GSA

GENERAL SERVICES AGENCY

(Ahensian Setbision Hinirat)
Government of Guam

148 Route 1 Marine Drive, Piti Guam 96915

Tel: 475-1713* Telefax: 472-4217; 475-1716; 475-1727

Accountability * Impartiality * Competence * Openness * Value

INVITATION FOR BID NO: GSA-086-22 <u>DESCRIPTION:</u>

Janitorial Services

For Department of Public Health and Social Services SPECIAL REMINDER TO PROSPECTIVE BIDDERS

Bidders are reminded to read the Sealed Bid Solicitation and Instructions, and General Terms and Conditions attached to the IFB to ascertain that all of the following requirements checked below are submitted in the bid envelope, 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
 - Cashier's Check or Certified Check
 - b. Letter of Credit
 - c. Surety Bond Valid only if accompanied by:
 - 1. Current Certificate of Authority issued by the Insurance Commissioner;
 - 2. Power of Attorney issued by the Surety to the Resident General Agent;
 - 3. Power of Attorney issued by two (2) major officers of the Surety to whoever is signing on their behalf.
- () BROCHURES/DESCRIPTIVE LITERATURE;
- (X) AFFIDAVIT DISCLOSING OWNERSHIP and COMMISSION
 - a. Date of signature of the person authorized to sign the bid and the notary date must be the same.
- (X) OTHER REQUIREMENTS:

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,
authorized representative of reminder to prospective bidders with the above	
	Bidder Representative's Signature

DOA 132 Re

Invitation for Bid: GSA-086-22 Janitorial Services For Department of Public Health and Social Services 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 Fax to 475-1727 and 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 fax attention to the Chief Procurement Officer no later than, <u>Tuesday July 19, 2022</u> close of business at 5:00pm.

Reference Page 28 of 34 #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.

Note: Pursuant to the Pandemic of Cornavirus (COVID-19), GSA adheres with the "Distance Socializing" under the Emergency Executive Orders 2020-03 thru 2020-20.

INVITATION FOR BID

ISSUING OFFICE:

GENERAL SERVICES AGENCY
GOVERNMENT OF GUAM
148 ROUTE 1, MARINE DRIVE
PITI, GUAM 96915

Chief Progurement Officer

	S. ACFALLE urement Officer	PITI, GUAM 96915	
DATE ISSU	UED: <u>07/13/2022</u>	BID II	NVITATION NO: <u>GSA-086-22</u>
BID FOR:	Janitorial Services		
	ATION: SEE ATTACHE FION: Department of Publ	D lic Health and Social Services	
with the opt	tion to renew on a year to	year basis for three (3) additi	rchase Order. For a period of one (1) year onal years upon availability of funds, with no usion and Renewals will be at the "Sole
INSTRUCT	'ION TO BIDDERS:		
INDICATE	WHETHER: INDI	VIDUAL PARTNERSHIP	CORPORATION
INCORPOR	RATED IN:		
This bid shall be publicly opened Bid Solicitation	 Bid submitted after the time a 	aled to the issuing office above no late and date specified above shall be rejected	r than (Time) 10:00am, Date: August 1, 2022 and shall be ed. See attached General Terms and Conditions, and Sealed
on the schedule evaluating this a	provided, unless otherwise spec	ified by the bidder. In consideration to erations, the undersigned agrees that th	ervices at the price stated opposite the respective items listed the expense of the Government in opening, tabulating, and its bid remain firm and irrevocable within <u>90</u> calendar days
NAME AND	ADDRESS OF BIDDER:	SIGNATURE AND TITL AUTHORIZED TO SIGN	
AWARD: CO	ONTRACT NO.:	AMOUNT:	DATE:
ITEM	NO(S).	AWARDED:	
		CONTRACTING	OFFICER:
		CLAUDIA S. AC Chief Procuremen	
NAME AND A	ADDRESS OF CONTRACTO		ID TITLE OF PERSON O SIGN THIS CONTRACT:

AFFIDAVIT RE ETHICAL STANDARDS

CITY OF)	
) ss.)	
sworn, deposes and says that:	[state name of affiant signing below], being first duly
proposal. To the best of affiant's knowledge subcontractors or employees of offer employee to breach any of the ethical affiant promises that neither he or shemployee of offeror will knowingly influent standards set forth in 5 GCA Chapter 5 Division 4 § 11103(b).	[state one of the following: the officer of the offeror] making the foregoing identified bid or edge, neither affiant nor any officers, representatives, agents, for have knowingly influenced any government of Guam estandards set forth in 5 GCA Chapter 5, Article 11. Further, i.e., nor any officer, representative, agent, subcontractor, or ince any government of Guam employee to breach any ethical Article 11. These statements are made pursuant to 2 GAR Signature of one of the following: Offeror, if the offeror is an individual; Partner, if the offeror is a partnership; Officer, if the offeror is a corporation.
Subscribed and sworn to before me this	day of, 202
NOTARY PUBLIC	
My commission expires	

AG Procurement Form 5 (Jul 12, 2010)

AFFIDAVIT re NO GRATUITIES or KICKBACKS

CITY OF)	
CITY OF) ss. ISLAND OF GUAM)	
	[state name of affiant signing below],
being first duly sworn, deposes and sa	ys that:
	ng firm or individual is [state name of offeror company]
one of the following: the offeror, a foregoing identified bid or proposal.	partner of the offeror, an officer of the offeror] making the
representatives, agents, subcontracto against gratuities and kickbacks set fo	knowledge, neither affiant, nor any of the offerors officers, or employees have violated, are violating the prohibition orth in 2 GAR Division 4 § 11107(e). Further, affiant promises, e prohibition against gratuities and kickbacks as set forth in 2
representatives, agents, subcontractor	knowledge, neither affiant, nor any of the offerors officers, rs, or employees have offered, given or agreed to give, any ner government employee, any payment, gift, kickback, gratuity ith the offerors proposal.
	ehalf of myself as a representative of the offeror, and on tatives, agents, subcontractors, and employees.
	Signature of one of the following: Offeror, if the offeror is an individual; Partner, if the offeror is a partnership; Officer, if the offeror is a corporation.
Subscribed and sworn to before me this	day of, 202
NOTARY PUBLIC	
My commission expires	.7*

AG Procurement Form 004 (Jul 12, 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 individual Partner, if a partnersh Officer, if a corporati	ip;	Date
Subscribed and sworn before me this	day of	, 202	
NOTARY PUBLIC My commission expires,			

FORM E

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

	curement No: <u>GSA-086-22</u> orial Services (DPHSS)			
	ne of Offeror Company: ifies under penalty of perjury:			_ hereby
(1)	That I am an officer of the offeror) making th procurement;	(the offe e bid or proposal in	ror, a partner of t the foregoing ide	he offeror, ntified
(2)	That I have read and understand read:	the provisions of 5	GCA § 5801 and	d § 5802 which
	§ 5801. Wage Determination Est	ablished.		
g w c N	In such cases where the gove ole proprietorship, a partnership or a corp overnment of Guam, and in such cases w whole or in part, is the direct delivery of s ontractor shall pay such employee(s) in a lorthern Mariana Islands issued and promul mployed in the direct delivery of contract de	oration ("contractor") where the contractor en service contracted by accordance with the Wa gated by the U.S. Dep	for the provision of nploys a person(s) we the government of ge Determination for artment of Labor for	a service to the whose purpose, in Guam, then the or Guam and the
sh th th	The Wage Determination most ontract is awarded to a contractor by the gnall be paid to employees pursuant to this Ane time of renewal adjustments, there shall like Wage Determination, as required by this .S. Department of Labor on a date most received.	overnment of Guam shorticle. Should any controlled made stipulations controlled Article, so that the Wag	all be used to determant act contain a renew ontained in that con proper Determination pro	ine wages, which al clause, then at tract for applyina
	§ 5802. Benefits.			
th pr	In addition to the Wage Dete rticle applies shall also contain provisions ma his Article, such benefits having a minimum romulgated by the U.S. Department of Labo (0) paid holidays per annum per employee.	Indating health and simi In value as detailed in	lar benefits for emplo the Wage Determin	oyees covered by ation issued and
(3) appli	That the offeror is in full complian icable to the procurement reference	ce with 5 GCA § ed herein;	5801 and § 580	2, as may be
(4) T by th	That I have attached the most recerne U.S. Department of Labor. (INSTRU	nt wage determinat CTIONS – Please atto	ion applicable to ach!)	Guam issued
		Signature	Date	

AG Procurement Form 006 (Feb. 16, 2010)

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor |

EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Wage Determination No.: 2015-5693 Revision No.: 16 Daniel W. Simms Division of

Wage Determinations | Date Of Last Revision: 03/15/2022 Director

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

If the contract is entered into on or |With certain exceptions Executive Order after January 30 2022 or the an option is exercised) on or after January 30 2022:

after January 30 2022 or the 14026 applies to the contract.

contract is renewed or extended (e.g. The contractor must pay all covered workers an option is exercised) on an after the contractor for the contractor must pay all covered workers at least \$15.00 per hour (or the applicable |wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.

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

States: Guam Northern Marianas Wake Island

Area: Guam Statewide

Northern Marianas Statewide

Wake Island Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
OCCUPATION CODE - TITLE 01000 - Administrative Support And Clerical Occ 01011 - Accounting Clerk I 01012 - Accounting Clerk II 01013 - Accounting Clerk III 01020 - Administrative Assistant 01035 - Court Reporter 01041 - Customer Service Representative I 01042 - Customer Service Representative II 01043 - Customer Service Representative III 01051 - Data Entry Operator I 01052 - Data Entry Operator II 01060 - Dispatcher Motor Vehicle 01070 - Document Preparation Clerk 01090 - Duplicating Machine Operator 01111 - General Clerk II 01112 - General Clerk III 01113 - General Clerk III 01120 - Housing Referral Assistant 01141 - Messenger Courier 01191 - Order Clerk I		13.57*** 15.23 17.04 21.43 17.40 11.51*** 12.94*** 14.12*** 12.15*** 13.25*** 17.39 13.85*** 10.35*** 11.29*** 12.68*** 19.39 11.37*** 12.57***
01192 - Order Clerk II 01261 - Personnel Assistant (Employment) I		13.71*** 15.95
01262 - Personnel Assistant (Employment) II		17.85
01263 - Personnel Assistant (Employment) III		19.89
01270 - Production Control Clerk		21.78
01290 - Rental Clerk		11.10***

01300 - Scheduler Maintenance	
01300 Delicaater harmeemanee	15.55
01211 General T	15.55
01311 - Secretary I	
01312 - Secretary II	17.40
01313 - Secretary III	19.39
01320 - Service Order Dispatcher	15.40
-	
01410 - Supply Technician	21.43
01420 - Survey Worker	16.96
01460 - Switchboard Operator/Receptionist	10.36***
01531 - Travel Clerk I	13.01***
01532 - Travel Clerk II	14.12***
01533 - Travel Clerk III	15.09
	14.53***
01611 - Word Processor I	
01612 - Word Processor II	16.31
01613 - Word Processor III	18.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	15.46
05010 - Automotive Electrician	14.52***
05040 - Automotive Glass Installer	13.58***
05070 - Automotive Worker	13.58***
05110 - Mobile Equipment Servicer	11.65***
05130 - Motor Equipment Metal Mechanic	15.46
	13.58***
05160 - Motor Equipment Metal Worker	
05190 - Motor Vehicle Mechanic	15.46
05220 - Motor Vehicle Mechanic Helper	10.66***
-	12.64***
05250 - Motor Vehicle Upholstery Worker	
05280 - Motor Vehicle Wrecker	13.58***
05310 - Painter Automotive	14.52***
	13.58***
05340 - Radiator Repair Specialist	
05370 - Tire Repairer	12.67***
05400 - Transmission Repair Specialist	15.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.47***
07041 - Cook I	13.26***
07042 - Cook II	15.46
07070 - Dishwasher	9.31***
07130 - Food Service Worker	9.45***
07210 - Meat Cutter	12.13***
07260 - Waiter/Waitress	9.27***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.04
09010 - Electrostatic Spray Painter	18.04
09040 - Furniture Handler	10.95***
09040 - Furniture Handler 09080 - Furniture Refinisher	10.95*** 18.04
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper	10.95*** 18.04 13.27***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor	10.95*** 18.04 13.27*** 15.70
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper	10.95*** 18.04 13.27***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer	10.95*** 18.04 13.27*** 15.70
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations	10.95*** 18.04 13.27*** 15.70 18.04
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles	10.95*** 18.04 13.27*** 15.70 18.04
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 9.54*** 9.54*** 9.54***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54*** 9.54*** 9.54***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54*** 9.54*** 9.54***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54*** 9.54** 9.54** 9.52*** 8.79***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54*** 9.54*** 9.54*** 13.00*** 11.90***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54*** 9.54** 9.54** 9.52*** 8.79***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 9.54*** 9.54*** 9.54*** 9.32*** 8.79*** 11.90*** 9.82***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54*** 9.54*** 9.54*** 13.00*** 11.90***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54** 9.54** 11.90*** 9.82*** 11.90*** 9.82*** 10.66***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54*** 9.54** 9.54** 11.90*** 9.82*** 11.90*** 11.90*** 11.90*** 11.90***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54** 9.54** 11.90*** 9.82*** 11.90*** 9.82*** 10.66***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician	10.95*** 18.04 13.27*** 15.70 18.04 9.35** 9.54** 13.00** 9.54** 9.54** 9.82** 9.32** 8.79** 11.90** 9.82** 11.90** 11.90** 11.90** 11.90** 11.90**
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54** 9.54** 9.32** 11.90** 11.90** 9.82** 10.66*** 18.23 18.23 25.01
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54*** 9.54*** 9.32*** 8.79*** 11.90*** 9.82*** 10.66*** 18.23 18.23 25.01 25.01
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54** 9.54** 9.32** 11.90** 11.90** 9.82** 10.66*** 18.23 18.23 25.01
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09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54** 9.54** 9.54** 11.90*** 9.82*** 11.90*** 11.90*** 11.90*** 11.90*** 11.90*** 11.90**
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09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54*** 9.54** 9.32** 11.90** 9.82*** 11.90*
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09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12025 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54*** 9.54** 9.32** 8.79*** 11.90*** 9.82*** 10.66*** 18.23 18.23 25.01 25.01 16.32 36.12 25.99 25.99 18.23
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54** 9.54** 9.32*** 8.79*** 11.90** 9.82*** 10.66*** 18.23 18.23 25.01 25.01 16.32 36.12 25.99 25.99 18.23 16.30
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse II	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54** 9.54** 9.52** 11.90*** 9.82*** 11.90*** 11.90*** 11.90**
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54** 9.54** 9.32*** 8.79*** 11.90** 9.82*** 10.66*** 18.23 18.23 25.01 25.01 16.32 36.12 25.99 25.99 18.23 16.30
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12025 - Dental Assistant 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse II	10.95*** 18.04 13.27*** 15.70 18.04 9.35** 9.54** 13.00** 9.54** 9.54** 9.52** 11.90** 9.82** 11.90**
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse II 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12073 - Medical Assistant	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54*** 9.54*** 9.32*** 8.79*** 11.90*** 9.82*** 10.66*** 18.23 18.23 25.01 25.01 16.32 36.12 25.99 18.23 16.30 18.23 20.32 12.26***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12025 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12031 - Emergency Medical Technician 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse II 12070 - Medical Assistant 12130 - Medical Laboratory Technician	10.95*** 18.04 13.27*** 15.70 18.04 9.35** 9.54** 13.00** 9.54** 9.54** 9.52** 11.90** 9.82** 11.90**
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse II 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12073 - Medical Assistant	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54*** 9.54*** 9.32*** 8.79*** 11.90*** 9.82*** 10.66*** 18.23 18.23 25.01 25.01 16.32 36.12 25.99 18.23 16.30 18.23 20.32 12.26***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse II 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse II 12100 - Medical Assistant 12130 - Medical Laboratory Technician 12160 - Medical Record Clerk	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54*** 9.54*** 9.32*** 8.79*** 11.90*** 9.82*** 10.66*** 18.23 18.23 25.01 25.01 16.32 36.12 25.99 18.23 16.30 18.23 20.32 12.26***
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12025 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12031 - Emergency Medical Technician 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse II 12070 - Medical Assistant 12130 - Medical Laboratory Technician	10.95*** 18.04 13.27*** 15.70 18.04 9.35*** 9.54*** 13.00*** 9.54*** 9.54*** 9.32*** 8.79*** 11.90*** 9.82*** 10.66*** 18.23 18.23 25.01 25.01 16.32 36.12 25.99 18.23 16.30 18.23 20.32 12.26***

12190 - Medical Record Technician			17.77
12195 - Medical Transcriptionist			16.30
12210 - Nuclear Medicine Technologist			40.06
12221 - Nursing Assistant I			11.34***
12222 - Nursing Assistant II			12.75***
12223 - Nursing Assistant III			13.91***
12224 - Nursing Assistant IV			15.61
12235 - Optical Dispenser			18.23
12236 - Optical Technician			16.30
12250 - Pharmacy Technician			15.49
12280 - Phlebotomist			16.30 25.33
12305 - Radiologic Technologist			23.18
12311 - Registered Nurse I 12312 - Registered Nurse II			28.36
12312 - Registered Nurse II Specialist			28.36
12314 - Registered Nurse III			34.32
12315 - Registered Nurse III Anesthetist			34.32
12316 - Registered Nurse IV			41.13
12317 - Scheduler (Drug and Alcohol Testing)			22.58
12320 - Substance Abuse Treatment Counselor			22.58
13000 - Information And Arts Occupations			
13011 - Exhibits Specialist I			21.20
13012 - Exhibits Specialist II			26.27
13013 - Exhibits Specialist III			32.13
13041 - Illustrator I			21.20
13042 - Illustrator II			26.27
13043 - Illustrator III			32.13
13047 - Librarian			29.09
13050 - Library Aide/Clerk			16.88
13054 - Library Information Technology Systems			. 26.27
Administrator			3
13058 - Library Technician			16.64
13061 - Media Specialist I			18.96
13062 - Media Specialist II			21.20 23.63
13063 - Media Specialist III			18.96
13071 - Photographer I 13072 - Photographer II			21.20
13073 - Photographer III			26.27
13074 - Photographer IV			32.13
13075 - Photographer V			38.88
13090 - Technical Order Library Clerk			21.20
13110 - Video Teleconference Technician			18.96
14000 - Information Technology Occupations			
14041 - Computer Operator I			15.71
14042 - Computer Operator II			17.22
14043 - Computer Operator III			19.19
14044 - Computer Operator IV			21.33
14045 - Computer Operator V			23.62
14071 - Computer Programmer I	(see 1)		15.73
14072 - Computer Programmer II	(see 1)		19.50
14073 - Computer Programmer III	(see 1) (see 1)		23.84
14074 - Computer Programmer IV	(see 1)		24.23
14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II	(see 1)		24.23
14102 - Computer Systems Analyst III	(see 1)		
14150 - Peripheral Equipment Operator	(300 1)		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)		Ŷ.	24.23
15020 - Aircrew Training Devices Instructor (Rated)			29.32
15030 - Air Crew Training Devices Instructor (Pilot)			34.91
15050 - Computer Based Training Specialist / Instructor			24.23
15060 - Educational Technologist			27.61
15070 - Flight Instructor (Pilot)			34.91
15080 - Graphic Artist			20.47
15085 - Maintenance Test Pilot Fixed Jet/Prop			34.91
15086 - Maintenance Test Pilot Rotary Wing			34.91
15088 - Non-Maintenance Test/Co-Pilot			34.91
15090 - Technical Instructor 15095 - Technical Instructor (Gauss Parallener			17.67
15095 - Technical Instructor/Course Developer			23.78
15110 - Test Proctor			15.70 15.70
15120 - Tutor 16000 - Laundry Dry-Cleaning Pressing And Related Occup	ations		1J./V
10000 - Hadiaty Dry Cleaning Flessing and Related Occup	- C. L. W. L. D.		Page 10 of 34
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16010 - Assembler	
10010 - Waseumist	10.12***
16030 - Counter Attendant	10.12***
16040 - Dry Cleaner	11.56***
16070 - Finisher Flatwork Machine	10.12***
16090 - Presser Hand	10.12***
	10.12***
16110 - Presser Machine Drycleaning	
16130 - Presser Machine Shirts	10.12***
16160 - Presser Machine Wearing Apparel Laundry	10.12***
16190 - Sewing Machine Operator .	12.04***
16220 - Tailor	12.52***
16250 - Washer Machine	10.60***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.46
	24.46
19040 - Tool And Die Maker	24.40
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.96***
21030 - Material Coordinator	21.78
21040 - Material Expediter	21.78
21050 - Material Handling Laborer	11.37***
21071 - Order Filler	9.76***
21080 - Production Line Worker (Food Processing)	13.96***
	17.12
21110 - Shipping Packer	
21130 - Shipping/Receiving Clerk	17.12
21140 - Store Worker I	15.22
21150 - Stock Clerk	21.40
21210 - Tools And Parts Attendant	13.96***
21410 - Warehouse Specialist	13.96***
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.04
23019 - Aircraft Logs and Records Technician	19.47
23021 - Aircraft Mechanic I	23.84
	25.04
23022 - Aircraft Mechanic II	
23023 - Aircraft Mechanic III	26.30
23040 - Aircraft Mechanic Helper	16.58
23050 - Aircraft Painter	22.39
23060 - Aircraft Servicer	19.47
23070 - Aircraft Survival Flight Equipment Technician	22.39
23080 - Aircraft Worker	21.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	21.03
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	23.84
23110 - Appliance Mechanic	19.46
23120 - Bicycle Repairer	15.61
23125 - Cable Splicer	19.59
23130 - Carpenter Maintenance	16.07
23140 - Carpet Layer	18.20
	18.05
23160 - Electrician Maintenance	
23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I	18.20
23181 - Electronics Technician Maintenance I	18.20 19.46
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II	19.46
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III	19.46 20.72
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker	19.46 20.72 16.94
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic	19.46 20.72 16.94 16.77
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer	19.46 20.72 16.94 16.77 15.61
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic	19.46 20.72 16.94 16.77 15.61 20.72
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic	19.46 20.72 16.94 16.77 15.61
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator	19.46 20.72 16.94 16.77 15.61 20.72
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01***
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01***
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01*** 23.84 19.47
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01*** 23.84 19.47 21.03
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01*** 23.84 19.47 21.03 15.61
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01*** 23.84 19.47 21.03 15.61 18.20
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01*** 23.84 19.47 21.03 15.61 18.20 20.72
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01*** 23.84 19.47 21.03 15.61 18.20
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01*** 23.84 19.47 21.03 15.61 18.20 20.72 17.50
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01*** 23.84 19.47 21.03 15.61 18.20 20.72
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Conditioning	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01*** 23.84 19.47 21.03 15.61 18.20 20.72 17.50
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Conditioning Mechanic (Research Facility)	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01*** 23.84 19.47 21.03 15.61 18.20 20.72 17.50
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Conditioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01*** 23.84 19.47 21.03 15.61 18.20 20.72 17.50 18.61
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Conditioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01*** 23.84 19.47 21.03 15.61 18.20 20.72 17.50 18.61
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Conditioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01*** 23.84 19.47 21.03 15.61 18.20 20.72 17.50 18.61 19.27 17.76 20.72
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Conditioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 23460 - Instrument Mechanic	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01*** 23.84 19.47 21.03 15.61 18.20 20.72 17.50 18.61 19.27 17.76 20.72 19.46
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Conditioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23465 - Laboratory/Shelter Mechanic 23470 - Laborer	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01*** 23.84 19.47 21.03 15.61 18.20 20.72 17.50 18.61 19.27 17.76 20.72 19.46 11.37***
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - Gunsmith III 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Conditioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23470 - Laborer 23510 - Locksmith	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01*** 23.84 19.47 21.03 15.61 18.20 20.72 17.50 18.61 19.27 17.76 20.72 19.46 11.37*** 19.46
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Conditioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01*** 23.84 19.47 21.03 15.61 18.20 20.72 17.50 18.61 19.27 17.76 20.72 19.46 11.37*** 19.46 23.13
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - Gunsmith III 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Conditioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23470 - Laborer 23510 - Locksmith	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01*** 23.84 19.47 21.03 15.61 18.20 20.72 17.50 18.61 19.27 17.76 20.72 19.46 11.37*** 19.46 23.13 20.72
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Conditioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01*** 23.84 19.47 21.03 15.61 18.20 20.72 17.50 18.61 19.27 17.76 20.72 19.46 11.37*** 19.46 23.13
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air-Conditioning Mechanic 23411 - Heating Ventilation And Air Conditioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23470 - Laborar 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist Maintenance	19.46 20.72 16.94 16.77 15.61 20.72 15.61 12.01*** 23.84 19.47 21.03 15.61 18.20 20.72 17.50 18.61 19.27 17.76 20.72 19.46 11.37*** 19.46 23.13 20.72

23591 - Metrology Technician I	20.72
23592 - Metrology Technician II	22.03
23593 - Metrology Technician III	23.33
23640 - Millwright	20.72
	19.46
23710 - Office Appliance Repairer	
23760 - Painter Maintenance	14.08***
23790 - Pipefitter Maintenance	18.39
23810 - Plumber Maintenance	17.27
23820 - Pneudraulic Systems Mechanic	20.72
•	20.72
23850 - Rigger	
23870 - Scale Mechanic	18.20
23890 - Sheet-Metal Worker Maintenance	17.35
23910 - Small Engine Mechanic	18.20
23931 - Telecommunications Mechanic I	19.76
23932 - Telecommunications Mechanic II	21.01
·	
23950 - Telephone Lineman	18.24
23960 - Welder Combination Maintenance	18.31
23965 - Well Driller	21.13
23970 - Woodcraft Worker	20.71
	15.61
23980 - Woodworker	15.61
24000 - Personal Needs Occupations	
24550 - Case Manager	15.01
24570 - Child Care Attendant	10.09***
24580 - Child Care Center Clerk	13.25***
	12.78***
24610 - Chore Aide	
24620 - Family Readiness And Support Services	15.01
Coordinator	
24630 - Homemaker	16.12
25000 - Plant And System Operations Occupations	20 52
25010 - Boiler Tender	20.72
25040 - Sewage Plant Operator	21.59
25070 - Stationary Engineer	20.72
25190 - Ventilation Equipment Tender	14.29***
	21.59
25210 - Water Treatment Plant Operator	21.59
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.90***
27007 - Baggage Inspector	9.48***
27008 - Corrections Officer	12.05***
	12.05***
27010 - Court Security Officer	
27030 - Detection Dog Handler	10.90***
27040 - Detention Officer	12.05***
27070 - Firefighter	12.05***
27101 - Guard I	9.48***
27102 - Guard II	10.90***
27131 - Police Officer I	12.05***
27132 - Police Officer II	13.40***
28000 - Recreation Occupations	
	13.24***
28041 - Carnival Equipment Operator	
28042 - Carnival Equipment Repairer	14.46***
28043 - Carnival Worker	9.78***
28210 - Gate Attendant/Gate Tender	13.18***
28310 - Lifeguard	11.01***
- A	14.74***
28350 - Park Attendant (Aide)	
28510 - Recreation Aide/Health Facility Attendant	11.84***
28515 - Recreation Specialist	18.26
28630 - Sports Official	11.74***
28690 - Swimming Pool Operator	17.71
29000 - Stevedoring/Longshoremen Occupational Services	05.00
29010 - Blocker And Bracer	25.98
29020 - Hatch Tender	25.98
29030 - Line Handler	25.98
29041 - Stevedore I	24.18
29042 - Stevedore II	27.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59
30021 - Archeological Technician I	17.49
30022 - Archeological Technician II	19.56
30023 - Archeological Technician III	24.21
30030 - Cartographic Technician	23.18
30040 - Civil Engineering Technician	23.08
30051 - Cryogenic Technician I	25.57
30052 - Cryogenic Technician II	28.24
	Page 12 of 34
	1 450 12 01 04

30061 -	Drafter/CAD Operator I	17.49
	Drafter/CAD Operator II	19.56
	Drafter/CAD Operator III	20.77
		25.57
	Drafter/CAD Operator IV	14.84***
	Engineering Technician I	16.66
	Engineering Technician II	18.64
	Engineering Technician III	
	Engineering Technician IV	23.08
	Engineering Technician V	28.24
	Engineering Technician VI	34.16
	Environmental Technician	23.08
	Evidence Control Specialist	23.08
	Laboratory Technician	20.77
	Latent Fingerprint Technician I	25.57
30222 -	Latent Fingerprint Technician II	28.24
30240 -	Mathematical Technician	23.34
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	28.24
	Photo-Optics Technician	21.93
	Radiation Control Technician	28.24
	Technical Writer I	23.08
	Technical Writer II	28.24
100	Technical Writer III	34.16
	Unexploded Ordnance (UXO) Technician I	25.60
	Unexploded Ordnance (UXO) Technician II	30.98
	Unexploded Ordnance (UXO) Technician III	37.13
	Unexploded (UXO) Safety Escort	25.60
	-	25.60
	Unexploded (UXO) Sweep Personnel	25.57
	Weather Forecaster I	
	Weather Forecaster II	31.09
	Weather Observer Combined Upper Air Or (see 2)	20.77
	Programs	
	Weather Observer Senior (see 2)	23.08
	Transportation/Mobile Equipment Operation Occupations	
	Airplane Pilot	30.98
	Bus Aide	8.15***
	Bus Driver	10.66***
	Driver Courier	9.69***
	Parking and Lot Attendant	9.91***
31290 -	Shuttle Bus Driver	11.65***
31310 -	Taxi Driver	11.41***
31361 -	Truckdriver Light	10.59***
31362 -	Truckdriver Medium	11.61***
31363 -	Truckdriver Heavy	14.64***
31364 -	Truckdriver Tractor-Trailer	14.64***
99000 -	Miscellaneous Occupations	
99020 -	Cabin Safety Specialist	15.10
99030 -	Cashier	9.63***
99050 -	Desk Clerk	9.70***
99095 -	Embalmer	25.60
99130 -	Flight Follower	25.60
	Laboratory Animal Caretaker I	23.38
	Laboratory Animal Caretaker II	25.54
	Marketing Analyst	21.54
	Mortician	25.60
	Pest Controller	14.61**
	Photofinishing Worker	13.45***
	Recycling Laborer	17.32
	Recycling Specialist	23.38
	Refuse Collector	16.40
	Sales Clerk	9.87***
	School Crossing Guard	17.27
	Survey Party Chief	23.01
	Surveying Aide	13.08***
	Surveying Technician	17.00
	Vending Machine Attendant	23.38
	Vending Machine Repairer	29.78
	Vending Machine Repairer Helper	23.38
22026		

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services

or seasonal recreational equipment rental for the general public on federal lands.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

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

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

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

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

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

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

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

CITY OF) ss. ISLAND OF GUAM)	
ISLAND OF GUAM)	
deposes and says that:	[state name of affiant signing below], being first duly sworn,
deposes and says mat.	
1. The name of the offer	ing company or individual is [state name of company]
offeror has not colluded, conspired, conperson, to put in a sham bid or to refradirectly or indirectly, sought by an agree person to fix the bid price of offeror of element of said bid price, or of that of government of Guam or any other off Guam or any person interested in the bare true to the best of the knowledge of Division 4 § 3126(b). 3. I make this statement on belowerson, to put the person interested in the bare true to the best of the knowledge of Division 4 § 3126(b).	dentified above is genuine and not collusive or a sham. The nnived or agreed, directly or indirectly, with any other offeror or ain from making an offer. The offeror has not in any manner, seement or collusion, or communication or conference, with any or of any other offeror, or to fix any overhead, profit or cost of any other offeror, or to secure any advantage against the feror, or to secure any advantage against the government of old contract. All statements in this affidavit and in the proposal of the undersigned. This statement is made pursuant to 2 GAR shalf of myself as a representative of the offeror, and on behalf agents, subcontractors, and employees.
	Signature of one of the following: Offeror, if the offeror is an individual; Partner, if the offeror is a partnership; Officer, if the offeror is a corporation.
Subscribed and sworn to before me this	day of, 202
NOTADY DUDI IC	
NOTARY PUBLIC My commission expires,,	
,	

AG Procurement Form 003 (Jul. 12, 2010)

AFFIDAVIT DISCLOSING OWNERSHIP, INFLUENCE, COMMISSIONS AND CONFLICTS OF INTEREST

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

	OF GUA)) ss.)				
Guam's require gratuit solicita throug	s Procures all Bi ies, kickl ition and hout the anges to	ement Law fidders/Offero backs, and co d until award solicitation p	or the purpose of e rs/Prospective Cont officts of interest oc of a contract. This process; and if the er	offer/Proposal or responding to entering into a contract with the cractors to make disclosures of curring during the 365 calendar includes the duty to disclose and tity submitting this Affidavit is a crues throughout the life of the	ie governm if ownershi days prece y changes t warded a co	ent of Gua p, influence ding the p o the facts ontract, the	am, this Affidavit ce, commissions, ublication of this disclosed herein e duty to disclose
Α.	-	-		orn, depose and say that I am nd that (please check and fill out		-	esentative of the
	[]	by, and all	profit is for, that	Contractor is an individual with a same individual, with princip	oal place o		
	[]	or 5 GCA	§§ 5030(n) or 52	Contractor is a business or artif 233(b)), and is a sole propri , with principal place	etorship o	wned ent	irely (100%) by
	*						
	[]	The Bidder/Offeror/Prospective Contractor is a business or artificial person (a 5 GCA §§ 5030(n) or 5233(b)), and is owned by the following multiple individ than 10% are statutorily required to be listed below, but other owners encouraged to be listed as well.			uals. Note	: owners of more	
		Name of Ow	ner	Principal Place of Business Street Address	% of Inter	est	
	[]	than-25% ov	vners of such a busi	10% owners listed above is a buness or artificial person are listed business or artificial person is enc	d below pe	r 5 GCA §	5233. Note: any
Name	e of >109	% Owner Busi	iness or Artificial Per	rson:			
	•		Samo				
the >10 Busine	of owners of Owners of Art ("Secon ")	er ificial	vner's Principal Plac	e of Business Street Address		% of Interest	

the >1 Busine	s of owners of .0% Owner ess or Artificial n ("Second Tier r")	Owner's Principal P	lace of Business Street A	ddress	% of Interest	
	•					
В.	Tier Owner who (Third Tier Owne	have held more than ers) are as follows [if r	bove is an artificial perso 49% of the shares or inte none, please so state]:	rest in the Bidder/Off		
	Name of Third Ti	er Owner Prin	cipal Place of Business et Address	% of Interest		
c.	Bidder/Offeror/F the natural person	Prospective Contractors on having the author who natural person who	as been identified as an or, please identify the nar ity and responsibility for t no has the authority and	ne, position, address the Bid/Offer/Propos	, and contac al/Prospectiv	t information of ve Contract, and
Name	of Natural	Position	Street Address of	Phone Number	er Email	
Person		1	Principal Place of Business	Address, and Contact Inform	other	
D.	fee or other	compensation to sal/Prospective Contr	ave received or are entitle solicit, secure, or ass ract for which this Affidav cipal Place of Business et Address	sist in obtaining	business re	lated to the
E.	employees of the	at the persons who he government of Gua of the contract related s follows (if none, ple	nave directly or indirectly im or the government of t d to the Bid/Offer/Proposi	participated in this so the United States, if fo	ederal funds	are to be used
		15				

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

г.	•	the Bidder/Offeror/Prospective C	ontractor, directly or indirectly:
	Name	Principal Place of Business Street Address	;
G.	Bidder/Offeror/Prospectiv previously and update cha compensation or conflicts	e Contractor represented herein, anges in ownership, identities of	ne term of any contract awarded to the I agree to promptly make any disclosures not made owners and other required information, interests, closed. I understand that failure to comply with this
Н.	I hereby declare under per	nalty of perjury under the laws of	Guam that the foregoing is true and correct.
		Executed on:	(date)
		Bidder/Offe Owner of so Contractor Partner, if th partnership	one of the following: ror/Prospective Contractor, if a licensed individual le proprietorship Bidder/Offeror/Prospective ne Bidder/Offeror/Prospective Contractor is a e Bidder/Offeror/Prospective Contractor is a
	cribed and sworn to before m		
	ry Public ommission expires:		

AFFIDAVIT re CONTINGENT FEES

	94
deposes and says that:	[state name of affiant signing below], being first sv
doposes and says that.	
1. The name of the	e offering company or individual is [state name of company]
offering company has not retain	offering company's bid or proposal, to the best of my knowle ned any person or agency on a percentage, commission, or ure this contract. This statement is made pursuant to 2 GAI
	offering company's bid or proposal, to the best of my knowle
Guam upon an agreement or un contingent fee, except for retent selling agencies for the purpose	ned a person to solicit or secure a contract with the governmenderstanding for a commission, percentage, brokerage, or stion of bona fide employees or bona fide established commendered en and the contract of securing business. This statement is made pursuant to
Guam upon an agreement or un contingent fee, except for retent selling agencies for the purpose Division 4 § 11108(f). 4. I make these sta	nderstanding for a commission, percentage, brokerage, or tion of bona fide employees or bona fide established comm
Guam upon an agreement or un contingent fee, except for retent selling agencies for the purpose Division 4 § 11108(f). 4. I make these sta	nderstanding for a commission, percentage, brokerage, or ition of bona fide employees or bona fide established comme of securing business. This statement is made pursuant to attempt to the offer the offer its made pursuant to attempt to the offer its manual transfer its made pursuant to the offer its manual transfer it
Guam upon an agreement or uncontingent fee, except for retentions agencies for the purpose Division 4 § 11108(f). 4. I make these state behalf of the offeror's officers, respectively.	nderstanding for a commission, percentage, brokerage, or stion of bona fide employees or bona fide established comme of securing business. This statement is made pursuant to attements on behalf of myself as a representative of the offer representatives, agents, subcontractors, and employees. Signature of one of the following: Offeror, if the offeror is an individual; Partner, if the offeror is a partnership;

AG Procurement Form 007 (Jul. 15, 2010)

GOVERNMENT OF GUAM

GENERAL SERVICES AGENCY 148 Route 1, Marine Corp. Drive Piti, Guam 96915

BID BOND

NO. GSA-086-22

KNOW ALL MEN BY THESE PRESENTS th		_
hereinafter called the Principal, and (Bonding C		
A duly admitted insurer under the laws of the T		
Held firmly bound unto the Territory of Guam		
truly to be made, the said Principal and the said successors and assigns, jointly and severally, fin		
WHEREAS, the Principal has submitted a bio	d for (identify project by number a	nd brief description)
NOW, THEREFORE, if the Territory of Guenter into a Contract with the Territory of Guenter into a Contract with the Territory of Guenter bonds as may be specified in bidding or Comperformance of such Contract and for the profithereof, or in the event of the failure of the Principal shall pay to the Territory of Guenter amounts specified in said bid and such larger contract with another party to perform work specified in the Invitation for Bids then this obleeffect.	m in accordance with the terms of attract Documents with good and sometiment payment of labor and material acipal to enter such Contract and good the difference not to exceed the amount for which the Territory covered by said bid or an application.	f such bid, and give such bond ufficient surety for the faithful all furnished in the prosecution give such bond or bonds, if the e penalty hereof between the of Guam may in good faith ropriate liquidated amount as
Signed and sealed this	day of	202
	(PRINCIPAL	(SEAL)
	(0.002 .000 0.00	, (,
(WITNESS)		
(TITLE)		
()		
(MAJOR OFFICER OF SURETY)	(MAJOR OF	FICER OF SURETY)
(TITLE)		(TITLE)
	(RESIDENT	GENERAL AGENT)

DOA 113/Rev: 4-1-87

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.

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 standby irrevocable Letter of Credit or Certified Check or Cashier's Check in the same bid envelope to be held by the Government pending award. The Bid Guarantee Bond, Letter of Credit, Certified Check or Cashier's Check must be issued by any local surety or banking institution licensed to do business on Guam and made payable to the Treasure of Guam in the amount of fifteen percent (15%) of his highest total bid offer. The Bid Bond must be submitted on Government Standard Form BB-1 (copy enclosed). Personal Checks will not be accepted as Bid Guarantee. If a successful Bidder (contractor) withdraws from the bid or fails to enter into contract within the prescribed time, such Bid guarantee will be forfeited to the Government of Guam. Bids will be disqualified if not accompanied by Bid Bond, Letter of Credit, Certified Check or Cashier's check. Bidder must include in his/her bid, valid copies of a Power of Attorney from the Surety and a Certificate of Authority from the Government of Guam to show proof that the surety company named on the bond instrument is authorized by the Government of Guam and qualified to do business on Guam. For detailed information on bonding matters, contact the Department of Revenue and Taxation. Failure to submit a valid Power of Attorney and Certificate of Authority on the surety is cause for rejection of bid. Pursuant to 5 GCA § 5212, all competitive sealed bidding for the procurement of supplies or services exceeding \$25,000.00 a 15% Bid Security of the total bid price must accompany the bid package. The bid bond, Letter of Credit, Certified Check or Cashier's Check will serve as Bid Security for this procurement.
- [] 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 such bidders who, in the opinion of the Government, can show evidence of their ability, experience, equipment, and facilities to render satisfactory service.
- [X] 15. DETERMINATION OF RESPONSIBILITY OF BIDDERS: The 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)

G.S.A. Form 112 Revised 8/12

[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.
- [] 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 Nos. 475-1707 or 475-713, at least twenty-four (24) hours before delivery of any item under this solicitation.
- [] 25. BILL OF SALE: Successful supplier shall render Bills of Sale for each item delivered under this contract. Failure to comply with this requirement will result in rejection of delivery. The Bill of Sale must accompany the items delivered but will not be considered as an invoice for payment. Supplier shall bill the Government in accordance with billing instructions as indicated on the Purchase Order.
- [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.
- [] 28. MOTOR VEHICLE SAFETY REQUIREMENTS: The Government will only consider Bids on motor vehicles which comply with the requirements of the National Traffic and Motor Vehicle safety Act of 1966 (Public Law 89-563) and Clean Air Act as amended (Public Law 88-206), that are applicable to Guam. Bidders shall state if the equipment offered comply with these aforementioned Federal Laws.

[] 29. SAFETY INSPECTION: All motor vehicles delivered under this contract must pass the Government of Guam Vehicle Inspection before delivery at destination.

[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.

Name:	Title:
Address:	Telephone:

GOVERNMENT OF GUAM SEALED BID SOLICITATION INSTRUCTIONS

BID FORMS: 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.
- 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.
- ACKNOWLEDGEMENT OF AMENDMENTS TO SOLICITATIONS: Receipt of an amendment to a Solicitation by a bidder must be
 acknowledged by signing an acknowledgement of receipt of the amendment. Such acknowledgement must be received prior to the hour
 and date specified for receipt of bids.

SUBMISSION OF BIDS:

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

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

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

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- 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. CONTRACT DISPUTES: 5 GCA § 5427 is applicable to controversies between the Government and a contractor which arise under, or by virtue of, a contract between them. This includes without limitation controversies based upon breach of contract, mistake, misrepresentation, or other cause for contract modification reformation, or rescission. The word <u>controversy</u> is meant to be broad and all-encompassing. It includes the full spectrum of disagreements from pricing of routine contract changes to claims of breach of contract.

All controversies between the Government and the contractor which arise under, or are by virtue of, this contract and which are not resolved by mutual agreement, shall be decided by the Government in writing, within 60 days after written request by the contractor for a final decision concerning the controversy; provided, however, that if the Government does not issue a written decision, within 60 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 if an adverse decision had been received.

The Government shall immediately furnish a copy of the decision to the contractor, by certified mail, return receipt requested, or by any other method that provides evidence of receipt, including (1) a description of the controversy; (2) a reference to pertinent contract provisions; (3) a statement of the factual areas of agreement or disagreement; (4) a statement of the Office's decision, with supporting rationale; and a paragraph substantially as follows:

This is the final decision of the Government.

You may seek any administrative or judicial review authorized by law.

Any such decision shall be final and conclusive, unless fraudulent, or the contractor brings an action seeking judicial review of the decision in the Superior Court of Guam. The contractor shall comply with any decision of the Government of the and proceed diligently with performance of the contract pending final resolution by the Superior Count of Guam for any controversy arising under, or by virtue of, the contract; provided the contract where the Government has made a written determination that continuation of work under the contract is essential to the public health and safety.

- 12. 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 Güam's decision and proceed diligently with performance of this contract pending final resolution by the Superior Court of Guam of any controversy arising under, or by virtue of, this contract, except where the contractor claims a material breach of this contract by the government of Guam. However, if the head of the purchasing agency determines in writing that continuation of services under this contract is essential to the public's health or safety, then the contractor shall proceed diligently with performance of the contract notwithstanding any claim of material breach by the government of Guam.
- 13. CONTRACT REMEDIES: 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.
- 14. GOVERNMENT FURNISHED PROPERTY: No material, labor or facilities will be furnished by the Government unless otherwise provided for in the Solicitation.
- 15. <u>SELLER' INVOICES</u>: Invoices shall be prepared and submitted in quadruplicate (one copy shall be marked "original") unless otherwise specified. Invoices shall be "certified true and correct" and shall contain the following information: Contract and order number (if any), item numbers, description of supplies or services, sizes, quantities, unit prices, and extended total. Bill of lading number and weight of shipment will be shown for shipments made on Government bills of lading.
- 16. 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)).
- 17. 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.
- 18. 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)
- 19. 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.
- 20. 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.
- 21. <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)
- 22. PROHIBITION AGAINST CONTINGENT FEES: The Contractor represents that he has not retained any person or agency upon an Agreement or understanding for a percentage, commission, brokerage, or other contingent arrangement, except for retention of bona fide employees or bona fide established commercial selling agencies, to solicit or secure this Agreement or any other contract with the government of Guam or its agencies. GAR § 11108(f)
- 23. 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.

24. 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 is service-connected as demonstrated by a DD214, and certified by an award letter from the 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.

- 25. CERTIFICATION OF INDEPENDENT PRICE DETERMINATION: 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. **EQUAL EMPLOYMENT OPPORTUNITY:** 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. <u>DISCLOSURES OF MAJOR SHAREHOLDERS:</u> (5 GCA § 5233)

As a condition of submitted a bid, any partnership, sole proprietorship 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 month period immediately preceding submission of proposal.

Item				Unit	Price
No.	Description	Oty	UOM	Price	Extension
1.1	Janitorial Services	12	mo.	\$	\$
	(DPHSS – Bureau of Economic Security)				
	BES – Dededo Approximately 2000 SQF				
	As per the following specifications:				
SPEC	CIFICATIONS:			BIDDING	ON/REMARKS
	e of Work: (once monthly)				
-	ing of Windows and Doors				
Dusti	ng/Wiping down walls, window				
ledge	s, counter tops, tables, filing cabinets			-	
Scope	e of work: (daily)				
-	Sweep/Vacuum Floor				
-	and sanitized public restrooms				
BES	Dededo, 2 Restrooms				
Remo	ove and dispose trash and replace trash liners				
Scone	e of work: (Every Monday, Wednesday, Friday)				
-	and sanitize employee restrooms				
	soap, toilet paper and paper towel				
	lies provided by DPHSS)				
	sweep/vacuum floors.			<u> </u>	
_					
Item				Unit	Price
No.	Description	Qty	UOM	Price	Extension
2.1	Janitorial Services	12		<u> </u>	\$
2.1	(DPHSS – Bureau of Economic Security,	12	mo.	φ	Φ
	Bureau of Health Care Financing				
	Administration, State Office)				
	Tamuning approximately 8320 SQF				
	As per the following specifications:				
	ris per the following operations.				
SPEC	<u>IFICATIONS</u> :			BIDDING ON	I/REMARKS:
Scope	of Work: (once monthly)				
	ing of Windows and Doors				
	ng/Wiping down walls, window				
ledge	s, counter tops, tables, filing cabinets		,		
Scope	of work: (daily) Tamuning				
_	sweep/vacuum floors				
•	Famuning Lobby, approximately 1,000 SQF				
	FA Tamuning Lobby, approximately 400SQF				
Clean	and sanitized public restrooms				
	Famuning, 2 restrooms				
	FA Tamuning, 1 restroom				
	ve and dispose trash and replace trash liners				
			-	0	
-	of work: (Every Monday, Wednesday, Friday)				
	and sanitize employee restrooms				
	Γamuning, 3 restrooms				
	Office, Tamuning, 1 restroom				
	A Tamuning, 3 restrooms				
	soap, toilet paper and paper towel				
	lies provided by DPHSS)				
Mop,	sweep/vacuum floors.				

No.	Description	Qty	UOM	Price	Extension
3.1	Janitorial Services (DPHSS – Bureau of Economic Security) BES – Inarajan approximately 1600 SQF As per the following specifications:	12	mo.	\$	\$
Scope Clean Dustin	CIFICATIONS: c of Work: (once monthly) ing of Windows and Doors ng/Wiping down walls, window s, counter tops, tables, filing cabinets		-	BIDDING ON	I/REMARKS:
Scope of work: (every Monday, Wednesday, Friday) Clean and sanitized public and employee restrooms Refill soap, toilet paper and paper towel And Remove and dispose trash and replace trash liners			-		
Mop,	sweep/vacuum floors.				

This bid specification was prepared by Mr. Steven DC Medrano and approved by Mr. Arthur U. San Agustin Director of the Department of Public Health and Social Services.