor       19.70         19000       Machine Tool Operation And Repair Occupations       19.70         19000       Machine Tool Operator (Tool Room)       19.70         19000       Fonklift Operator       12.36***         110900       Material Shandling And Packing Occupations       22.97         210300       Material Coordinator       22.97         210300       Material Expediter       22.97         210300       Material Coordinator       23.83***         21071       Order Filler       10.62***         21080       Production Line Worker (Food Processing)       15.36***         21100       Shipping/Receiving Clerk       17				15.70***	
16030       - Courter Attendant       11.38***         16040       - Dry Cleaner       12.98***         16070       - Finisher, Flatwork, Machine       11.38***         16090       - Fresser, Machine, Drycleaning       11.38***         16130       - Presser, Machine, Drycleaning       11.38***         16130       - Presser, Machine, Drycleaning       11.38***         16130       - Presser, Machine, Wearing Apparel, Laundry       11.38***         16190       - Sewing Machine Operator       13.53***         16220       - Tailor       14.07***         16220       - Tailor       19.70         19040       - Machine Tool Operation And Repair Occupations       19.70         19040       - Material Handling And Packing Occupations       24.77         21030       - Material Expediter       22.97         21040       - Katrial Expediter       22.97         21040       - Material Expediter       22.97         21050       - Material Expediter       23.33         21070       - Order Filler       16.62***         21080       - Machinal Expediter       23.33         21195       - Material Coordinator       23.33         21196       - Material Andoling Laborer			upations		
16640       Dry Cleaner       12.98***         16690       Finisher, Flatwork, Machine       11.38***         16690       Presser, Mandine, Drycleaning       11.38***         16110       Presser, Machine, Drycleaning       11.38***         16160       Presser, Machine, Dycleaning       11.38***         16160       Presser, Machine, Wearing Apparel, Laundry       11.38***         16200       Sawing Machine Operator       13.53***         16220       Tailor       14.07***         16260       Washer, Machine Operator       19.70         19000       Machine Tool Operation And Repair Occupations       24.77         19000       Material Handling And Packing Occupations       22.97         21020       Forklift Operator       13.8***         21030       Material Expeditor       22.97         21040       Amterial Expeditor       22.97         21050       Material Expeditor       23.83***         21071       Order Filler       22.97         21080       Production Line Worker (Food Processing)       15.36***         21081       Production Line Worker (Food Processing)       15.36***         21082       Production Line Worker T       23.33         21080       Mate					
16070       - Frijisher, Flatwork, Machine       11.38***         16090       Presser, Machine, Drycleaning       11.38***         16130       Presser, Machine, Shirts       11.38***         16160       Presser, Machine, Shirts       11.38***         16190       Sewing Machine Operator       13.33***         16202       Tailor       13.33***         16250       Washer, Machine Operator (Tool Room)       19.70         19940       - Machine Tool Operator (Tool Room)       19.70         19940       - Material Handling And Packing Occupations       22.97         21020       - Material Randling And Packing Occupations       22.97         21030       Material Expeditor       22.97         21040       Material Expeditor       22.97         21050       Material Expeditor       23.33         21080       Production Line Worker (Food Processing)       15.36***         21130       Shipping Packer       17.12***         21130       Shipping Packer       17.12***         21130       Shipping Packer       15.36***         21140       Store Worker I       23.33         21120       Tools And Parts Attendant       15.36***         23000       Mechanics And Maintenance A					
16090       Presser, Machine, Drycleaning       11.38***         16110       Presser, Machine, Shirts       11.38***         16160       Presser, Machine, Wearing Apparel, Laundry       11.38***         16160       Presser, Machine, Wearing Apparel, Laundry       11.38***         16200       Tailor       11.38***         16200       Washer, Machine Operator       11.38***         19900       Machine Tool Operator (Tool Room)       19.70         19904       Tool And Die Maker       24.77         21000       Forklift Operator       22.97         21040       Material Expediter       22.97         21040       Material Expediter       22.97         21040       Material Handling Laborer       11.38***         2107       Order Filler       16.62***         21080       Production Line Worker (Food Processing)       15.36***         21100       Shipping Packer       17.12***         21130       Stork Orker I       15.36***         21140       Warehouse		-			
16110       Presser, Machine, Drycleaning       11.38***         16130       Presser, Machine, Wearing Apparel, Laundry       11.38***         16190       Sewing Machine Operator       13.53***         16250       Vasher, Machine       11.38***         16250       Washer, Machine Operator       13.53***         16250       Washer, Machine       11.91***         19000       Machine Tool Operator (Tool Room)       19.70         19040       Machine Tool Operator (Tool Room)       19.70         19040       Material Evaditing And Packing Occupations       24.77         21020       Material Coordinator       22.97         21040       Material Expediter       22.97         21040       Material Expediter       23.97         21050       Material Expediter       23.97         21080       Production Line Worker (Food Processing)       15.36***         211010       Shipping Packer       17.12***         21130       Shipping/Receiving Clerk       17.12***         21130       Shipping/Receiving Clerk       15.36***         21140       Warehouse Specialist       15.36***         21140       Store Worker I       15.36***         211410       Warehouse Specialist					
16130       Presser, Machine, Shirts       11.38***         16160       Presser, Machine, Wearing Apparel, Laundry       11.38***         16160       Sewing Machine Operator       13.53***         16220       Tailor       14.07***         19200       Machine Tool Operator And Repair Occupations       19.70         19400       Tool And Die Maker       24.77         21020       Forklift Operator       15.36***         21020       Forklift Operator       13.83***         21030       Material Expediter       22.97         21040       Material Expediter       22.97         21050       Material Handling Laborer       13.83***         21071       Order Filler       10.62***         21100       Shipping Packer       17.12***         21130       Shipping Packer       17.12***         21130       Tools And Parts Attendant       15.36***         21410       Sure Worker I       15.36***         21410       Alerospace Structural Welder       25.04<					
16160       Presser, Machine, Wearing Apparel, Laundry       11.38***         16190       Sewing Machine Operator       13.53***         16220       Tailor       14.07***         16250       Washer, Machine       11.91***         19000       Machine Tool Operation And Repair Occupations       19.1***         19000       Materials Handling And Packing Occupations       24.77         21000       Material Shandling And Packing Occupations       22.97         21020       Forklift Operator       22.97         21030       Material Expediter       22.97         21050       Material Expediter       23.97         21080       Production Line Worker (Food Processing)       15.36***         21100       Shipping Packer       17.12***         21100       Shipping Receiving Clerk       17.12***         21101       Shipping Receiving Clerk       12.33         21210       Tools And Parts Attendant       15.36***         21210       Tools And Parts Attendant       15.36***         21210       Anoraft Mechanic I       23.84         21210       Anoraft Mechanic I       23.84         23000       Anoraft Mechanic III       23.84         23010       Anoraft Mechanic Helper </td <td></td> <td></td> <td></td> <td></td> <td></td>					
16190 - Sewing Machine Operator       13.53***         16220 - Tailor       14.07***         16220 - Makher, Machine       11.91***         19000 - Machine Tool Operator (Tool Room)       19.70         19040 - Tool And Die Maker       24.77         21000 - Materials Handling And Packing Occupations       15.36***         21020 - Forklift Operator       15.36***         21020 - Forklift Operator       22.97         21040 - Material Expediter       22.97         21050 - Material Handling Laborer       13.83**         21071 - Order Filler       10.62***         21080 - Production Line Worker (Food Processing)       15.36***         21100 - Shipping Packer       17.12***         21100 - Stock Clerk       23.33         21210 - Tools And Parts Attendant       15.36***         23000 - Mechanics And Maintenance And Repair Occupations       25.04         23010 - Aerospace Structural Welder       25.04         23023 - Aircraft Mechanic II       25.04         23040 - Aircraft Mechanic III       26.39         23040 - Aircraft Mechanic Halper       16.58***         23040 - Aircraft Mechanic Halper       26.30         23040 - Aircraft Mechanic III       26.30         23040 - Aircraft Mechanic III       25.04 <tr< td=""><td></td><td></td><td></td><td></td><td></td></tr<>					
162201 al.0714.07***16250Washer, Machine11.91***19000Machine Tool Operator (Tool Room)19.7019040Tool And Die Maker24.7721000Materials Handling And Packing Occupations22.9721000Material Coordinator22.9721040Material Expediter22.9721050Material Expediter22.9721050Material Handling Laborer13.83***21071Order Filler10.62***21080Production Line Worker (Food Processing)15.36***21110Shipping Packer17.12***21140Shipping Receiving Clerk17.12***21140Store Worker I23.3321210Tools And Parts Attendant15.36***21300Mechanics And Maintenance And Repair Occupations25.0423010Aerospace Structural Welder23.4423021Aircraft Mechanic II26.3023040Aircraft Mechanic III26.3023040Aircraft Mechanic IIII26.3023040Aircraft Mechanic Helper16.58***23050Aircraft Servicer19.4723071Aircraft Servicer21.0323040Aircraft Servicer21.0323040Aircraft Servicer21.0323040Aircraft Servicer21.0323040Aircraft Mechanic Helper16.58***23050Aircraft Servicer21.0323040Aircraft Servicer21.0323091Aircraft Servicer <td></td> <td></td> <td></td> <td></td> <td></td>					
16250 - Washer, Machine       11.91***         19000 - Machine Tool Operator (Tool Room)       19.70         19040 - Tool And Die Maker       24.77         21000 - Materials Handling And Packing Occupations       24.77         21000 - Material Coordinator       22.97         21030 - Material Expediter       22.97         21050 - Material Expediter       23.54**         21010 - Order Filler       10.62***         21110 - Shipping/Receiving Clerk       17.12***         21130 - Stock Clerk       23.33         21210 - Tools And Parts Attendant       15.36***         23000 - Mechanics And Maintenance And Repair Occupations       25.04         23010 - Aerospace Structural Welder       25.04         23021 - Aircraft Mechanic II       25.04         23022 - Aircraft Mechanic III					
19000 - Machine Tool Operation And Repair Occupations       19.70         19010 - Machine-Tool Operator (Tool Room)       19.70         19040 - Tool And Die Maker       24.77         21000 - Materials Handling And Packing Occupations       15.36***         21020 - Forklift Operator       15.36***         21030 - Material Coordinator       22.97         21040 - Material Coordinator       22.97         21050 - Material Handling Laborer       13.83***         21071 - Order Filler       10.62***         21080 - Production Line Worker (Food Processing)       15.36***         21110 - Shipping Packer       17.12***         21130 - Stock Clerk       23.33         21210 - Tools And Parts Attendant       15.36***         23000 - Mechanics And Maintenance And Repair Occupations       25.04         23010 - Aerospace Structural Welder       25.04         23021 - Aircraft Mechanic I       23.84         23022 - Aircraft Mechanic III       23.30         23034 - Aircraft Mechanic III       23.39         23040 - Aircraft Mechanic III       23.96         23050 - Aircraft Mechanic III       23.96         23050 - Aircraft Mechanic III       23.90         23050 - Aircraft Mechanic III       23.91         23050 - Aircraft Servicer       19					
19010 - Machine-Tool Operator (Tool Room)19.7019040 - Tool And Die Maker24.7721000 - Materials Handling And Packing Occupations15.36***21020 - Forklift Operator15.36***21030 - Material Coordinator22.97210440 - Material Expediter22.9721050 - Material Handling Laborer13.83***21071 - Order Filler10.62***21080 - Production Line Worker (Food Processing)15.36***21110 - Shipping Packer17.12***21130 - Shipping/Receiving Clerk17.12***21130 - Shipping/Receiving Clerk23.33212150 - Stock Clerk23.3321210 - Tools And Parts Attendant15.36***23000 - Mechanics And Maintenance And Repair Occupations25.0423010 - Aerospace Structural Welder25.0423021 - Aircraft Mechanic I25.0423022 - Aircraft Mechanic II25.0423023 - Aircraft Mechanic III25.0423024 - Aircraft Mechanic II25.0423025 - Aircraft Mechanic Helper16.58***23060 - Aircraft Mechanic III25.0423023 - Aircraft Mechanic III25.0423040 - Aircraft Mechanic Helper16.58***23050 - Aircraft Servicer19.4723050 - Aircraft Servicer19.4723050 - Aircraft Servicer23.923060 - Aircraft Servicer23.923060 - Aircraft Servicer10.323091 - Aircraft Worker23.923092 - Aircraft Survival Flight Equipment Technician23.323093 - Aircraft Survival Flight Equipment (ALSE)				11.91****	
19940 - Tool And Die Maker       24.77         21000 - Materials Handling And Packing Occupations       15.36***         21020 - Forklift Operator       15.36***         21030 - Material Coordinator       22.97         21040 - Material Expediter       22.97         21050 - Material Handling Laborer       13.83***         21071 - Order Filler       10.62***         21080 - Production Line Worker (Food Processing)       15.36***         21100 - Shipping Packer       17.12***         2110 - Shipping Packer       17.12***         2110 - Shipping Packer       23.33         21210 - Tools And Parts Attendant       15.36***         21010 - Material Handling Laborer       23.33         21210 - Tools And Parts Attendant       15.36***         21010 - Aerospace Structural Welder       25.04         23010 - Aerospace Structural Welder       25.04         23022 - Aircraft Mechanic II       25.04         23023 - Aircraft Mechanic III       25.04         23023 - Aircraft Mechanic Hilp       26.30         23040 - Aircraft Mechanic III       25.04         23050 - Aircraft Mechanic Hilper       16.58***         23050 - Aircraft Servicer       19.47         23060 - Aircraft Servicer       23.90         23060 -				10 70	
21000 - Materials Handling And Packing Occupations       15.36***         21020 - Forklift Operator       15.36***         21030 - Material Expediter       22.97         21050 - Material Expediter       22.97         21050 - Material Expediter       22.97         21050 - Material Expediter       13.83***         21071 - Order Filler       10.62***         21080 - Production Line Worker (Food Processing)       15.36***         21110 - Shipping Packer       17.12***         21130 - Shipping/Receiving Clerk       17.12***         21140 - Store Worker I       16.59***         21110 - Store Worker I       15.36***         21110 - Varehouse Specialist       15.36***         21080 - Mechanics And Parts Attendant       15.36***         21080 - Aerospace Structural Welder       25.04         23010 - Aerospace Structural Welder       25.04         23021 - Aircraft Mechanic I       23.84         23022 - Aircraft Mechanic III       25.04         23030 - Aircraft Mechanic Helper       16.58***         23060 - Aircraft Mechanic Helper       16.58***         23050 - Aircraft Survival Flight Equipment Technician       22.39         23060 - Aircraft Survival Flight Equipment Technician       23.91         23060 - Aircraft Survival Flight Equi					
21020 - Forklift Operator       15.36***         21030 - Material Coordinator       22.97         21040 - Material Expediter       22.97         21050 - Material Handling Laborer       13.83**         21071 - Order Filler       10.62***         21080 - Production Line Worker (Food Processing)       15.36***         21110 - Shipping Packer       17.12***         21130 - Shipping Packer I       23.33         21140 - Stock Clerk       23.33         21210 - Tools And Parts Attendant       15.36***         23000 - Mechanics And Maintenance And Repair Occupations       25.04         23010 - Aerospace Structural Welder       25.04         23021 - Aircraft Mechanic I       25.04         23022 - Aircraft Mechanic III       26.30         23023 - Aircraft Mechanic III       26.30         23040 - Aircraft Mechanic Helper       16.58***         23050 - Aircraft Mechanic Helper       16.58***         23060 - Aircraft Mechanic Helper       21.93         23060 - Aircraft Servicer       19.47         23070 - Aircraft Servicer       19.47         23060 - Aircraft Servicer       19.47         23060 - Aircraft Servicer       19.47         23070 - Aircraft Servicer       19.47         23060 - Aircraft Servicer </td <td></td> <td></td> <td></td> <td>24.//</td> <td></td>				24.//	
21030 - Material Coordinator       22.97         21040 - Material Expediter       22.97         21050 - Material Handling Laborer       13.83***         21071 - Order Filler       10.62***         21080 - Production Line Worker (Food Processing)       15.36***         21110 - Shipping Packer       17.12***         21130 - Shipping/Receiving Clerk       17.12***         21140 - Store Worker I       16.59***         21150 - Tools And Parts Attendant       15.36***         23000 - Mechanics And Maintenance And Repair Occupations       25.04         23019 - Aircraft Logs and Records Technician       19.47         23022 - Aircraft Mechanic II       25.04         23023 - Aircraft Mechanic III       26.39         23040 - Aircraft Mechanic III       26.30         23040 - Aircraft Mechanic Helper       16.58***         23050 - Aircraft Mechanic Helper       16.58***         23060 - Aircraft Mechanic III       26.39        23040 - Aircraft Survival Flight Equipment Technician       22.39         23080 - Aircraft Survival Flight Equipment Technician       21.03         23091 - Aircrew Life Support Equipment (ALSE) Mechanic       21.03         23091 - Aircrew Life Support Equipment (ALSE) Mechanic       23.84         23092 - Aircrew Life Support Equipment (ALSE) Mechanic				15 76***	
21040 - Material Expediter       22.97         21050 - Material Handling Laborer       13.83***         21071 - Order Filler       10.62***         21080 - Production Line Worker (Food Processing)       15.36***         21110 - Shipping Packer       17.12***         21130 - Shipping/Receiving Clerk       17.12***         21140 - Store Worker I       16.59***         21150 - Stock Clerk       23.33         21210 - Tools And Parts Attendant       15.36***         23010 - Mechanics And Maintenance And Repair Occupations       25.04         23019 - Aircraft Logs and Records Technician       19.47         23021 - Aircraft Mechanic II       25.04         23022 - Aircraft Mechanic III       26.30         23040 - Aircraft Mechanic III       26.30         23050 - Aircraft Mechanic Helper       16.58***         23060 - Aircraft Survicer       19.47         23070 - Aircraft Mechanic III       23.39         23060 - Aircraft Mechanic III       23.39         23060 - Aircraft Survicer       19.47         23070 - Aircraft Survicer       23.39         23080 - Aircraft Survicer       21.03         1       23.39         23060 - Aircraft Survicer       21.03         1       23.39 <tr< td=""><td></td><td></td><td></td><td></td><td></td></tr<>					
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23110 - Appliance Mechanic19.7023120 - Bicycle Repairer15.81***23125 - Cable Splicer24.19 "Revised" 06/0 Amendmer		······································			
23120 - Bicycle Repairer15.81***23125 - Cable Splicer24.19Amendmer		- Appliance Mechanic		19.70	
23125 - Cable Splicer 24.19 "Revised" 06/0 Amendmer					
Amendmer					"Revised" 06/0
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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		
23411 - Heating, Ventilation And Air Contidioning	21.51	
Mechanic (Research Facility)		
23430 - Heavy Equipment Mechanic	20.41	
23440 - Heavy Equipment Operator	18.33	
23460 - Instrument Mechanic	20.98	
23465 - Laboratory/Shelter Mechanic	19.70	
23470 - Laborer	13.83***	
23510 - Locksmith	19.70	
23530 - Machinery Maintenance Mechanic	25.08	
23550 - Machinist, Maintenance	20.98	
23580 - Maintenance Trades Helper	11.77***	
23591 - Metrology Technician I	20.98	
23592 - Metrology Technician II	22.31	
23593 - Metrology Technician III 23640 - Millwright	23.62 20.98	
23040 - Millwright 23710 - Office Appliance Repairer	19.46	
23760 - Diffice Appliance Repairer	19.40	
23790 - Pipefitter, Maintenance	19.96	
23810 - Plumber, Maintenance	18.75	
23820 - Pneudraulic Systems Mechanic	20.98	
23850 - Rigger	20.98	
23870 - Scale Mechanic	18.43	
23890 - Sheet-Metal Worker, Maintenance	20.80	
23910 - Small Engine Mechanic	18.43	
23931 - Telecommunications Mechanic I	20.98	
23932 - Telecommunications Mechanic II	22.31	
23950 - Telephone Lineman	22.68	
23960 - Welder, Combination, Maintenance	19.96	
23965 - Well Driller	21.13	
23970 - Woodcraft Worker	20.98	
23980 - Woodworker	15.81***	
24000 - Personal Needs Occupations		
24550 - Case Manager	16.09***	
24570 - Child Care Attendant	10.22***	
24580 - Child Care Center Clerk	13.25***	
24610 - Chore Aide	14.06***	
24620 - Family Readiness And Support Services	16.09***	
Coordinator		
24630 - Homemaker	16.12***	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	22.79	
25040 - Sewage Plant Operator	22.89	
25070 - Stationary Engineer	22.79	
25190 - Ventilation Equipment Tender	15.72***	"Douise all 00/01
25210 - Water Treatment Plant Operator	22.89	"Revised" 06/06 Amendmen Page 31 o

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	Protective Service Occupations - Alarm Monitor	11.21***	k
	- Baggage Inspector	10.02***	
	- Corrections Officer	14.59***	
	- Court Security Officer	14.59***	
	- Detection Dog Handler	11.21***	
	- Detention Officer	14.59***	k
27070	- Firefighter	14.59***	k
27101	- Guard I	10.02***	k
27102	- Guard II	11.21***	k
	- Police Officer I	14.59***	
	- Police Officer II	16.21***	k
	Recreation Occupations		
	- Carnival Equipment Operator	13.44***	
	- Carnival Equipment Repairer	14.68***	
	- Carnival Worker	9.93***	
	- Gate Attendant/Gate Tender	13.18***	
	- Lifeguard	11.60***	
	- Park Attendant (Aide)	14.74***	
	- Recreation Aide/Health Facility Attendant	11.84***	
	- Recreation Specialist	18.26 11.74***	
	- Sports Official	17.71***	
	- Swimming Pool Operator Stevedoring/Longshoremen Occupational Services	17.71	
	- Blocker And Bracer	26.02	,
	- Hatch Tender	20.02	
	- Line Handler	20.02	
	- Stevedore I	20.02	
	- Stevedore II	27.82	
	Technical Occupations	2,	-
	- Air Traffic Control Specialist, Center (HFO)	(see 2) 45.21	L
	- Air Traffic Control Specialist, Station (HFO)		
	- Air Traffic Control Specialist, Terminal (HFO)		
	- Archeological Technician I	18.41	L
30022	- Archeological Technician II	20.59	Ð
30023	- Archeological Technician III	25.51	L
	- Cartographic Technician	25.51	
	- Civil Engineering Technician	25.51	L
	- Cryogenic Technician I	28.25	
	- Cryogenic Technician II	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	17.32***	
	- Engineering Technician II - Engineering Technician III	19.44 21.74	
	- Engineering Technician IV	21.72	
	- Engineering Technician V	32.95	
	- Engineering Technician VI	39.80	
	- Environmental Technician	25.51	
	- Evidence Control Specialist	25.51	
	- Laboratory Technician	22.96	
	- Latent Fingerprint Technician I	28.25	
	- Latent Fingerprint Technician II	31.21	
	- Mathematical Technician	25.51	L
30361	- Paralegal/Legal Assistant I	19.54	1
	- Paralegal/Legal Assistant II	24.21	L
	- Paralegal/Legal Assistant III	29.61	L
	- Paralegal/Legal Assistant IV	35.83	
	- Petroleum Supply Specialist	31.21	
	- Photo-Optics Technician	25.51	
	- Radiation Control Technician	31.21	
	- Technical Writer I	25.51	
30462	- Technical Writer II	31.23	L "Revise Am
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30463 - Technical Writer III		37.75
30491 - Unexploded Ordnance (UXO) Technician I		28.73
30492 - Unexploded Ordnance (UXO) Technician II		34.76
30493 - Unexploded Ordnance (UXO) Technician III		41.67
30494 - Unexploded (UXO) Safety Escort		28.73
30495 - Unexploded (UXO) Sweep Personnel		28.73
30501 - Weather Forecaster I		28.25
30502 - Weather Forecaster II		34.36
30620 - Weather Observer, Combined Upper Air Or	(see 2)	22.96
Surface Programs	(300 2)	22.50
30621 - Weather Observer, Senior	(see 2)	25.51
31000 - Transportation/Mobile Equipment Operation Occup		23.31
31010 - Airplane Pilot		34.76
31020 - Bus Aide		8.97***
31030 - Bus Driver		12.75***
31043 - Driver Courier		10.26***
31260 - Parking and Lot Attendant		9.91***
31290 - Shuttle Bus Driver		11.65***
31310 - Taxi Driver		11.41***
31361 - Truckdriver, Light		
31362 - Truckdriver, Medium		11.21***
		12.16***
31363 - Truckdriver, Heavy		17.57*** 17.57***
31364 - Truckdriver, Tractor-Trailer		1/.5/111
99000 - Miscellaneous Occupations		16 05***
99020 - Cabin Safety Specialist 99030 - Cashier		16.95***
		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 16.40***
99730 - Refuse Collector		
99810 - Sales Clerk		10.63***
99820 - School Crossing Guard		18.82 24.38
99830 - Survey Party Chief		
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

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

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

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

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

#### \*\* UNIFORM ALLOWANCE \*\*

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

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

#### \*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

## AFFIDAVIT RE CONTINGENT FEES

CITY OF \_\_\_\_\_ ) ) SS. ISLAND OF GUAM )

[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 \_\_\_\_\_\_, 20\_\_\_\_\_.

NOTARY PUBLIC
My commission expires \_\_\_\_\_, \_\_\_\_.

AG Procurement Form 007 (Jul. 15, 2010)

## Special Provisions

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

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

Signature of Bidder Proposer, if an individual; Partner, if a partnership; Officer, if a corporation. Date

Subscribed and sworn before me this \_\_\_\_\_ day of \_\_\_\_\_, 202\_\_

NOTARY PUBLIC
My commission expires, \_\_\_\_\_, \_\_\_\_,

## CERTIFICATION AND RESTRICTIONS ON LOBBYING

l,		, hereby certify
	(Name and title of official)	
On behalf of		that:
	(Name of Bidder/Company Name)	

(1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment or modification of any Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents of all sub-awards at all tiers (including subcontracts, sub-grants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, United States Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

The undersigned certifies or affirms the truthfulness and accuracy of the contents of the statements submitted on or with this certification and understands that the provisions of 31 U.S.C. Section 3801, et seq., are applicable thereto.

Name of Bidder/Company Name

Type or print name\_\_\_\_\_

Signature of authorized representative	Date	/	' /	1

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

Subscribed and sworn to before me this \_\_\_\_ day of \_\_\_\_\_, 202\_.

NOTARY PUBLIC My commission expires, \_\_\_\_\_

ITEM NO.	DESCRIPTION	QTY	UOM	UNIT COST	TOTAL COST
1	<b>26W Bollard Light Fixture</b> – minimum 50" height, minimum 3,000 lumens, minimum 5000K color temperature, 120-277 input voltage BIDDING ON: Manufacturer By: Model:	26	EA	\$	\$
2	Date of Delivery:	48	EA	\$	\$
3	40W LED Semi-Cutoff Wall-Pack Fixture –         for outdoor use, minimum 4,800 lumens,         minimum 5000K color temperature, 120-277         input voltage         BIDDING ON:         Manufacturer By:         Model:         Date of Delivery:	24	EA	\$	\$
4	500W LED Solar Flood Light – die-cast         aluminum material, poly-silicon solar panels,         minimum 6500K color temperature, 55AH         lithium battery, minimum 8-12 hours runtime         at full power, minimum 4-5 hours charging time         BIDDING ON:         Manufacturer By:         Model:         Date of Delivery:	8	EA	\$	\$
5	36W LED Shoebox/Wall-pack Fixture –retrofit, minimum 2,400 lumens, minimum5000K color temperature, rotatable E39 base,120-277 input voltageBIDDING ON:Manufacturer By:Model:Date of Delivery:	54	EA	\$	\$
6	<b>12W LED Down Light</b> – 6" round, wafer-thin design, surface-mounted, minimum 1,020 lumens, minimum 3000K color temperature, 120-277 input voltage BIDDING ON:	170	EA	\$	\$

	Manufacturer By: Model: Date of Delivery:			
7	24W LED Light Bulb – 6.6" length, 3" diameter, minimum 3,360 lumens, minimum 5000K color temperature, E26 medium base, 120-277 input voltage, ballast bypass BIDDING ON: Manufacturer: Make: Date: of Delivery:	24	EA	\$ \$
8	24W LED Light Fixture – 14" round, minimum 2,000 lumens, minimum 5000K color temperature, surface-mounted (ceiling or wall), 120-277 input voltage BIDDING ON: Manufacturer By: Model: Date of Delivery:	48	EA	\$ \$
9	25W LED Light Bulb – T5 shape, minimum 3,000 lumens, minimum 3000K color temperature, miniature bi-pin base, 120-277 input voltage BIDDING ON: Manufacturer By: Model: Date of Delivery:	772	EA	\$ \$
10	<b>15W LED Light Bulb</b> – T8 shape, minimum2,200 lumens, minimum 5000K colortemperature, medium bi-pin base, 120-277input voltage, ballast bypassBIDDING ON:Manufacturer By:Model:Date of Delivery:	600	EA	\$ \$
11	<ul> <li>3.5W LED Combo Exit Signs –</li> <li>Double-sided, white housing, knock-out left and right arrow design, 2-head adjustable emergency floodlights, minimum 5500K color temperature, 120-277 input voltage, backup battery with minimum 90-minute usage BIDDING ON:</li> <li>Manufacturer By:</li></ul>	45	EA	\$ \$

These specifications were developed by the staff of the Department of Military Affairs and approved by Kathleen A. Peredo, Quartermasster.