GSA

GENERAL SERVICES AGENCY

(Ahensian Setbision Hinirat)
Government of Guam

2nd Floor ITC Bldg. Rm. 229, Tamuning, Guam 96931 Tel: 475-1705*475-1712*475-1713*

Accountability * Impartiality * Competence * Openness * Value

INVITATION FOR BID NO: <u>GSA-034-24</u> **THIS IS AN INDEFINITE QUANTITY BID**

DESCRIPTION:

4x4 Sports Utility Police Patrol Vehicles (Latest Model)

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.
- (X) OTHER REQUIREMENTS:

Affidavit re Ethical Standards, Affidavit re No Gratuities or Kickbacks, Special Provision; Restriction Against Sexual Offenders, Affidavit D.O.L. Wage Determination, Affidavit re Non-Collusion, Affidavit re Contingent Fees,

(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, I			_,		334		
authorized representative of		acknowledge	receipt	of	this	special	reminder	to

Bidder Representative's Signature

SPECIAL PROVISIONS

GSA-034-24

4x4 Sports Utility Police Patrol Vehicles (Latest Model)

This is an "Indefinite Quantity Bid" 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.

Delivery:

One hundred twenty (120) 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.

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).

Guam Police Department 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.

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.

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).

DISCLOSURE OF OWNERSHIP, COMMISSIONS, INFLUENCE, AND CONFLICTSsubmitting a Bid/Offer/Proposal or entering into a contract with the government of Guam, any partnership, sole proprietorship, business entity, or corporation doing business with the government of Guam shall submit an Affidavit executed under oath that lists the name and address of any person who has held more than ten percent (10%) of the outstanding interest or shares in said partnership, sole proprietorship or corporation at any time during the twelve (12) month period immediately preceding publication of the procurement, or entering a contract on the Affidavit Disclosing Ownership, Influence, Commissions and Conflicts of Interest attached to this solicitation at Section IV. This Affidavit shall contain the number of shares or the percentage of all assets of such partnership, sole proprietorship or corporation, which have been held by each such person/entity during the preceding twelve (12) month period, and other ownership disclosures in accordance with Public Law 36-13. In addition, the Affidavit shall contain the name and address of any person/entity who has received or is entitled to receive a commission, gratuity or other compensation for procuring or assisting in obtaining business related to the Bid/Offer/Proposal for the Bidder/Offeror and shall also contain the amounts of any such commission, gratuity or other compensation, and shall list any required conflicts of interest. Any Bidder/Offeror must keep this Affidavit current through the date that a Notice of Award is issued in this procurement, and throughout any awarded contract, if the Bidder/Offeror is awarded the contract. A Bid/Offer/Proposal from any Bidder/Offeror listing a person with a potential conflict of interest on the Affidavit may be rejected. The Affidavit shall be open and available to the public inspection and copying. This Affidavit Disclosing Ownership, Influence, Commissions and Conflicts of Interest attached to this solicitation must be completed and returned with the Bidder/Offeror's Bid/Offer/Proposal. Failure to submit the Affidavit with the Bid/Offer/Proposal may be deemed nonresponsive and cause for rejection of the Bid/Offer/Proposal upon opening.

Invitation for Bid: GSA-034-24

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 **gsaprocurement@gsadoa.guam.gov**

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 gsadoa.guam.gov attention to the Chief Procurement Officer no later than Thursday, September 26, 2024 close of business at 5:00pm.

Reference Page 10 of 42 #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 10 of 42 #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 **Time:** 10:00am, **Date:** 10/09/2024 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.

INVITATION FOR BID CONTRACT

ANDRIANA QUITUGUA Acting Chief Procurement Officer ISSUING OFFICE: GENERAL SERVICES AGENCY GOVERNMENT OF GUAM 2nd FLOOR ITC BLDG. RM. 229, TAMUNING, GUAM 96931

		The state of the s
DATE ISSUED: September 16, 2024		BID INVITATION NO: GSA-034-24
BID FOR: 4x4 Sports Utility Police Patrol SPECIFICATION: SEE ATTACHED DESTINATION: <u>GUAM POLICE DEPAR</u>		odel)
REQUIRED DELIVERY DATE: 120 Days on an as needed basis upon availability of		Purchase Order. For a period of one (1) year indefinite quantity bid.
INSTRUCTION TO BIDDERS:		
INDICATE WHETHER: INDIVIDUAL	L PARTNERS	SHIP CORPORATION
		ater than (Time) <u>10:00am</u> , Date: <u>10/09/2024</u> and shall be publicly. See attached General Terms and Conditions, and Sealed Bio
on the schedule provided, unless otherwise specified by	the bidder. In considerati the undersigned agrees the	and services at the price stated opposite the respective items lister on to the expense of the Government in opening, tabulating, and this bid remain firm and irrevocable within 90 calendar day
NAME AND ADDRESS OF BIDDER:		LE AND TITLE OF PERSON LED TO SIGN THIS BID:
AWARD: CONTRACT NO.:	AMOUNT:	DATE:
ITEM NO(S). AWARDED:		
	CONTRAC	TING OFFICER:
	ANDRIAN Acting Chie	NA QUITUGUA f Procurement Officer
NAME AND ADDRESS OF CONTRACTOR:		RE AND TITLE OF PERSON RED TO SIGN THIS CONTRACT:
	: 	

GOVERNMENT OF GUAM GENERAL TERMS AND CONDITIONS

SEALED BID SOLICITATION AND AWARD

Only those Boxes checked below are applicable to this bid.

- [X] 1. AUTHORITY: This solicitation is issued subject to all the provision of the Guam Procurement Act (5GCA, Chapter 5) and the Guam Procurement Regulations (copies of both are available at the Office of the Complier of laws, Department of Law, copies available for inspection at General Services Agency). It requires all parties involved in the Preparation, negotiation, performance, or administration of contracts to act in good faith.
- [X] 2. **GENERAL INTENTION:** Unless otherwise specified, it is the declared and acknowledged intention and meaning of these General Terms and conditions for the bidder to provide the Government of Guam (Government) with specified services or with materials, supplies or equipment completely assembled and ready for use.
- [X] 3. TAXES: Bidders are cautioned that they are subject to Guam Income Taxes as well as all other taxes on Guam Transactions. Specific information on taxes may be obtained from the Director of Revenue and Taxation.
- [X] 4. **LICENSING:** Bidders are cautioned that the Government will not consider for award any offer submitted by a bidder who has not complied with the Guam Licensing Law. Specific information on licenses may be obtained from the Director of Revenue and Taxation.
- [X] 5. LOCAL PROCUREMENT PREFERENCE: All procurement of supplies and services where possible, will be made from among businesses licensed to do business on Guam in accordance with section 5008 of the Guam Procurement Act (5GCA, Chapter 5) and Section 1-104 of the Guam Procurement Regulations.
- [X] 6. **COMPLIANCE WITH SPECIFICATIONS AND OTHER SOLICITATION REQUIREMENTS**: Bidders shall comply with all specifications and other requirements of the Solicitation.
- [] 7. "ALL OR NONE" BIDS: NOTE: By checking this item, the Government is requesting all of the bid items/requirements to be bid or none at all in accordance with 2 GAR, Div.4 Section 3115(f).
- [X] 8. **INDEPENDENT PRICE DETERMINATION:** The bidder, upon signing the Invitation for Bid, certifies that the prices in his bid were derived at without collusion, and acknowledge that collusion and anti-competitive practices are prohibited by law. Violations will be subject to the provision of Section 5651 of that of the Guam Procurement Act. Other existing civil, criminal or administrative remedies are not impaired and may be in addition to the remedies in Section 5651 of the Government code.
- [X] 9. **BIDDER'S PRICE:** The Government will consider not more than two (2) (Basic and Alternate) item prices and the bidder shall explain fully each price if supplies, materials, equipment, and/or specified services offered comply with specifications and the products origin. Where basic or alternate bid meets the minimum required specification, cost and other factors will be considered. Failure to explain this requirement will result in rejection of the bid.
- [X] 10. BID ENVELOPE: Envelope shall be sealed and marked with the bidder's name, Bid number, time, date and place of Bid Opening.
- [X] 11. BID GUARANTEE REQUIREMENT: Bidder is required to submit a Bid Guarantee Bond or 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 Guam and qualified to do business on Guam. For detailed information on bonding matters, contact the Department of Revenue and Taxation. Failure to submit a valid Power of Attorney and Certificate of Authority on the surety is cause for rejection of bid. Pursuant to 5 GCA § 5212, all competitive sealed bidding for the procurement of supplies or services exceeding \$25,000.00 a 15% Bid Security of the total bid price must accompany the bid package. The bid bond or Certified Cashier's Check will serve as Bid Security for this procurement.

- [X] 12. **PERFORMANCE GUARANTEE:** Bidders who are awarded a contract under this solicitation, guarantee that goods will be delivered or required services performed within the time specified. Failure to perform the contract in a satisfactory manner may be cause for suspension or debarment from doing business with the Government of Guam. In addition, the Government will hold the Vendor liable and will enforce the requirements as set forth in Section 41 of these General Terms and Conditions.
- [X] 13. **SURETY BONDS:** Bid and Bid Bonds coverage must be signed or countersigned in Guam by a foreign or alien surety's resident general agent. The surety must be an Insurance Company, authorized by the government of Guam and qualified to do business in Guam. Bids will be disqualified if the Surety Company does not have a valid Certificate of Authority from the Government of Guam to conduct business in Guam.
- [X] 14. **COMPETENCY OF BIDDERS:** Bids will be considered only from the bidders who, in the opinion of the Government, can show evidence of their ability, experience, equipment, and facilities to render satisfactory service.
- [X] 15. **DETERMINATION OF RESPONSIBILITY OF BIDDERS:** The 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)
- [X] 16. 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.
- [X] 17. **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.
- [X] 18. **BRAND NAMES:** Any reference in the Solicitation to manufacturer's Brand Names and number is due to lack of a satisfactory specification of commodity description. Such preference is intended to be descriptive, but not restrictive and for the sole purpose of indicating prospective bidders a description of the article or services that will be satisfactory. Bids on comparable items will be considered provided the bidder clearly states in his bid the exact articles he is offering and how it differs from the original specification.
- [X] 19. **DESCRIPTIVE LITERATURE**: Descriptive literature(s) as specified in this solicitation must be furnished as a part of the bid and must be received at the date and time set for opening Bids. The literature furnished must clearly identify the item(s) in the Bid. The descriptive literature is required to establish, for the purpose of evaluation and award, details of the product(s) the bidder proposes to furnish including design, materials, components, performance characteristics, methods of manufacture, construction, assembly or other characteristics which are considered appropriate. Rejection of the Bid will be required if the descriptive literature(s) do not show that the product(s) offered conform(s) to the specifications and other requirements of this solicitation. Failure to furnish the descriptive literature(s) by the time specified in the Solicitation will require rejection of the bid.
- [] 20. SAMPLES: Sample(s) of item(s) as specified in this solicitation must be furnished as a part of the bid and must be received at the date and time set for opening Bids. The sample(s) should represent exactly what the bidder proposes to furnish and will be used to determine if the item(s) offered complies with the specifications. Rejection of the Bid will be required if the sample(s) do not show that the product(s) offered conform(s) to the specifications and other requirements of this solicitation. Failure to furnish the sample(s) by the time specified in the Solicitation will require rejection of the Bid.
- [] 21. LABORATORY TEST: Successful bidder is required to accompany delivery of his goods with a Laboratory Test Report indicating that the product he is furnishing the Government meets with the specifications. This report is on the bidder's account and must be from a certified Testing Association.
- [X] 22. AWARD, CANCELLATION, & REJECTION: Award shall be made to the lowest responsible and responsive bidder, whose bid is determined to be the most advantageous to the Government, taking into consideration the evaluation factors set forth in this solicitation. No other factors or criteria shall be used in the evaluation. The right is reserved as the interest of the Government may require to waive any minor irregularity in bid received. The 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.
- [X] 24. SCHEDULE FOR DELIVERY: Successful bidder shall notify the General Services Agency, Telephone No. (671) 484-8667, at least twenty-four (24) hours before delivery of any item under this solicitation.
- [X] 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.
- [X] 26. MANUFACTURER'S CERTIFICATE: Successful bidder is required, upon delivery of any item under this contract, to furnish a certificate from the manufacturer indication that the goods meet the specifications. Failure to comply with this request will result in rejection of delivery payment. Supplier shall bill the Government in accordance with billing instructions as indicated on the Purchase Order.
- [X] 27. **INSPECTION:** All supplies, materials, equipment, or services delivered under this contract shall be subject to the inspection and/or test conducted by the Government at destination. If in any case the supplies, materials, equipment, or services are found to be defective in material, workmanship, performance, or otherwise do not conform with the specifications, the Government shall have the right to reject the items or require that they be corrected. The number of days required for correction will be determined by the Government.
- [X] 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.
- [X] 29. **SAFETY INSPECTION:** All motor vehicles delivered under this contract must pass the Government of Guam Vehicle Inspection before delivery at destination.

[X] 30. GUARANTEE:

a. Guarantee of Vehicle Type of Equipment:

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

b. Guarantee of Other Type of Equipment:

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

- c. Compliance with this Section is a condition of this Bid.
- [X] 31. REPRESENTATION REGARDING ETHICS IN PUBLIC PROCUREMENT: The bidder or contractor represents that it has not knowingly influenced and promises that it will not knowingly influence a Government employee to breach any of the ethical standards and represents that it has not violated, is not violating, and promises that it will not violate the prohibition against gratuities and kickbacks set forth on Chapter 11 (Ethics in Public Contracting) of the Guam Procurement Act and in Chapter 11 of the Guam Procurement Regulations.

- [X] 32. **REPRESENTATION REGARDING CONTINGENT FEES:** The contractor represents that it has not retained a person to solicit or secure a Government contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, except for retention of bona fide employees or bona fide established commercial selling agencies for the purpose of securing business (GPR Section 11-207).
- [X] 33. **EQUAL EMPLOYMENT OPPORTUNITY:** Contractors shall not discriminate against any employee or applicant of employment because of race, color, religion, sex, or national origin. The contractor will take affirmative action to ensure that employees are treated equally during employment without regards to their race, color, religion, sex, or national origin.
- [X] 34. COMPLIANCE WITH LAWS: Bidders awarded a contract under this Solicitation shall comply with the applicable standard, provisions, and stipulations of all pertinent Federal and/or local laws, rules, and regulations relative to the performance of this contract and the furnishing of goods.
- [] 35. CHANGE ORDER: Any order issued relative to awards made under this solicitation will be subject to and in accordance with the provisions of Section 6-101-03.1 of the Guam Procurement Regulations.
- [X] 36. **STOP WORK ORDER:** Any stop work order issued relative to awards made under this solicitation will be subject to and in accordance with the provisions of Section 6-101-04.1 of the Guam Procurement Regulations.
- [X] 37. CANCELLATION OF INVITATION FOR BIDS OR REQUEST FOR PROPOSALS: Any Invitation for Bid may be cancelled, or any or all bids or proposals may be rejected in whole or in part as may be specified in the solicitation, when it is in the best interests of the Territory in accordance with regulations promulgated by the Policy Office. The reasons therefor shall be made part of the contract file.
- [X] 38. TIME FOR COMPLETION: It is hereby understood and mutually agreed by and between the contractor and the Government that the time for delivery to final destination or the timely performance of certain services is an essential condition of this contract. If the contractor refuses or fails to perform any of the provisions of this contract within the time specified in the Purchase Order (from the date Purchase Order is acknowledged by vendor), then the contractor is in default. Defaults will be treated subject to and in accordance with the provisions of 2 GAR, Div. 4 § 6101(8)
- [X] 39. **JUSTIFICATION OF DELAY:** Bidders who are awarded contracts under this Solicitation, guarantee that the goods will be delivered to their destination or required services rendered within the time specified. If the bidder is not able to meet the specified delivery date, he is required to notify the Chief Procurement Officer of such delay. Notification shall be in writing and shall be receive by the Chief Procurement Officer at least twenty-four (24) hours before the specified delivery date. Notification of delay shall include an explanation of the causes and reasons for the delay including statement(s) from supplier or shipping company causing the delay. The Government reserves the right to reject delay justification if, in the opinion of the Chief Procurement Officer, such justification is not adequate.
- [X] 40. SERVICE-DISABLED VETERAN OWNED BUSINESS PREFERENCE: Bidding is subject to the policy in favor of Service-Disabled Veteran Owned Business as defined in 5 GCA sections 5011 and 5012.
- [X] 41. **LIQUIDATED DAMAGES:** When the contractor is given notice of delay or nonperformance as specified in Paragraph 1 (Default) of the Termination for Default Clause of this contract and fails to cure in the time specified, the contractor shall be liable for damages for delay in the amount of one-fourth of one percent (1%) of outstanding order per calendar day from date set for cure until either the territory reasonable obtains similar supplies or services if the contractor is terminated for default, or until the contractor provides the supplies or services if the contractor is not terminated for default. To the extent that the contractor's delay or 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).
- [X] 42. PHYSICAL LIABILITY: If it becomes necessary for the Vendor, either as principal, agent or employee, to enter upon the premises or property of the Government of Guam in order to construct, erect, inspect, make delivery or remove property hereunder, the Vendor hereby covenants and agrees to take, use, provide and make all proper, necessary and sufficient precautions, safeguards and protections against the occurrence of any accidents, injuries or damages to any person or property during the progress of the work herein covered, and to be responsible for, and to indemnify and save harmless the Government of Guam from the payment of all sums of money by reason of all or any such accidents, injuries or damages that may occur upon or about such work, and fines, penalties and loss incurred for or by reasons of the violations of any territorial ordinance, regulations, or the laws of Guam or the United States, while the work is in progress. Contractor will carry insurance to indemnify the Government of Guam against any claim for loss, damage or injury to property or persons arising out of the performance of the Contractor or his employees and agents of the services covered by the contract and the use, misuse or failure of any equipment used by the contractor or his employees or agents, and shall provide certificates of such insurance to the Government of Guam when required.

- [X] 43. Contract will be cancelled if funds not appropriated or insufficient, and that government will timely inform contractor. 2 GAR, Div.4 §3121(e) (1) (C) and 2 GAR, Div.4 § 3121(e)(1)(D).
- [] 44. If cancelled, contractor will be reimbursed unamortized reasonably incurred non-recurring costs. 2 GAR, Div.4 § 3121(e) (1) (G).
- [X] 45. **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.
- [X] 46. 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.
- [X] 47. 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.

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.
- 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" column if their bid complies on each item specified.
- 3. EXPLANATION TO BIDDERS: Any explanation desired by a bidder regarding the meaning or interpretation of the Solicitation, drawings, specifications, etc., must be submitted in writing and with sufficient time allowed for a written reply to reach all bidders before the submission of their bids. Oral explanations or instructions given before the award of the contract will not be binding. Any information given to a prospective bidder concerning a Solicitation will be furnished to all prospective bidders in writing as an amendment to the Solicitation if such information would be prejudicial to informed bidders.
- 4. PRE-OPENING MODIFICATION OR WITHDRAWL OF BIDS: Bids may be modified or withdrawn by written notice received in the Government designated in the Invitation for Bid (IFB) prior to the due date. A telegraphic modification or withdrawal received by telephone from the receiving telegraph company office prior to the time and date of set for submission/opening will be effective if the telegraph company confirms the telephone message by sending a written copy of the telegram showing that the message was received at such office prior to the due date.
- 5. <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.

SUBMISSION OF BIDS:

- a) Bids and modifications thereof shall be enclosed in sealed envelopes and addressed to the office specified in the Solicitation. The bidder shall show the hour and date specified in the Solicitation for receipt, the Solicitation number, and the name and address of the bidder on the face of the envelope.
- b) Telegraphic bids will not be considered unless authorized by the Solicitation. However, bids may be modified or withdrawn by written or telegraphic notice, provided such notice is received prior to the hour and date specified for receipt (see paragraph 6 of these instructions).
- Samples of items, when required, must be submitted within the time specified, unless otherwise specified by the Government, at no expense to the Government. If not destroyed by testing, samples will be returned at bidder's request and expense, unless otherwise specified by the Solicitation.

- d) Samples or descriptive literature should not be submitted unless it is required on this solicitation. Regardless of any Attempt by a bidder to condition the bid, unsolicited samples or descriptive literature will not be examined or tested at the bidder's risk, and will not be deemed to vary any of the provisions of this Solicitation.
- 6. FAILURE TO SUBMIT BID: If no bid is to be submitted, do not return the solicitation unless otherwise specified. A letter or postcard shall be sent to the issuing office advising whether future Solicitations for the type of supplies or services covered by this Solicitation are desired.

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

- a) Definition: Any bid received after the time and date set for receipt of bids is late. Any withdrawal or modification of a bid received after the time and date set for opening of bids at the place designated for opening is late (Guam Procurement Regulations 2 GAR, Div.4 §3109(k)).
- b) Treatment: No late bid, late modification, or late withdrawal will be considered unless received before contract award, and the bid, modification, or withdrawal would have been timely but for the action or inaction of territorial personnel directly serving the procurement activity.
- 8. CANCELLATION OR REVISION OF BID: This IFB may be canceled, or any and all bids may be rejected in whole or in part as may be pursuant to GAR § 3115, when it is in the best interest of the Government. Additionally, in accordance with 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.
- 9. <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).

10. 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.
- 11. MANDATORY DISPUTES RESOLUTION CLAUSE: 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.
- 12. <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)

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.
- 13. GOVERNMENT FURNISHED PROPERTY: No material, labor or facilities will be furnished by the Government unless otherwise provided for in the Solicitation.
- 14. <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.
- 15. RECEIPT, OPENING AND RECORDING OF BIDS: Bids and modifications shall be publicly opened in the presence of one or more witnesses, at the time, date, and place designated in the Invitation for Bids. The name of each bidder, the bid price, and such other information as is deemed appropriate by the Procurement Officer, shall be read aloud and recorded, or otherwise made available. The names and addresses of required witnesses shall be recorded at the opening. The opened bids shall be available for public inspection except to the extent the bidder designates trade secrets or other proprietary data to be confidential as set forth in accordance with Section 12, below. Material so designated shall accompany the bid and shall be readily separable from the bid in order to facilitate public inspection of the non-confidential portion of the bid. Prices, makes and models or catalogue numbers of the items offered, deliveries, and terms of payment shall be publicly available at the time of bid opening regardless of any designation to the contrary (Guam Procurement Regulations 2 GAR, Div.4 §3109(k)).
- 16. CONFIDENTIAL DATA: If a bidder considers any information submitted in its bid to be confidential, the bidder must identify in writing to the Government those portions which it considers confidential, and must request in writing that those portions be kept confidential. Only trade secrets and proprietary data will be considered confidential. If there is a request for confidentiality, the Government will render a decision on the request as soon as practicable after bids are opened. The Government will advise any bidder requesting confidentiality, of the Government's decision in writing. If the Government does not agree with a bidder's request, then the Government will inform the bidder that

it may lodge a protest regarding any part of the Government's decision by following the procedure for protests outlined in Chapter 9 of the Guam Procurement Regulations.

- 17. PROHIBITION AGAINST GRATUITIES AND KICKBACKS: With respect to this procurement and any other contract that bidder may have or wish to enter into with the Government, the bidder represents that he/she has not violated, is not violating, and promises that he will not violate the prohibition against gratuities and kickbacks set forth in the Guam Procurement Regulations GAR § 11170(e)
- 18. STATEMENT OF QUALIFICATIONS: The ability capacity and skill of the Bidders to perform; whether the bidder can perform promptly or within the specified time; The quality of performance of the Bidder with regards to awards previously made to him; The sufficiency of the financial resources and ability of the bidders to perform; And the compliance with all of the conditions to the solicitation.

19. 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

- (f) In addition to any and all other breach of contract actions the Government of Guam may have under this procurement, in the event there is a violation in the process set forth in subsection (e) above, Contractor may be placed on probationary status by the Chief Procurement Officer of the General Service Agency, or its successor, for a period of one (1) year.
- During the probationary status, a Contractor shall not be awarded any contract by any instrumentality of the Government of Guam. A Contractor who has been placed on probationary status, or has been assessed a monetary penalty pursuant to 5 G.C.A. Article 13 Title 5 may appeal such penalty or probationary status to the Superior Court of Guam. 5 GCA § 5804
- (g) Contractor along with all proposed offerors and submitter under this procurement were required to submit a Declaration of Compliance with Wage Determination laws as part of this procurement with a copy of the most recent Wage Determination for Guam and the Northern Marianas Islands issued and promulgated by the U.S. Department of Labor. 5 GCA §5805
- (h) The applicable USDOL Wage Determination Rate Revision (as defined by subsections (b) and (c)) is to this Agreement. Contractor agrees to provide upon written request by the Government of Guam written certification of its compliance with its obligations as part of each invoice, along with the names of any employees, their positions, and detailed wage and benefits paid in keeping with this section. Additionally upon request by Government of Guam the Contractor shall submit source documents as to those individuals provide direct services in part or whole under this Agreement and its payments to them of such wages and benefits.
- 20. <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)
- 21. <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)

22. CONTRACTOR'S WARRANTY AS TO EMPLOYEES AND SEX OFFENSES. Reference 5 GCA §5253 (b): Contractor warrants that no person providing services on behalf of the Contractor has been convicted of a sex offense under the provisions of Chapter 25 of Title 9 of GCA or an offense as defined in Article 2 of Chapter 28, Title 9 GCA, or an offense in another jurisdiction with, at a minimum, the same elements as such offenses, or who is listed on the Sex Offender Registry.

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

23. 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.

24. 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 licensed to do business on Guam; (2) the business concern maintains its headquarters on Guam; (3) the business concern is at least fifty-one percent (51%) owned by women, who manage day-to-day operations and make long-term decisions; (4) the business concern is certified as a Women-Owned Small Business (WOSB) or an Economically Disadvantaged Women-Owned Small Business (EDWOSB) by the U.S. Small Business Administration; and (5) the owner(s) of the business concern has (have) filed individual tax returns on Guam for a period of at least three (3) consecutive years.

- 25. <u>CERTIFICATION OF INDEPENDENT PRICE DETERMINATION</u>: The undersigned Bidder certifies that the bid price submitted was Independently arrived at without collusion GAR § 3126
- 26. <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.
- 27. <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.

28. 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").

GOVERNMENT OF GUAM

GENERAL SERVICES AGENCY 2nd Floor ITC Bldg. Rm. 229, Tamuning, Guam 96931

BID BOND

NO. GSA-034-24

KNOW ALL MEN BY THESE PRESENTS t	hat	, as Principal
hereinafter called the Principal, and (Bonding	Company),	
A duly admitted insurer under the laws of the		ter called the Surety are
Held firmly bound unto the Territory of Guam		11
Dollars (\$		ent of which sum will and
truly to be made, the said Principal and the sai		cutors, administrators,
successors and assigns, jointly and severally, f	irmly by these presents.	
WHEREAS, the Principal has submitted a b	id for (identify project by number and	brief description)
NOW, THEREFORE, if the Territory of Counter into a Contract with the Territory of Guor bonds as may be specified in bidding or Coperformance of such Contract and for the prothereof, or in the event of the failure of the Proprincipal shall pay to the Territory of Guar amounts specified in said bid and such larg contract with another party to perform wor specified in the Invitation for Bids then this of effect. Signed and sealed this	am in accordance with the terms of substract Documents with good and sufficient payment of labor and material frincipal to enter such Contract and given the difference not to exceed the per amount for which the Territory of k covered by said bid or an approphiligation shall be null and void, otherw	ach bid, and give such bond icient surety for the faithful irnished in the prosecution e such bond or bonds, if the benalty hereof between the f Guam may in good faith oriate liquidated amount as vise to remain full force and
	(PRINCIPAL)	(SEAL)
(WITNESS)		
(WITTESS)		
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(TITLE)		
(MAJOR OFFICER OF SURETY)	(MAJOR OFFIC	CER OF SURETY)
,		
(TITLE)	(TI	TLE)
	(RESIDENT G	ENERAL 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))

CIT	Y OF _) , , , ,		
ISL	AND O	GUAM) ss.		
inder this and fluction flays to dis	r Guam's Affidavit ence, com precedin sclose any itting this	Procurement Law for the pur requires all Bidders/Offeror missions, gratuities, kickback g the publication of this soli y changes to the facts discloses & Affidavit is awarded a con	Offer/Proposal or responding to any method of so rpose of entering into a contract with the government of the second of the contractors to make disclosures of the conflicts of interest occurring during the citation and until award of a contract. This increased herein throughout the solicitation process; and tract, the duty to disclose any changes to the fee contract, including any extensions or renewal	nent of Guam, of ownership, 365 calendar ludes the duty d if the entity acts disclosed
۹.			sworn, depose and say that I am an authorized rep stractor and that (please check and fill out all that	
	[]		ctive Contractor is an individual with a business libit is for, that same individual, with principal pla	
	[]		pective Contractor is a business or artifor 5 GCA §§ 5030(n) or 5233(b)), and is a sole person being:	proprietorship
	[]	(as defined in 1 GCA § 7 following multiple individu	pective Contractor is a business or article of 5 GCA §§ 5030(n) or 5233(b)), and is a lals. Note: owners of more than 10% are statutor owners of smaller percentage are encouraged to be	owned by the ily required to
		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)

[]	Any more-than	n-25% ov 233. Note	e-than-10% owners listed above is a business or artification of such a business or artificial person are less any less-than-25% owners of such a business or artificated below.	isted below
Name of >	10% Owner Busin	ness or A	rtificial Person:	
Owner Busi Person (vners of the >10% iness or Artificial "Second Tier wner")	O	wner's Principal Place of Business Street Address	% of Interest
	**			
Name of ot	ther >10% Owner	Busines	ss or Artificial Person:	
>10% Ow Artificial I	f owners of the ner Business or Person ("Second Owner")	O	wner's Principal Place of Business Street Address	% of Interest
>				
such Bidde Secon	Second Tier Ow	ner who tive Cont	fied above is an artificial person, the natural or artificial have held more than 49% of the shares or interactor (Third Tier Owners) are as follows [if none, please of Principal Place of Business Street Address	erest in the
-				

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
	_		

contingent fee or	other compensation to so posal/Prospective Contract	eived or are entitled to receiv licit, secure, or assist in obta et for which this Affidavit is	aining business rela
Name	Principal Address	Place of Business Street	Amount Compen
Further Leav that	the persons who have di	ractly or indirectly participat	ad in this solicitation
who are also emp federal funds a	loyees of the government are to be used in al/Prospective Contract for ate):	rectly or indirectly participate of Guam or the government the payment of the corr which this Affidavit is sub	nt of the United Sta ontract related to omitted, are as follo
who are also emplederal funds a Bid/Offer/Proposa none, please so standard Name Regardless of any	loyees of the government are to be used in al/Prospective Contract for the): Principal ownership interest, the form	t of Guam or the governmenthe payment of the corruption which this Affidavit is sub	nt of the United Statement of the United Statement related to omitted, are as followed divisors.

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

My commission expires:

- 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.
- nd

 I hereby declare under penal correct. 	ty of perjury under the laws of Guam that the foregoing is true ar
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 day of	, 20
NOTARY PUBLIC	

AFFIDAVIT RE NON-COLLUSION

CITY OF)		
ISLAND OF GUAM) SS.)		
	[state	name of affiant signing below]	. being first duly
sworn, deposes and says that:		The state of the s	, ,
1. The name of th	ne offering compan	y or individual is [state nar	ne of company]
offeror has not colluded, conspin person, to put in a sham proposal directly or indirectly, sought by person to fix the proposal price element of said proposal price, government of Guam or any other any person interested in the proposal to the best of the knowledge of § 3126(b).	red, connived or agreel or to refrain from me an agreement or color of offeror or of any or of that of any other offeror, or to secure osed contract. All stathe undersigned. This	above is genuine and not collusived, directly or indirectly, with an aking an offer. The offeror has rellusion, or communication or contother offeror, or to fix any overhalment offeror, or to secure any advate any advantage against the governatements in this affidavit and in the is statement is made pursuant to a secure any advantage of the offeror, and a representative of the offeror, and	ny other offeror or not in any manner, aference, with any ead, profit or cost antage against the nment of Guam or e proposal are true 2 GAR Division 4
offeror's officers, representatives			id on bonan or the
	Signa	ature of one of the following:	
		Offeror, if the offeror is a Partner, if the offeror is a Officer, if the offeror is a	a partnership;
Subscribed and sworn to before i	me		
this day of	_, 20		
NOTARY PUBLIC My commission expires	,		
AG Procurement Form 003 (Jul. 12, 20	10)		

AFFIDAVIT RE GRATUITIES OR KICKBACKS

CITY OF)	
Yes and Green) ss.	
ISLAND OF GUAM)	
		[state name of affiant signing below], being
first duly sworn, deposes and say	s that:	
		individual is [state name of offeror company] Tant is [state one
of the following: the offeror, a identified bid or proposal.	partner of the offerd	fiant is [state one or, an officer of the offeror] making the foregoing
2. To the best of af representatives, agents, subcontri	ractors, or employees	either affiant, nor any of the offeror's officers have violated, are violating the prohibition agains
		§ 11107(e). Further, affiant promises, on behalf of atuities and kickbacks as set forth in 2 GAF
representatives, agents, subcontra	actors, or employees has overnment employee.	either affiant, nor any of the offeror's officers ave offered, given or agreed to give, any governmen, any payment, gift, kickback, gratuity or offer of
		f as a representative of the offeror, and on behalf o
the offeror's officers, representat	lives, agents, subcontr	actors, and employees.
	Signa	ture 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.
		Α
Subscribed and sworn to before	me	
this day of	, 20	
NOTARY PUBLIC		
My commission expires		
		-
AG Procurement Form 004 (Jul. 12, 20)10)	

AFFIDAVIT RE ETHICAL STANDARDS

CITY OF)
ISLAND OF GUAM) SS.)
duly given denotes and save that	[state name of affiant signing below], being first
duly sworn, deposes and says that:	
of affiant's knowledge, neither affiant of offeror have knowingly influence standards set forth in 5 GCA Chapter officer, representative, agent, subco	[state one of the following: the offeror, a offeror] making the foregoing identified bid or proposal. To the best nor any officers, representatives, agents, subcontractors or employees d any government of Guam employee to breach any of the ethical 5, Article 11. Further, affiant promises that neither he or she, nor any entractor, or employee of offeror will knowingly influence any each any ethical standards set forth in 5 GCA Chapter 5, Article 11. 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)

"REGISTER OF WAGE DETERMINATIONS UNDER | THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION action of the Secretary of Labor | WAGE AND HOUR DIVISION By direction of the Secretary of Labor |

U.S. DEPARTMENT OF LABOR WASHINGTON D.C. 20210

Division of Wage Determinations|

Wage Determination No.: 2015-5693 Revision No.: 22 Date Of Last Revision: 07/22/2024

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 lafter 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 \$17.20 per hour (or the applicable |January 30, 2022: Iwage rate listed on this wage determination, (if it is higher) for all hours spent [performing on the contract in 2024.

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

Daniel W. Simms

Director

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.27***
01012 - Accounting Clerk II		16.02***
01013 - Accounting Clerk III		17.93
01020 - Administrative Assistant		21.97
01035 - Court Reporter		17.40
01041 - Customer Service Representative I		12.78***
01042 - Customer Service Representative II		14.23***
01043 - Customer Service Representative III		15.65***
01051 - Data Entry Operator I		12.16***
01052 - Data Entry Operator II		13.27***
01060 - Dispatcher, Motor Vehicle		17.39
01070 - Document Preparation Clerk		13.85***
01090 - Duplicating Machine Operator		13.85***
01111 - General Clerk I		11.33***
01112 - General Clerk II		12.36***
01113 - General Clerk III		13.88***
01120 - Housing Referral Assistant		19.39
01141 - Messenger Courier		11.37***
01191 - Order Clerk I		12.57***
01192 - Order Clerk II		13.71***
01261 - Personnel Assistant (Employment) I		15.95***
01262 - Personnel Assistant (Employment) II		17.85
01263 - Personnel Assistant (Employment) III		19.89
01270 - Production Control Clerk		22.97
01290 - Rental Clerk		11.10***
01300 - Scheduler, Maintenance		15.55***
01311 - Secretary I		15.55***
01312 - Secretary II		17.40
01313 - Secretary III		19.39
01320 - Service Order Dispatcher		15.40***
01410 - Supply Technician		21.97
01420 - Survey Worker		16.99***
01460 - Switchboard Operator/Receptionist		10.78***
01531 - Travel Clerk I		13.65***
01532 - Travel Clerk II		15.32***
01533 - Travel Clerk III		16.60***
01611 - Word Processor I		14.53***
01612 - Word Processor II		16.31***
01613 - Word Processor III		18.26
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.40

05010	- Automotive Electrician	16.34***
	- Automotive Glass Installer	15.28***
	- Automotive Worker	15.28***
	- Mobile Equipment Servicer	13.11***
	- Motor Equipment Metal Mechanic	17.40
	- Motor Equipment Metal Worker	15.28***
	- Motor Vehicle Mechanic	17.40
	- Motor Vehicle Mechanic Helper	12.00***
	- Motor Vehicle Upholstery Worker	14.22***
	- Motor Vehicle Wrecker	15.28***
	- Painter, Automotive	16.34***
	- Radiator Repair Specialist	15.28***
	- Tire Repairer	12.67***
05400	- Transmission Repair Specialist	17.40
07000 -	Food Preparation And Service Occupations	
07010	- Baker	12.21***
07041	- Cook I	15.29***
07042	- Cook II	17.82
07070	- Dishwasher	10.00***
07130	- Food Service Worker	10.18***
07210	- Meat Cutter	13.34***
	- Waiter/Waitress	9.89***
	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	19.70
	- Furniture Handler	11.94***
	- Furniture Refinisher	19.70
	- Furniture Refinisher Helper	14.47***
	- Furniture Repairer, Minor	17.15***
	- Upholsterer	19.70
	General Services And Support Occupations	
	- Cleaner, Vehicles	10.12***
	- Elevator Operator	10.38***
	- Gardener .	15.28***
	- Housekeeping Aide	10.38***
	- Janitor	10.38***
	- Laborer, Grounds Maintenance	11.55***
	- Maid or Houseman	10.24***
	- Pruner	10.34***
	- Tractor Operator	13.99***
	- Trail Maintenance Worker	11.55***
	- Window Cleaner	11.60***
	Health Occupations	20.06
12010	- Ambulance Driver	20.86
12010 12011	- Ambulance Driver - Breath Alcohol Technician	20.86
12010 12011 12012	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant	20.86 28.62
12010 12011 12012 12015	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant	20.86 28.62 28.62
12010 12011 12012 12015 12020	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant	20.86 28.62 28.62 18.79
12010 12011 12012 12015 12020 12025	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist	20.86 28.62 28.62 18.79 39.73
12010 12011 12012 12015 12020 12025 12030	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician	20.86 28.62 28.62 18.79 39.73 31.60
12010 12011 12012 12015 12020 12025 12030 12035	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist	20.86 28.62 28.62 18.79 39.73 31.60
12010 12011 12012 12015 12020 12025 12030 12035 12040	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician	20.86 28.62 28.62 18.79 39.73 31.60 31.60 20.86
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I	20.86 28.62 28.62 18.79 39.73 31.60 31.60 20.86 18.65
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II	20.86 28.62 28.62 18.79 39.73 31.60 31.60 20.86 18.65 20.86
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III	20.86 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant	20.86 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25 14.50***
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician	20.86 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk	20.86 28.62 28.62 18.79 39.73 31.60 31.60 20.86 18.65 20.86 23.25 14.50*** 18.93
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12130	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician	20.86 28.62 28.62 18.79 39.73 31.60 31.60 20.86 18.65 20.86 23.25 14.50*** 18.93
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist	20.86 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25 14.50*** 18.93 14.97***
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12160 12130 12160 12190	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist	20.86 28.62 28.62 18.79 39.73 31.60 31.60 20.86 18.65 20.86 23.25 14.50*** 18.93
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant I	20.86 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25 14.50*** 18.93 14.97*** 17.77 18.65 45.85
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist	20.86 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25 14.50*** 18.93 14.97*** 17.77 18.65 45.85
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12130 12130 12160 12190 12195 12210 12221	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III	20.86 28.62 28.62 18.79 39.73 31.60 31.60 20.86 18.65 20.86 23.25 14.50*** 18.93 14.97*** 17.77 18.65 45.85 12.43*** 13.99***
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12160 12130 12160 12190 12195 12210 12221 12222	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant II	20.86 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25 14.50*** 18.93 14.97*** 17.77 18.65 45.85 12.43*** 13.99***
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12190 12190 12221 12221 12222 12223	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III - Nursing Assistant IV	20.86 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25 14.50*** 17.77 18.65 45.85 12.43*** 15.26*** 17.12***
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12222 12223 12224 12225 12236	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser	20.86 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25 14.50*** 18.93 14.97*** 17.77 18.65 45.85 12.43*** 13.99*** 15.26*** 17.12** 20.86
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12130 12130 12140 12190 12195 12210 12221 12222 12223 12224 12235 12236	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician	20.86 28.62 28.62 18.79 39.73 31.60 31.60 20.86 18.65 20.86 23.25 14.50*** 17.77 18.65 45.85 12.43*** 13.99*** 15.26*** 17.12*** 20.86
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12160 12130 12160 12195 12210 12221 12222 12223 12224 12235 12250 12280	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse II - Licensed Practical Nurse III - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Pharmacy Technician	20.86 28.62 28.62 28.62 18.79 39.73 31.60 31.60 20.86 18.65 20.86 23.25 14.50*** 17.77 18.65 45.85 12.43*** 13.99*** 17.12*** 20.86 18.65 15.49***
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12222 12223 12224 12225 12236 12250 12280 12305 12305	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Pharmacy Technician - Pharmacy Technician - Phebotomist - Radiologic Technologist - Registered Nurse I	20.86 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25 14.50*** 18.93 14.97*** 17.77 18.65 45.85 12.43*** 13.99*** 15.26*** 17.12*** 20.86 18.65 15.49*** 18.65 31.60 25.85
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12100 12130 12160 12190 12195 12210 12221 12223 12224 12235 12236 12305 12305 12301 12311	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse II - Licensed Practical Nurse III - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Pharmacy Technician - Phlebotomist - Registered Nurse II - Registered Nurse II	20.86 28.62 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25 14.50*** 17.77 18.65 45.85 12.43*** 15.26*** 17.12*** 20.86 18.65 31.60 25.85 31.60
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12195 12210 12221 12222 12223 12224 12235 12236 12250 12305 12311 12312	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Pharmacy Technician - Phlebotomist - Radiologic Technologist - Registered Nurse II - Registered Nurse II, Specialist	20.86 28.62 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25 14.50*** 17.77 18.65 45.85 12.43*** 17.2** 20.86 18.65 15.45** 17.12*** 20.86 18.65 31.60 25.85 31.60 31.60
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12130 12160 12190 12195 12210 12221 12222 12223 12224 12235 12250 12305 12313 12314	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse II - Licensed Practical Nurse III - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III - Registered Nurse II - Registered Nurse II - Registered Nurse III - Registered Nurse III - Registered Nurse III - Registered Nurse III	20.86 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25 14.50*** 18.93 14.97*** 17.77 18.65 45.85 12.43*** 13.99*** 17.12*** 20.86 18.65 15.49*** 18.65 31.60 25.85 31.60 38.24
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12222 12223 12224 12225 12236 12250 12280 12305 12311 12312 12314 12315	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant II - Nursing Assistant III - Registered Nurse II - Registered Nurse II - Registered Nurse III - Registered Nurse III, Registered Nurse IIII - Registered Nurse IIII	20.86 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25 14.50*** 17.77 18.65 45.85 12.43*** 15.26*** 17.12** 20.86 18.65 15.49*** 18.65 15.49*** 18.65 31.60 25.85 31.60 31.60 31.60 38.24 38.24
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12100 12130 12160 12190 12195 12210 12221 12223 12224 12235 12236 12305 12311 12312 12313 12314 12315	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Phlebotomist - Radiologic Technologist - Registered Nurse II - Registered Nurse II, Specialist - Registered Nurse III, Registered Nurse III, Registered Nurse III - Registered Nurse III, Registered Nurse III - Registered Nurse III, Registered Nurse III	20.86 28.62 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25 14.50*** 17.77 18.65 45.85 12.43*** 15.26*** 17.12*** 20.86 18.65 15.49*** 18.65 31.60 31.60 31.60 38.24 38.24 45.85
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12122 12223 12224 12235 12236 12305 12311 12312 12312 12313 12314 12315	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nursing Assistant I - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Pharmacy Technician - Pharmacy Technician - Phlebotomist - Registered Nurse II - Registered Nurse III, Specialist - Registered Nurse III, Anesthetist - Registered Nurse III, Registered Nurse IV - Scheduler (Drug and Alcohol Testing)	20.86 28.62 28.62 28.62 18.79 39.73 31.60 31.60 20.86 18.65 20.86 23.25 14.50*** 17.77 18.65 45.85 12.43*** 17.27 18.65 45.85 12.43*** 15.26*** 17.12*** 20.86 18.65 31.60 25.85 31.60 31.60 38.24 48.25 25.85
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12221 12222 12223 12224 12235 12236 12250 12280 12305 12311 12312 12313 12314 12315 12316	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant III - Registered Nurse II - Registered Nurse II - Registered Nurse III	20.86 28.62 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25 14.50*** 17.77 18.65 45.85 12.43*** 15.26*** 17.12*** 20.86 18.65 15.49*** 18.65 31.60 31.60 31.60 38.24 38.24 45.85
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12222 12223 12224 12225 12236 12250 12280 12305 12311 12312 12313 12314 12315 12316 12317 12320 13000 -	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant II - Nursing Assistant IV - Optical Dispenser - Optical Technician - Phlebotomist - Radiologic Technologist - Registered Nurse II - Registered Nurse III - Registered Nurse IV - Scheduler (Drug and Alcohol Testing) - Substance Abuse Treatment Counselor - Information And Arts Occupations	20.86 28.62 28.62 28.62 18.79 39.73 31.60 31.60 20.86 18.65 20.86 23.25 14.50*** 18.93 14.97*** 17.77 18.65 45.85 12.43*** 15.26*** 17.12*** 20.86 18.65 15.49*** 18.65 31.60 31.60 31.60 31.60 31.60 31.60 38.24 45.85 25.85
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12130 12130 12130 12140 12212 12222 12223 12224 12235 12236 12250 12380 12305 12311 12312 12313 12314 12315 12316 12317 12320 13000 - 13011	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Assistant - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Phlebotomist - Radiologic Technologist - Registered Nurse II - Registered Nurse III - Registered Nurse III, Anesthetist - Registered Nurse III, Anesthetist - Registered Nurse IV - Scheduler (Drug and Alcohol Testing) - Substance Abuse Treatment Counselor - Information And Arts Occupations - Exhibits Specialist I	20.86 28.62 28.62 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25 14.50*** 17.77 18.65 45.85 12.43*** 17.2*** 20.86 18.65 15.49*** 18.65 31.60 31.60 31.60 31.60 38.24 45.85 25.85 25.85
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12221 12223 12224 12235 12280 12305 12311 12312 12313 12314 12315 12316 12317 12320 13000 - 13011 13012	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant III - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Pharmacy Technician - Phlebotomist - Radiologic Technologist - Registered Nurse II - Registered Nurse III, Specialist - Registered Nurse III, Anesthetist - Registered Nurse III, Anesthetist - Registered Nurse IV - Scheduler (Drug and Alcohol Testing) - Substance Abuse Treatment Counselor - Information And Arts Occupations - Exhibits Specialist II	20.86 28.62 28.62 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25 14.50*** 17.77 18.65 45.85 12.43*** 15.26*** 17.12*** 20.86 18.65 31.60 25.85 31.60 31.60 38.24 48.85 25.85 21.42 26.53
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12195 12210 12221 12222 12223 12224 12235 12236 12250 12280 12305 12311 12312 12313 12314 12315 12316 12317 12320 13000 - 13011 13012 13013	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant III - Reging Technician - Pharmacy Technologist - Registered Nurse II - Registered Nurse II, Specialist - Registered Nurse III, Anesthetist - Registered Nurse III, Anesthetist - Registered Nurse III, Anesthetist - Registered Nurse III	20.86 28.62 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25 14.50*** 18.93 14.97*** 17.77 18.65 45.85 12.43*** 13.99*** 17.12*** 20.86 18.65 31.60 25.85 31.60 38.24 38.24 45.85 25.85 21.42 26.53 32.45
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210 12222 12223 12224 12225 12236 12250 12280 12305 12311 12312 12313 12314 12315 12316 12317 12320 13000 - 13011 13012 13013 13041	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant II - Nursing Assistant IV - Optical Dispenser - Optical Technician - Phlebotomist - Radiologic Technologist - Registered Nurse II - Registered Nurse III, Specialist - Registered Nurse III, Anesthetist - Registered Nurse IV - Scheduler (Drug and Alcohol Testing) - Substance Abuse Treatment Counselor - Information And Arts Occupations - Exhibits Specialist II - Exhibits Specialist II - Exhibits Specialist III	20.86 28.62 28.62 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25 14.50*** 18.93 14.97*** 17.77 18.65 45.85 12.43*** 15.26*** 17.12*** 20.86 18.65 15.49*** 18.65 31.60 31.60 38.24 45.85 25.85 21.42 26.53 32.45 21.42
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12130 12130 12130 12140 12211 12222 12223 12224 12235 12236 12250 12380 12305 12311 12312 12313 12314 12315 12316 12317 12320 13000 - 13011 13012 13013 13041 13041	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk - Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant II - Nursing Assistant II - Nursing Assistant III - Nursing Assistant III - Nursing Assistant III - Reging Technician - Pharmacy Technologist - Registered Nurse II - Registered Nurse II, Specialist - Registered Nurse III, Anesthetist - Registered Nurse III, Anesthetist - Registered Nurse III, Anesthetist - Registered Nurse III	20.86 28.62 28.62 28.62 18.79 39.73 31.60 20.86 18.65 20.86 23.25 14.50*** 18.93 14.97*** 17.77 18.65 45.85 12.43*** 13.99*** 17.12*** 20.86 18.65 31.60 25.85 31.60 38.24 38.24 45.85 25.85 21.42 26.53 32.45

	- Librarian	29.38
	- Library Aide/Clerk	17.05***
	- Library Information Technology Systems	26.53
	strator	18.11
	- Library Technician	19.15
	- Media Specialist I	21.42
	- Media Specialist II	23.87
	- Media Specialist III - Photographer I	19.15
	- Photographer II	21.42
	- Photographer III	26.53
	- Photographer IV	32.45
13075	- Photographer V	39.27
	- Technical Order Library Clerk	21.42
	- Video Teleconference Technician	19.15
	Information Technology Occupations	
	- Computer Operator I	15.71***
	- Computer Operator II	17.22
	- Computer Operator III	19.19
	- Computer Operator IV	21.33
	- Computer Operator V	23.62
	- Computer Programmer I (see 1)	15.73***
	- Computer Programmer II (see 1)	19.50
	- Computer Programmer III (see 1)	23.84
	- Computer Programmer IV (see 1)	
	- Computer Systems Analyst I (see 1)	24.23
14102	- Computer Systems Analyst II (see 1)	
14103	- Computer Systems Analyst III (see 1)	
14150	- Peripheral Equipment Operator	15.71***
14160	- Personal Computer Support Technician	21.33
14170	- System Support Specialist	21.24
15000 -	Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	24.23
15020	- Aircrew Training Devices Instructor (Rated)	29.32
15030	- Air Crew Training Devices Instructor (Pilot)	34.91
15050	- Computer Based Training Specialist / Instructor	24.23
15060	- Educational Technologist	31.17
15070	- Flight Instructor (Pilot)	34.91
15080	- Graphic Artist	20.47
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	34.91
15086	- Maintenance Test Pilot, Rotary Wing	34.91
15088	- Non-Maintenance Test/Co-Pilot	34.91
15090	- Technical Instructor	17.67
15095	- Technical Instructor/Course Developer	23.78
15110	- Test Proctor	
15120	- lest Floctor	15.70***
13120	- Tutor	
		15.70***
16000 -	- Tutor	15.70*** 15.70*** 11.38***
16000 - 16010	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations	15.70*** 15.70***
16000 - 16010 16030	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler	15.70*** 15.70*** 11.38*** 11.38*** 12.98***
16000 - 16010 16030 16040	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant	15.70*** 15.70*** 11.38*** 11.38***
16000 - 16010 16030 16040 16070	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner	15.70*** 15.70*** 11.38*** 11.38*** 12.98***
16000 - 16010 16030 16040 16070 16090	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine	15.70*** 15.70*** 11.38*** 12.98*** 11.38***
16000 - 16010 16030 16040 16070 16090 16110	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand	15.70*** 15.70*** 11.38*** 11.38*** 12.98*** 11.38***
16000 - 16010 16030 16040 16070 16090 16110 16130	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning	15.70*** 15.70*** 11.38*** 12.98*** 11.38*** 11.38*** 11.38*** 11.38***
16000 - 16010 16030 16040 16070 16090 16110 16130 16160	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts	15.70*** 15.70*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38***
16000 - 16010 16030 16040 16070 16190 16110 16130 16160 16190	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry	15.70*** 15.70*** 11.38*** 12.98*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.4.38*** 11.58***
16000 - 16010 16030 16040 16070 16110 16130 16160 16190	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator	15.70*** 15.70*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38***
16000 - 16010 16030 16040 16070 16110 16130 16160 16190 16220 16250	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor	15.70*** 15.70*** 11.38*** 12.98*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.4.38*** 11.58***
16000 - 16010 16030 16040 16070 16110 16130 16160 16190 16220 16250	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine	15.70*** 15.70*** 11.38*** 12.98*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.4.38*** 11.58***
16000 - 16010 16030 16040 16070 16110 16130 16160 16190 16220 16250 19000 -	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations	15.70*** 15.70*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38***
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16220 16250 19000 - 19010	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room)	15.70*** 15.70*** 11.38*** 12.98*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38***
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 19000 - 19010 19040 21020	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator	15.70*** 15.70*** 11.38***
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 19000 - 19010 19040 21020	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations	15.70*** 15.70*** 11.38*** 12.98*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38***
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16250 19000 - 19010 19040 21000 - 21020 21030	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator	15.70*** 15.70*** 11.38***
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator	15.70*** 15.70*** 11.38***
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 19000 - 19010 21020 21030 21040 21050	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter	15.70*** 15.70*** 11.38***
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 19000 - 19010 21020 21030 21040 21050 21071	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer	15.70*** 15.70*** 11.38***
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 19000 - 19010 19040 21000 21030 21040 21050 21071 21080 21110	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer	15.70*** 15.70*** 11.38*** 11
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 19000 - 19010 21020 21030 21040 21050 21071 21080 21110	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk	15.70*** 15.70*** 11.38**** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38**** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38*** 11.38****
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 19000 - 19010 21020 21030 21040 21050 21071 21080 21110 21130	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I	15.70*** 15.70*** 11.38*** 11.21*** 15.36*** 17.12*** 16.59***
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110 21130	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk	15.70*** 15.70*** 11.38*** 11
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16220 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant	15.70*** 15.70*** 11.38*** 11
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 19000 - 19010 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210 21410	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist	15.70*** 15.70*** 11.38*** 11
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 19000 - 19010 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210 21210	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist - Mechanics And Maintenance And Repair Occupations	15.70*** 15.70*** 11.38*** 11.
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210 21410 23000 - 23010	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist - Mechanics And Maintenance And Repair Occupations - Aerospace Structural Welder	15.70*** 15.70*** 11.38*** 12.97 22.97 13.63*** 10.62*** 17.12*** 16.59*** 17.12*** 16.59*** 23.33 15.36*** 15.36***
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 19000 - 19010 21020 21030 21040 21050 21110 21130 21140 21150 21210 21410 23010 23019	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping Packer - Shipping/Receiving Clerk - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist Mechanics And Maintenance And Repair Occupations - Aerospace Structural Welder - Aircraft Logs and Records Technician	15.70*** 15.70*** 11.38*** 12.97 12.97 13.83*** 15.36*** 17.12*** 17.12*** 16.59*** 17.12*** 17.12*** 16.59** 17.12** 17.12**
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 19000 - 19010 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210 21410 23000 - 23010 23019 23021	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist - Mechanics And Maintenance And Repair Occupations - Aerospace Structural Welder - Aircraft Logs and Records Technician - Aircraft Mechanic I	15.70*** 15.70*** 11.38*** 11.38** 12.97 12.97 13.83** 15.36** 15.36** 15.36** 15.36**
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 19000 - 19010 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210 21410 23000 - 23010 23019 23021	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist - Mechanics And Maintenance And Repair Occupations - Aerospace Structural Welder - Aircraft Logs and Records Technician - Aircraft Mechanic I - Aircraft Mechanic II	15.70*** 15.70*** 11.38*** 12.97 22.97 13.83*** 10.62*** 15.36*** 17.12** 17.12** 17.12*** 17.12** 17.12** 17.12** 17.12** 17.12** 17.12** 17.12**
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 19000 - 19010 19040 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210 23010 23019 23019 23022 23023	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist - Mechanics And Maintenance And Repair Occupations - Aerospace Structural Welder - Aircraft Logs and Records Technician - Aircraft Mechanic II - Aircraft Mechanic III	15.70*** 15.70*** 11.38*** 12.97 22.97 13.83*** 10.62*** 10.62*** 17.12*** 16.59*** 17.12*** 16.59*** 23.33 15.36*** 15.36*** 25.04 19.47 23.84 25.04 26.30
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 19000 - 19010 21020 21030 21040 21050 21110 21130 21140 21150 21210 21410 23000 - 23012 23022 23023 23040	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping Packer - Shipping/Receiving Clerk - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist Mechanics And Maintenance And Repair Occupations - Aerospace Structural Welder - Aircraft Mechanic II - Aircraft Mechanic III - Aircraft Mechanic Helper	15.70*** 15.70*** 11.38*** 12.97 22.97 13.83*** 15.36*** 17.12*** 17.12*** 16.59*** 17.12** 17.12**
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16250 19000 - 19010 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210 23010 23010 23012 23022 23023 23040 23050	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist Mechanics And Maintenance And Repair Occupations - Aerospace Structural Welder - Aircraft Mechanic II - Aircraft Mechanic II - Aircraft Mechanic III - Aircraft Mechanic III - Aircraft Mechanic III - Aircraft, Painter	15.70*** 15.70*** 11.38*** 12.97 22.97 13.83*** 15.36*** 17.12** 17.12**
16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 19000 - 19010 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210 21410 23000 - 23010 23019 23022 23023 23040 23050 23060	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping Packer - Shipping/Receiving Clerk - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist Mechanics And Maintenance And Repair Occupations - Aerospace Structural Welder - Aircraft Mechanic II - Aircraft Mechanic III - Aircraft Mechanic Helper	15.70*** 15.70*** 11.38*** 12.97 22.97 13.83*** 15.36*** 17.12*** 17.12*** 16.59*** 17.12** 17.12**

23080 - Aircraft Worker	21.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	21.03
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	23.84
II	10-70
23110 - Appliance Mechanic	19.70
23120 - Bicycle Repairer	15.81***
23125 - Cable Splicer	24.19 17.58
23130 - Carpenter, Maintenance 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	01::51
23411 - Heating, Ventilation And Air Contidioning	21.51
Mechanic (Research Facility)	20.41
23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator	18.33
	20.00
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	23.62
23640 - Millwright	20.98
23710 - Office Appliance Repairer	19.46
23760 - Painter, Maintenance	18.74
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 20.80
23890 - Sheet-Metal Worker, Maintenance	18.43
23910 - Small Engine Mechanic 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	22 70
25010 - Boiler Tender	22.79
25040 - Sewage Plant Operator 25070 - Stationary Engineer	22.89 22.79
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	15.72***
25210 - Water Treatment Plant Operator	22.89
27000 - Protective Service Occupations	22,00
27004 - Alarm Monitor	11.21 ***
27007 - Baggage Inspector	10.02***
27008 - Corrections Officer	14.59***
27010 - Court Security Officer	14.59***
27030 - Detection Dog Handler	11.21***
27040 - Detention Officer	14.59***
27070 - Firefighter	14.59***
27101 - Guard I	10.02***
27102 - Guard II	11.21***
27131 - Police Officer I	14.59-++

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16.21***
 27132 - Police Officer II
28000 - Recreation Occupations
                                                                                 13.44***
 28041 - Carnival Equipment Operator
                                                                                 14.68***
  28042 - Carnival Equipment Repairer
  28043 - Carnival Worker
                                                                                  9.93***
  28210 - Gate Attendant/Gate Tender
                                                                                 13.18***
                                                                                 11.60***
  28310 - Lifeguard
  28350 - Park Attendant (Aide)
                                                                                 14.74***
                                                                                 11.84 * * *
  28510 - Recreation Aide/Health Facility Attendant
  28515 - Recreation Specialist
                                                                                    18.26
  28630 - Sports Official
                                                                                 11.74 * * *
  28690 - Swimming Pool Operator
                                                                                    17:71
29000 - Stevedoring/Longshoremen Occupational Services
                                                                                    26.02
 29010 - Blocker And Bracer
  29020 - Hatch Tender
                                                                                    26.02
  29030 - Line Handler
                                                                                    26.02
  29041 - Stevedore I
                                                                                    24.21
  29042 - Stevedore II
30000 - Technical Occupations
  30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
  30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
  30021 - Archeological Technician I
                                                                                    18.41
  30022 - Archeological Technician II
                                                                                    20.59
  30023 - Archeological Technician III
                                                                                    25.51
  30030 - Cartographic Technician
                                                                                    25.51
  30040 - Civil Engineering Technician
                                                                                    25.51
  30051 - Cryogenic Technician I
30052 - Cryogenic Technician II
                                                                                    28.25
                                                                                    31.21
  30061 - Drafter/CAD Operator I
                                                                                    18.41
  30062 - Drafter/CAD Operator II
                                                                                    20.59
  30063 - Drafter/CAD Operator III
  30064 - Drafter/CAD Operator IV
  30081 - Engineering Technician I
                                                                                    17.32
  30082 - Engineering Technician II
                                                                                    19.44
  30083 - Engineering Technician III
                                                                                    21.74
  30084 - Engineering Technician IV
                                                                                    26.94
  30085 - Engineering Technician V
                                                                                    32.95
  30086 - Engineering Technician VI
                                                                                    39.86
  30090 - Environmental Technician
                                                                                    25.51
  30095 - Evidence Control Specialist
                                                                                    25.51
  30210 - Laboratory Technician
                                                                                    22.96
  30221 - Latent Fingerprint Technician I
                                                                                    28.25
  30222 - Latent Fingerprint Technician II
                                                                                    31.21
  30240 - Mathematical Technician
  30361 - Paralegal/Legal Assistant I
                                                                                    19.54
  30362 - Paralegal/Legal Assistant II
                                                                                    24.21
  30363 - Paralegal/Legal Assistant III
                                                                                    29.61
  30364 - Paralegal/Legal Assistant IV
                                                                                    35.83
  30375 - Petroleum Supply Specialist
                                                                                    31.21
  30390 - Photo-Optics Technician
                                                                                    25.51
  30395 - Radiation Control Technician
                                                                                    31.21
  30461 - Technical Writer I
                                                                                    25.51
  30462 - Technical Writer II
                                                                                    31.21
  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
  30494 - Unexploded (UXO) Safety Escort
  30495 - Unexploded (UXO) Sweep Personnel
  30501 - Weather Forecaster I
  30502 - Weather Forecaster II
                                                                                    34.36
  30620 - Weather Observer, Combined Upper Air Or
                                                           (see 2)
Surface Programs
30621 - Weather Observer, Senior (see
31000 - Transportation/Mobile Equipment Operation Occupations
  Surface Programs
                                                           (see 2)
                                                                                    25.51
  31010 - Airplane Pilot
                                                                                    34.76
  31020 - Bus Aide
                                                                                  8.97***
                                                                                 12.75***
  31030 - Bus Driver
  31043 - Driver Courier
  31260 - Parking and Lot Attendant
                                                                                  9.91***
  31290 - Shuttle Bus Driver
                                                                                 11.65***
  31310 - Taxi Driver
31361 - Truckdriver, Light
                                                                                 11.41***
                                                                                 11.21***
                                                                                 12.16***
  31362 - Truckdriver, Medium
  31363 - Truckdriver, Heavy
                                                                                    17.57
31364 - Truckdriver, Tractor-Trailer
99000 - Miscellaneous Occupations
                                                                                    17.57
  99020 - Cabin Safety Specialist
  99030 - Cashier
                                                                                 10.26***
                                                                                 10.01***
  99050 - Desk Clerk
  99095 - Embalmer
                                                                                    28.73
  99130 - Flight Follower
                                                                                    28.73
  99251 - Laboratory Animal Caretaker I
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99252 - Laboratory Animal Caretaker II	27.83
99260 - Marketing Analyst	21.54
99310 - Mortician	28.73
99410 - Pest Controller	16.07***
99510 - Photofinishing Worker	15.10***
99710 - Recycling Laborer	17.32
99711 - Recycling Specialist	23.38
99730 - Refuse Collector	16.40***
99810 - Sales Clerk	10.63***
99820 - School Crossing Guard	18.82
99830 - Survey Party Chief	24.38
99831 - Surveying Aide	13.87***
99832 - Surveying Technician	18.02
99840 - Vending Machine Attendant	25.47
99841 - Vending Machine Repairer	32.44
99842 - Vending Machine Repairer Helper	25.47

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. 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 SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 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:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and

related to user or system design specifications;

- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R., 541.400).

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is 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)		
ISLAND OF GUAM) SS.)		
sworn, deposes and says that:	[state nam	e of affiant signing below	, being first duly
1. The name of the of	fering company or	individual is [state na	me of company]
2. As a part of the offering of company has not retained any persarrangement to secure this contract.	son or agency on a	percentage, commission, o	r other contingent
3. As a part of the offering of company has not retained a person to agreement or understanding for a composition of bona fide employees or bona fide business. This statement is made pur	o solicit or secure a comission, percentage, be established commercial	ontract with the government prokerage, or contingent fee, of ial selling agencies for the p	of Guam upon ar except for retention
4. I make these statements of the offeror's officers, representatives,			or, and on behalf of
	Signature	of one of the following:	
		Offeror, if the offeror is Partner, if the offeror is Officer, if the offeror is	a partnership;
Subscribed and sworn to before me			
this day of,	, 20		
NOTA BY BUBLIC			
NOTARY PUBLIC My commission expires			

AG Procurement Form 007 (Jul. 15, 2010)

Special Provisions

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

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

	Signature of Bidder Proposer, if an individu Partner, if a partnership Officer, if a corporation	;
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 bel	behalf of(Name of Bidder/Company Name)	that:
	(Name of Bidder/Company Name)	
persor an off of any extens	No Federal appropriated funds have been paid or will son for influencing or attempting to influence an officer officer or employee of Congress, or an employee of a Many Federal grant, the making of any Federal loan, the ension, continuation, renewal, amendment or modificerative agreement.	or employee of any agency, a Member of Congress, Member of Congress in connection with the awarding entering into of any cooperative agreement, and the
influe or em grant,	If any funds other than Federal appropriated funds luencing or attempting to influence an officer or employemployee of Congress, or an employee of a Member out, loan, or cooperative agreement, the undersigned isclosure of Lobbying Activities," in accordance with its	ree of any agency, a Member of Congress, an officer f Congress in connection with this Federal contract, shall complete and submit Standard Form-LLL,
all sub agreer repres Subm 1352,	The undersigned shall require that the language of this sub-awards at all tiers (including subcontracts, sub-gran reements) and that all subrecipients shall certify and diversentation of fact upon which reliance was placed brission of this certification is a prerequisite for making 52, title 31, United States Code. Any person who fails il penalty of not less than \$10,000 and not more than \$10,000.	ts, and contracts under grants, loans, and cooperative lisclose accordingly. This certification is a material when this transaction was made or entered into. g or entering into this transaction imposed by section to file the required certification shall be subject to a
	e undersigned certifies or affirms the truthfulness and accura s certification and understands that the provisions of 31 U.S.C	- Total
Name	me of Bidder/Company Name	
Туре	pe or print name	
Signat	nature of authorized representative	Date//
	Offero Partne	ure of one of the following: r, if the offeror is an individual; r, if the offeror is a partnership; r, if the offeror is a corporation.
	Subscribed and sworn to before me this day or	f, 202
	NOTARY PUBLIC	
	My commission expires,	

ITEM N	NO.	DESCRIPTION	ON	QTY	UOM	UNIT	PRICE	TOTAL PRICE
1.1	Sports Gasol	Utility Vehicle 4 ine, 5 passenger o the following spe	r greater (Latest Mode	28 I)	each	\$		\$
	These	ed by the equipm	ve been written to descr ent manufacturer biddi			_		
		uccessful bidder tion of the equipm	shall furnish all neces	ssary and desi	rable inf	formatio	n instruc	tions for the proper
	Inter	ceptor", "Police	shall be certified by Pursuit" or Suitable for cement & Corrections	or Law Enfor	cement S	ervice"	and must	have participated in
	Each	vehicle shall be no	ew / unused, current mo	odel year produ	iction.			
	publis	hed literature/bro	supplied with all stand chure unless specifical equirements of this spec	ly deleted as st	ated in th	nis spec		
FUEL I		IENCY: The mos	st fuel efficient product	available shall	be offere	ed to me	et the req	uirements of this bid
engine o	E: V6 oil cool g temp	or larger, water co er shall be installe	ooled, gasoline and an a ed as necessary to main ceed 300° F, maximum ission control.	tain oil		BIDD	OING ON	/ REMARKS:
BODY:	Sports	Utility Type. 4 d	oors with a rear lift gat	e.				
CAPAC	CITY:	Five (5) passenge	rs or greater.			-		
COLOI	R: Blac	k body with Whi	te on all doors and roof					
negative	groun	d, 200 amp High	e electrical system shall output Alternator or hig proof connectors.			F23400		
available for police cold cra	e, compee servi	patible with the volice. The vehicle bamps (CCA) with	y shall be the heaviest dehicle charging system pattery shall have a min rundown protection, wonths prior to vehicle delight	and intended timum of 720 vith manufactur	ring			

Vehicles will not be accepted with batteries exhibiting less than 90% of full

charge at time of delivery.

TRANSMISSION: The transmission shall be no less than a 6-Speed fully automatic transmission equipped with auxiliary transmission fluid coolers, if necessary, to maintain oil operating temperatures not to exceed 275°F, maximum calibrated for police use. Shall be column shift.	
WHEEL BASE: The minimum wheelbase shall be no less than 112".	
DRIVE AXLE: Traction Control – Automatic.	
DRIVE TRAIN: 4 Wheel Drive.	
SUSPENSION: Heavy duty front and rear suspension including independent strut, coil springs, shock absorbers shall be designed for police work. Front and rear stabilizers bars are required.	
GROUND CLEARANCE: Minimum ground clearance 6".	
STEERING: The steering shall be Power Rack and Pinion i.e.: electronic power assist. The power steering system shall be equipped with a fluid cooler, to maintain power steering fluid operating temperatures not to exceed 300°F, maximum. A tilt steering wheel is required.	3
BRAKES: The vehicle shall be equipped with an electronic stability program with brake assist and traction control. The brakes shall be power assisted, dual hydraulic and feature an anti-lock brake system (ABS). All four wheels shall be equipped with disc brakes. Friction material shall be designed for police applications.	
TIRES AND WHEELS: Each vehicle shall be supplied with five (5) matching wheels and tires. A space saver type spare tire is not acceptable. The wheels shall have a safety ridge rolled into the rim or otherwise designed to prevent the tire from separating from the wheel in the event of a flat. Wheels shall be steel or aluminum alloy designed for police applications. Lug nuts shall be covered but not with a full size wheel cover. Manufacturer's standard Tire Pressure Monitoring System shall be supplied. W-rated all-season tires. Rim size no less than 17".	
SEATS: Front seats shall be bucket type accommodating a center console. A 60/40 split bench / bucket type seat is not acceptable. The driver's seat shall be power adjustable and shall be designed for maximum comfort, support and durability. The front seat upholstery shall be woven synthetic cloth fabric. Rear seat, prisoner transport hard plastic.	
EXHAUST SYSTEM: Dual exhaust system.	
RADIO: Standard AM/FM radio auxiliary ports, Bluetooth.	
STANDARD ACCESSORIES: Air condition (Dual, front & rear), rear view mirror, Jack and lug wrench, side view mirrors, full tank on fuel, Bluetooth, power windows & door locks mounting hardware for license plates. Front and rear humper, front and rear mudguards, skid plate.	

KEYS: A	set of 4 keys shall be supplied for each vehicle.	· ·
MISCEL	LANEOUS EQUIPMENT:	
	ele shall be equipped with the following miscellaneous equipment:	
>	Fresh air type heater and defroster. Air conditioning of a size and type recommended and installed by the	
	manufacturer of the vehicle. Vehicle air conditioning system shall include any components required to protect the	
	compressor from excessively high head pressure.	
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>	• •	
>	, , ,	
	Quitaria 1010 and 10	
	driver's door to be unlocked by pulling on the inside handle.	
>		
	mechanisms controlled by switches located on the driver's side door control panel.	
>	Rear doors are disabled from the interior side, which cannot be	
	opened by someone.	
>		
>	All four (4) windows shall be power actuated and controlled	
	from the driver's side door control panel with a lockout feature	
	to prevent other windows from being operated when locked out	
	by the driver.	
>	Rear window defogger/defroster on a separate switch.	
>	The vehicle shall use the same single key for the ignition,	
	driver and passenger door and trunk. As set of four (4) keys	
	shall be supplied for each vehicle.	
>	Back up (reverse) sensor system.	
>	Center console accessory box.	
>	Prisoner cage, constructed with heavy duty metal.	
>	Siren with internally programmable tones minimum	
	120 decibels	
>	Public address (PA) system.	
>		
	Diode (LED) lights and traffic directional mode. Static blue	
	light capability (non-flashing) (CRUISEMODE).	
>	8 8	
>	5	
	(LED) light bar. Installed as to not block the driver's view	
	of traffic.	
>		
>		
	Maximum load with maximum wire gauge.	

>	Left and right switch for side mirrors. Similar in appearance and mounted on the left and right front doors. Both mirrors shall be controlled from the driver's seat.	
>	Light in trunk with trunk lid actuated switch.	
>	Standard tool kit for wheel changing and jack to safely	
	lift the vehicle.	
>	Black heavy-duty material one piece for flooring with drain	
	Plug.	
>	Undercoating, full rust proofing with a ten (10) year	
	guarantee or electronic rust control with a lifetime guarantee.	1
>	Driver's side search light.	
>	Primary and alternate Service Advisor.	
>	Vehicle Marking: (Upon Delivery)	
	Vehicles shall have visible all weather adhesive markings	
	on both sides.	
	Markings shall include the following:	
	Guam Police Department Decal, Designated Car # & ETC	
	Contact Dept.\ Agency representative for existing logo design	
in	order to keep fleet uniform.	
WARRA	NTY:	
	wehicle is down for warranty repair and remains in the shop for more to bare parts and any other delays, the down time is added to the months	
	ssful bidder shall provide service, such as to determine deficiency repart premises or transfer the vehicle to the shop where the repair should eriod.	
NON-WA	RRANTY SUPPORT:	
Sustained p	parts inventory for non-warranty wear and tear items such as:	
-	Serviceable parts: Ex. Brake pads, brake rotors, engine drive belts, Local technical support: Vehicle specification sheets, wiring diagrelated schematics. Assistance and training as requested by the G Section.	grams, vehicle emission control and
train warra 100,000 m () Yes, as	equired: Manufacturer's recommended preventive maintenance for that all parts, labor and disposal fees included at "No Cost to the Giles at 5,000 mile intervals (20 service events). Trequested:	overnment of Guam". No less than
() NO, res	marks:	<u> </u>

Warranty: (All guarantee, warranty, and service periods begin on date of delivery).

1.	vehicles delivered to be free from defects for the period of (1) year / 12,000 miles starting at the date of delivery. Unlimited to include lights, fuses etc. Unless defect is determined to be caused by obvious
	operator negligence.
	as requested:
() NO,	remarks:
2.	The successful bidder shall also provide the manufacture's standard warranty. Certification of warranty and its limitations shall be provided upon delivery of vehicle. (Shall be no less than 100,000 miles power-train/drive train).
() Yes,	as requested:
() NO,	remarks:
3.	warranty related issues whether in house or with outside vendors.
	as requested:
() NO,	remarks:
	The successful bidder shall provide service such as diagnostic, repair or adjustments of the vehicle on government premises or field location. If repair cannot be done on location, bidder shall have vehicle transferred to shop where repair can be executed at any time within the warranty period.
() Yes,	as requested:
() NO,	remarks:
	Vendor shall record mileage accumulated prior to delivery. The recorded mileage shall be added to mileage limitations for all warranty and service periods.
	as requested:
() NO,	remarks:
Warrar	aty and service conditions:
1.	The successful bidder shall be responsible for all cost associated with warranty and service.
To	include but not limited to: Transport, diagnostic, parts, labor, disposal etc.
() Yes,	as requested:
() NO,	remarks:
2.	During warranty period, the Government of Guam will not be liable for diagnostic fees not covered by warranty. Exception: (Defect determined to be caused by obvious operator negligence). as requested:
	remarks:

technicians.	ce services shall be peri	ormed by mani	nacture/lacto	ry trainieu, autr	iorizeu
() Yes, as requested:					
() NO, remarks:					
4. Due to nature of services prov	vided by the Government	of Guam all mai	ntenance and	warranty repair	rs shall
be subject to priority scheduli	ing and performed expe	ditiously.			
() Yes, as requested:					
() NO, remarks:					
DIDDING ON					
BIDDING ON:					
MANUEACTUDED DV.					
MANUFACTURED BY:YEAR:					
BAATZE					
DI ACE OF OBJOIN					
DAME OF DELIVERS					
		_			

These specifications were developed and prepared by the staff of the Guam Police Department and approved by Stephen C. Ignacio, Chief of Police.