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**PORT AUTHORITY OF GUAM**  
**ATURIDAT I PUETTON GUAHAN**  
**Jose D. Leon Guerrero Commercial Port**  
**GOVERNMENT OF GUAM**

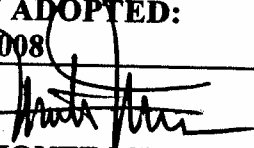
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<b>BOARD OF DIRECTORS</b>	
<b>PORT AUTHORITY OF GUAM</b>	
<b>BOARD POLICY MEMORANDUM</b>	
<b>NO. 2006-02</b>	<b>SUBJECT: LABOR RATES</b>
<b>FIRST ADOPTED: APRIL 12, 2002</b>	<b>EFFECTIVE DATE: MAY 12, 2002</b>
<b>REVISED POLICY ADOPTED:</b>	<b>EFFECTIVE DATE: OCTOBER 1,</b>
<b>SEPTEMBER 11, 2008</b>	<b>2008</b>
<b>APPROVED BY:</b>	
 <b>MONTE MESA, Chairperson, Board of Directors</b>	

**REFERENCE:** Port Terminal Tariff, Section IV, Item 41, Page 32 and Board Policy Memorandum No. 2006-02

**PURPOSE:** To update Labor Charge Out Rates & Labor Classification in pursuant to the Terminal Tariff on Section IV for Labor Charge Out Rates, "All services billed at the charge out rate in 1992, will be charged at the hourly rates shown below. Subsequent years will be charged based on these rates plus and adjustment for local inflation or legislative mandated increases. This rate includes straighttime, overtime, holiday and night differential." Therefore, the Labor Rates will increase by 11 percent for each classification.

	<u>Straight Time</u>	<u>Over Time</u>	<u>O/T Diff.</u>	<u>H/D Diff.</u>	<u>Night Diff.</u>
Stevedoring	34.47	51.70	17.24	27.34	2.75
Crane Operator	33.90	50.86	16.95	26.87	2.71
Equipment Operator	32.11	48.19	16.07	25.45	2.58
Auto Mechanics	33.58	50.37	16.79	26.61	2.70
Diesel Mechanic	33.99	50.99	17.01	26.94	2.71
Crane Mechanic	37.82	56.74	18.91	29.96	3.01
Riggers	33.86	50.78	16.92	26.82	2.71
Electrician	34.98	52.47	17.49	27.72	2.79
Cargo Checkers	31.02	46.54	15.52	24.59	2.48
Security Guard	34.40	51.60	17.22	27.25	2.74
Carpenters	34.55	51.84	17.28	27.39	2.75
Plumbers	34.55	51.84	17.28	27.39	2.75
Painters	30.74	46.12	15.38	24.35	2.46

Preventive Maint.	34.55	51.84	17.28	27.39	2.75
(Mechanic)	0.00	0.00	0.00	0.00	0.00
Welders	36.76	55.14	18.38	29.13	2.92
Clerks	24.64	36.94	12.32	19.51	1.98

Labor charge-out rates shall be billed at minimum one (1) hour.  
Based on Guam Consumer Price Index 2008 2<sup>nd</sup> quarter.  
Last review was based on Guam Consumer Price Index of September 2006.