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**DEPARTMENT OF
ADMINISTRATION**
DIPATTAMENTON ATMENESTRASION

HUMAN RESOURCES DIVISION
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October 2, 2026

HRD No.: 26-284

MEMORANDUM

TO: Director of Administration

FROM: Personnel Services Administrator, Human Resources Division

SUBJECT: **Notice of Proposed Amendment of Positions**
RE: Marine Technician I, II, III, & IV Class Series

Buenas yan Hafa Adai! This is to request your approval to prepare the proposed amendment of the Marine Technician I, II, III, & IV positions to support the Department of Agriculture's coral reef surveillance initiative and the University of Guam's marine research laboratory by emphasizing a change in duties and responsibilities from research support equipment operation and repair to general marine operations, vessel maintenance, maritime safety compliance, and emergency response readiness.

The University of Guam currently utilizes the Marine Technician classification series and through its marine research work, the institution has determined that an updated supervisory marine technician position would enhance the efficiency and effectiveness of its on-going research and laboratory operations work. The Department of Agriculture's marine program initiative is primarily staffed by Biologists. The proposed amended marine technician positions will require specialized maritime knowledge and skills, including vessel navigation, mechanical diagnostics, and repair, as well as compliance with U.S. Coast Guard regulations.

The minimum qualifications, including a valid U.S. Coast Guard Captain's License and supervisory experience, reflect the specialized expertise and leadership required of the Marine Technician IV position which is proposed to be re-titled to Marine Technician Supervisor. Updating of the duties and responsibilities and the corresponding knowledge, abilities and skills required to succeed at the supervisory level clearly indicate the need for an updated and structured class series beneath the supervisory level to ensure proper skill development, operational continuity, and compliance with maritime safety standards.

The current and proposed changes to the minimum qualification requirements and the pay grades are shown below which take into account the proposed addition of functions involving vessel operations and inspection, marine engine and equipment maintenance and repair, emergency response, and personnel safety:

A. CURRENT	A. PROPOSED
Marine Technician IV: PG – L	Marine Technician Supervisor: PG - M
Nature of Work: Supervises and performs highly skilled work in the fabrication, installation, maintenance, repair and operation of marine research and related support equipment. Employees in this class serves and exercises independent judgement in maintaining, upgrading, and the planning of the Marine Laboratory operations and facilities, and serves as the diving safety officer for the diving program.	This is responsible supervisory marine technical work involving the operation, maintenance, and repair of marine vessels and related equipment. Work includes serving as vessel captain, overseeing crew and passenger safety, performing and directing mechanical diagnostics and repairs on marine engines, and ensuring compliance with all territorial and federal maritime regulations. The employee in this class supervises Marine Technicians and support staff, plans daily marine operations, coordinates vessel deployment, and ensures readiness of all assigned vessels. Work is performed with considerable independence and is subject to review for compliance with established policies, safety standards, and operational effectiveness.
Minimum Experience and Training:	Two (2) years of work experience as a Marine Technician III; or
Eight (8) years of experience in the fabrication, installation, maintenance, repair and operation of marine research and related support equipment; or Any equivalent combination of experience and training which provides the minimum knowledge, abilities and skills.	Five (5) years of progressively responsible experience in marine vessel operation, marine engine repair, or related technical marine work, including one (1) year in a supervisory or lead capacity and graduation from high school or equivalent.
NSQ: Possession of a valid driver's license; Possession on an underwater dive master's certification; and Possession of an underwater diving instructor's certification.	Possession of a Boating Safety Certification (e.g., USCG Auxiliary or MOCC Certification Course); Possession of a valid U.S. Coast Guard Captain's License appropriate for the size and type of vessel operated (e.g., OUPV or Master Near Coastal); First Aid/CPR & Wilderness Safety Certification; and Possession of a valid Guam Driver's License.
B. CURRENT	B. PROPOSED
Marine Technician III: PG – J	Marine Technician III: PG - K
Nature of Work: Leads and performs highly skilled work in the fabrication, installation, maintenance, repair and operation of marine research and related support equipment.	This is skilled-level marine technical work involving the operation, maintenance, and repair of marine vessels and research support equipment. Work includes detailed vessel inspections and performing mechanical diagnostics and vessel operations, ensuring compliance with maritime safety regulations; and fabricating, installing and repairing marine research support equipment. The employee in this class serves as lead worker over subordinate staff providing technical guidance, coordinating daily maintenance activities, and ensuring vessel readiness. Work is performed with limited supervision and requires technical expertise and independent judgement.
Minimum Experience and Training:	Two (2) years of work experience as a Marine Technician II; or
Six (6) years of experience in the fabrication, installation, maintenance, repair and operation of marine research and related support equipment; or Any equivalent combination of experience and training that provides the minimum knowledge, abilities, and skills.	Four (4) years of progressively responsible experience in marine vessel operation, marine engine repair, or related technical marine work, including experience performing advanced diagnostics or serving as a lead worker and graduation from high school or equivalent.
NSQ: Possession of a valid driver's license; and Possession of an underwater diving instructor's certification.	Possession of a Boating Safety Certification (e.g., USCG Auxiliary or MOCC Certification Course); Possession of an Underwater Diving Instructor's Certification; First Aid/CPR & Wilderness Safety Certification; and Possession of a valid Guam Driver's License.
C. CURRENT	C. PROPOSED
Marine Technician II: PG – I	Marine Technician II: PG - I

Nature of Work: Performs skilled work in the fabrication, installation, maintenance, repair and operation of marine research and related support equipment. Employees in this class perform the full range of skilled tasks under general supervision.	This is semi-skilled marine technical work involving the operation, maintenance, and repair of marine vessels and research support equipment. Work includes performing mechanical diagnostics, conducting vessel inspections, assisting in vessel operations, ensuring compliance with maritime safety standards, and fabricating, installing and repairing marine research support equipment. The employee in this class works with moderate supervision and works under closer supervision on more complex developmental assignments.
Minimum Experience and Training:	Two (2) years of work experience as a Marine Technician I; or
Four (4) years of experience in the fabrication, installation, maintenance, repair and operation of marine research and related support equipment; or Any equivalent combination of experience and training that provides the minimum knowledge, abilities, and skills.	Three (3) years of progressively responsible experience in marine vessel operation, marine engine repair, or related technical marine work, and graduation from high school or equivalent.
NSQ: Possession of a valid driver's license and Possession of an underwater diver's certification.	First Aid/CPR & Wilderness Safety Certification; Possession of an Underwater Diver's Certification; and Possession of a valid Guam Driver's License.
D. CURRENT:	D. PROPOSED
Marine Technician I: PG – H	Marine Technician I: PG - H
Nature of Work: Performs semi-skilled work in the fabrication, installation, maintenance, repair and operation of marine research and related support equipment. Employees work under general supervision performing semi-skilled work or assist others in skilled work.	This is entry-level marine technical work involving the basic operation, maintenance, and repair of marine vessels and research support equipment. Work includes supporting vessel readiness following established safety procedures, assisting senior technicians with mechanical diagnostics and routine preventive maintenance, and assisting in the fabrication, installation and maintenance of marine research support equipment. The employee in this class receives close supervision and training, and performs tasks of limited complexity while developing proficiency in marine systems, vessel handling, safety compliance, and equipment maintenance and repair.
Minimum Experience and Training: Two (2) years of experience in the fabrication, installation, maintenance, repair and operation of marine research and related support equipment; or	One (1) year of experience in marine vessel operation, marine engine/equipment repair, or related technical marine work and graduation from high school or equivalent; or
Any equivalent combination of experience and training that provides the minimum knowledge, abilities, and skills.	Any equivalent combination of experience and training that provides the minimum knowledge, abilities, and skills.
NSQ: Possession of a valid driver's license.	Possession of a valid Guam Driver's License; Possession of an Underwater Diver's Certification preferred.

Overall, this proposed amended classification aligns with the Government of Guam's merit system principles by ensuring that the position's complexity, responsibility, and required qualifications are appropriately recognized and compensated within the DOA position management and compensation framework.

The recommended Hay evaluation for the amended Marine Technician I, II, III, & Supervisor positions are as follows:

POSITION TITLE	KNOW-HOW	PROBLEM-SOLVING	ACCT	TOTAL POINTS	PAY GRADE
Marine Technician Supervisor	E I 3 200	E 3 (33%) 66	E 1 C 87	353	M (GPP)
Marine Technician III	D I 2 175	D 3 (29%) 50	D 1 C 57	282	K (GPP)
Marine Technician II	D I 1 132	C 3 (25%) 33	C N III 43	208	I (GPP)
Marine Technician I	C I 1 115	C 2 (22%) 25	C N III 33	173	H (GPP)

Upon approval of this request, the Classification Branch will post the proposed job specification on the Department of Administration's website for a period of ten (10) workdays, with a copy of the proposal being forwarded to the requesting department to be posted on their website, pursuant to 4 GCA §6303(e)(2) for comments. Additionally, electronic copies will be provided to the various local media outlets to fulfill the transparency and disclosure requirements pursuant to 4 GCA §6303.1.

Should you have any questions or require further information, please do not hesitate to call on me or the Classification and Pay staff. ***Si Yu'os Ma'ase!***



TONY C. AGUON

Attachments

☒ APPROVED ☐ DISAPPROVED  EDWARD M. BIRM, Director Department of Administration Date: 10/2/26

MARINE TECHNICIAN SUPERVISOR
(Proposed Amendment)

10.734

DRAFT as of 09/28/26

NATURE OF WORK IN THIS CLASS:

This is responsible supervisory marine technical work involving the operation, maintenance, and repair of marine vessels and related equipment. Work includes serving as vessel captain, overseeing crew and passenger safety, performing and directing mechanical diagnostics and repairs on marine engines, and ensuring compliance with all territorial and federal maritime regulations.

The employee in this class supervises Marine Technicians and support staff, plans daily marine operations, coordinates vessel deployment, and ensures readiness of all assigned vessels. Work is performed with considerable independence and is subject to review for compliance with established policies, safety standards, and operational effectiveness.

ILLUSTRATIVE EXAMPLES OF WORK: (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed.)

Serves as captain of government-operated vessels; navigates, pilots, and maneuvers vessels in coastal and open-water environments under varying weather and sea conditions.

Supervises Marine Technicians and deck personnel; assigns work schedules, provides training, evaluates performance, and ensures adherence to safety protocols.

Conducts and directs preventive maintenance, troubleshooting, and repair of outboard, inboard, and diesel marine engines, including fuel systems, cooling systems, electrical components, and propulsion systems.

Performs vessel inspections; identifies mechanical, structural, or safety deficiencies; recommends corrective actions and ensures repairs are completed.

Oversees loading, securing, and transport of equipment, supplies, and passengers; ensures compliance with U.S. Coast Guard safety requirements.

Maintains operational logs, maintenance records, voyage reports, and safety documentation. Coordinates marine operations with other government agencies, emergency response units, and regulatory authorities.

Ensures vessels are stocked with required safety gear, emergency equipment, navigation tools, and communication systems.

Provides technical guidance on marine equipment procurement, vessel upgrades, and repair cost estimates.

Responds to marine emergencies, breakdowns, and rescue operations as required.

Performs other related duties as assigned.

**MARINE TECHNICIAN SUPERVISOR
(Proposed Amendment)**

10.734

DRAFT as of 09/28/26

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of maritime navigation principles, vessel handling, and seamanship.

Knowledge of U.S. Coast Guard regulations, safety procedures, and emergency response protocols.

Knowledge of marine engine systems, including diagnostics, repair techniques, and preventive maintenance practices.

Knowledge of vessel electrical systems, hydraulics, fuel systems, and propulsion components.

Ability to supervise, train, and evaluate technical personnel.

Ability to read and interpret marine charts, GPS systems, navigation instruments, and record data from research instruments.

Ability to diagnose mechanical problems and perform or direct complex repairs.

Ability to prepare reports, maintenance logs, and operational records working with spreadsheets, budgets, and inventory.

Ability to obtain and maintain required maritime safety certifications (e.g., First Aid/CPR, Boating Safety, Emergency Procedures).

Ability to pass physical and medical requirements necessary for vessel operation, diving activities, and emergency response duties.

Skill in the use of marine tools, diagnostic equipment, and repair instruments.

Skill in effective communication and coordination with staff, agencies, and the public.

Skill in the operation of vessels safely under routine and adverse conditions, and to enforce safe work practices.

Skill in the safe operation of a motor vehicle.

MINIMUM EXPERIENCE AND TRAINING:

- a. Two (2) years of work experience as a Marine Technician III; or
- b. Five (5) years of progressively responsible experience in marine vessel operation, marine engine repair, or related technical marine work, including one (1) year in a supervisory or lead capacity and graduation from high school or equivalent.

**MARINE TECHNICIAN SUPERVISOR
(Proposed Amendment)**

10.734

DRAFT as of 09/28/26

NECESSARY SPECIAL QUALIFICATIONS:

Possession of a Boating Safety Certification (e.g., USCG Auxiliary or MOCC Certification Course).

Possession of a valid U.S. Coast Guard Captain's License appropriate for the size and type of vessel operated (e.g., OUPV or Master Near Coastal)

Possession of First Aid/CPR & Wilderness Safety Certification.

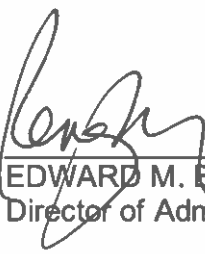
Possession of a valid Guam Driver's License.

**AMENDED: OCTOBER 2026
 DECEMBER 2001**

ESTABLISHED: FEBRUARY 1990

PAYGRADE: M (GPP)

HAY EVALUATION:	KNOW-HOW:	E I 3	200
	PROBLEM SOLVING:	E 3 33%	66
	ACCOUNTABILITY:	E 1 C	87
	TOTAL POINTS		353



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Governor of Guam

DRAFT as of 09/28/26

NATURE OF WORK IN THIS CLASS:

This is skilled-level marine technical work involving the operation, maintenance, and repair of marine vessels and research support equipment. Work includes detailed vessel inspections and performing mechanical diagnostics and vessel operations, ensuring compliance with maritime safety regulations; and fabricating, installing and repairing marine research support equipment.

The employee in this class serves as lead worker over subordinate staff providing technical guidance, coordinating daily maintenance activities, and ensuring vessel readiness. Work is performed with limited supervision and requires technical expertise and independent judgement.

ILLUSTRATIVE EXAMPLES OF WORK: (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed.)

Performs complex preventive maintenance, troubleshooting, and repair of outboard, inboard, and diesel marine engines, including fuel systems, cooling systems, electrical components, and propulsion systems.

Conducts comprehensive vessel inspections; identifies mechanical, structural, or safety deficiencies; recommends corrective actions; and ensures repairs are completed by lower-level technicians.

Operates vessels in coastal and open-water environments under routine and adverse conditions; assists senior staff during complex operations.

Assists marine scientists with their research studies by constructing, installing, and operating special research equipment or devices; fabricates wooden, metal, glass, mechanical or electrical devices; adapts existing apparatus to new uses; collects research data and live specimens for research studies; serves as dive master and safety diver for scientists/student diving expeditions and underwater research activities.

Leads the work of lesser skilled workers and performs the most complex repairs of engine, marine and research equipment; schedules and oversees preventive maintenance activities.

Coordinates daily marine maintenance tasks, assigns work to lower-level technicians, and ensures adherence to safety protocols and U.S. Coast Guard requirements.

Ensures vessels are stocked with required safety gear, emergency equipment, navigation tools, and communication systems; transports vessels to the launching area.

Maintains detailed operational logs, maintenance records, voyage reports, and safety documentation.

Provides technical guidance on marine equipment procurement, vessel upgrades, and repair cost estimates.

**MARINE TECHNICIAN III
(Proposed Amendment)**

10.733

DRAFT as of 09/28/26

Assists in coordinating marine operations with other government agencies, emergency response units, and regulatory authorities.

Responds to marine emergencies, breakdowns, and rescue operations as required.

Performs other related duties as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of maritime navigation principles, vessel handling, and seamanship.

Knowledge of U.S. Coast Guard regulations, safety procedures, and emergency response protocols.

Knowledge of advanced marine engine diagnostics, repair techniques, and preventive maintenance practices.

Knowledge of vessel electrical systems, hydraulics, fuel systems, and propulsion components.

Ability to operate vessels safely under routine and adverse conditions.

Ability to lead, train, and guide lower-level technical personnel in maintenance and repair tasks.

Ability to instruct in diving by means of scuba and snorkel.

Ability to diagnose complex mechanical problems and perform or direct advanced repairs.

Ability to record data from research instruments.

Ability to prepare clear and comprehensive maintenance logs, operational records, and inspection reports.

Ability to obtain and maintain required maritime safety certifications (e.g., First Aid/CPR, Boating Safety, Emergency Procedures).

Ability to pass physical and medical requirements necessary for vessel operation, diving activities, and emergency response duties.

Skill in the use of marine tools, diagnostic equipment, and specialized repair instruments.

Skill in the fabrication, installation, and operation of marine research and related support equipment.

Skill in effective communication and coordination with staff, agencies, and the public.

Skill in the safe operation of a motor vehicle.

**MARINE TECHNICIAN III
(Proposed Amendment)**

10.733

DRAFT as of 09/28/26

MINIMUM EXPERIENCE AND TRAINING:

- a. Two (2) years of work experience as a Marine Technician II; or
- b. Four (4) years of progressively responsible experience in marine vessel operation, marine engine repair, or related technical marine work, including experience performing advanced diagnostics or serving as a lead worker and graduation from high school or equivalent.

NECESSARY SPECIAL QUALIFICATIONS:

Possession of a Boating Safety Certification (e.g., USCG Auxiliary or MOCC Certification Course).

Possession of an Underwater Diving Instructor's Certification.

Possession of First Aid/CPR & Wilderness Safety Certification

Possession of a valid Guam Driver's License.

AMENDED: OCTOBER 2026

ESTABLISHED: JULY 1980

PAYGRADE: K (GPP)

HAY EVALUATION:	KNOW-HOW:	D I 2	175
	PROBLEM SOLVING:	D 3 29%	50
	ACCOUNTABILITY:	D 1 C	57
	TOTAL POINTS		282



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DRAFT as of 09/23/26

NATURE OF WORK IN THIS CLASS:

This is semi-skilled marine technical work involving the operation, maintenance, and repair of marine vessels and research support equipment. Work includes performing mechanical diagnostics, conducting vessel inspections, assisting in vessel operations, ensuring compliance with maritime safety standards, and fabricating, installing and repairing marine research support equipment.

The employee in this class works with moderate supervision and works under closer supervision on more complex developmental assignments.

ILLUSTRATIVE EXAMPLES OF WORK: (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed.)

Performs preventive maintenance, troubleshooting, and repair of outboard, inboard, and diesel marine engines, including fuel systems, cooling systems, electrical components, and propulsion systems.

Conducts vessel inspections; identifies mechanical, structural, or safety deficiencies and recommends corrective actions; may operate vessels in coastal waters under routine conditions; assists senior staff during adverse conditions.

Constructs, installs, and operates special research equipment or devices; fabricates wooden, metal, glass, mechanical or electrical devices; maintains and repairs research and related marine support equipment.

Assists marine scientists with their research studies by collecting specimen and gathering data from research instruments; dives by means of scuba and snorkel to serve as safety diver for scientists and students engaged in underwater research activities.

Ensures vessels are stocked with required safety gear, navigation tools, and communication equipment; transports vessels to the launching area.

Maintains operational logs, maintenance records, and voyage documentation.

Assists in coordinating marine operations with other agencies and emergency response units.

Provides guidance to Marine Technician I staff on maintenance tasks and safety procedures.

Responds to marine emergencies, breakdowns, and rescue operations as required.

DRAFT as of 09/23/26

Performs other related duties as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of maritime navigation principles, vessel handling, and seamanship.

Knowledge of U.S. Coast Guard regulations and safety protocols.

Knowledge of marine engine and equipment systems, diagnostics, repair techniques, and preventive maintenance practices.

Ability to operate vessels safely under routine conditions.

Ability to diagnose mechanical problems and perform repairs with limited supervision.

Ability to work from oral and written specifications, sketches and diagrams.

Ability to fabricate, install, and operate marine research and related support equipment.

Ability to prepare clear maintenance logs and operational records.

Ability to obtain and maintain required maritime safety certifications (e.g., First Aid/CPR, Boating Safety, Emergency Procedures).

Ability to pass physical and medical requirements necessary for vessel operation, diving activities, and emergency response duties.

Semi-skilled in the use of marine tools, diagnostic equipment, and repair instruments.

Skill in effective communication and coordination with staff and agencies.

Skill in the safe operation of a motor vehicle.

MINIMUM EXPERIENCE AND TRAINING:

- a. Two (2) years of work experience as a Marine Technician I; or
- b. Three (3) years of progressively responsible experience in marine vessel operation, marine engine repair, or related technical marine work, and graduation from high school or equivalent.

NECESSARY SPECIAL QUALIFICATIONS:

**MARINE TECHNICIAN II
(Proposed Amendment)**

10.732

DRAFT as of 09/23/26

First Aid/CPR & Wilderness Safety Certification.

Possession of an Underwater Diver's Certification

Possession of a valid Guam Driver's License.

AMENDED: OCTOBER 2026

ESTABLISHED: JULY 1980

PAYGRADE: I (GPP)

HAY EVALUATION:	KNOW-HOW:	D I 1	132
	PROBLEM SOLVING:	C 3 25%	33
	ACCOUNTABILITY:	C N III	43
	TOTAL POINTS		208



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Director of Administration

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Governor of Guam

DRAFT as of 09/23/26

NATURE OF WORK IN THIS CLASS:

This is entry-level marine technical work involving the basic operation, maintenance, and repair of marine vessels and research support equipment. Work includes supporting vessel readiness following established safety procedures, assisting senior technicians with mechanical diagnostics and routine preventive maintenance, and assisting in the fabrication, installation and maintenance of marine research support equipment.

The employee in this class receives close supervision and training and performs tasks of limited complexity while developing proficiency in marine systems, vessel handling, safety compliance, and equipment maintenance and repair.

ILLUSTRATIVE EXAMPLES OF WORK: (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed.)

Assists in routine maintenance of outboard, inboard, and diesel marine engines, including checking fluid levels, replacing filters, and cleaning components.

Supports senior technicians in troubleshooting mechanical, electrical, and fuel system issues.

Assists in the construction, installation, and operation of special research equipment or devices including their maintenance and repair.

Assists in conducting vessel inspections and reports observed deficiencies to higher-level staff.

Assists in loading and securing equipment, supplies, and safety gear aboard vessels.

Performs basic deckhand duties during vessel operations, including line handling and equipment preparation; may transport vessels to the launching area.

Maintains cleanliness of vessels, work areas, tools, and equipment.

Helps maintain maintenance logs, inventory lists, and safety documentation.

Follows U.S. Coast Guard safety procedures and agency protocols during marine operations.

Assists in emergency response drills and readiness activities.

Performs other related duties as assigned.

DRAFT as of 09/23/26

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of basic mechanical principles and tools used in marine engine/equipment maintenance.

Knowledge of fundamental vessel safety procedures and seamanship practices.

Ability to learn marine engine/equipment systems, vessel components, and diagnostic techniques.

Ability to follow instructions, safety rules, and established maintenance procedures.

Ability to work from specification sketches and diagrams.

Ability to perform physical tasks associated with vessel/equipment operation and repair.

Ability to obtain required maritime safety certifications (e.g., First Aid/CPR, Boating Safety).

Ability to pass physical and medical requirements necessary for vessel operation and diving.

Ability to swim and thread water comfortably.

Skill in the safe use of hand tools, cleaning equipment, and basic diagnostic instruments.

Skill in effective communication with supervisors and team members.

Skill in the safe operation of a motor vehicle.

MINIMUM EXPERIENCE AND TRAINING:

- a. One (1) year of experience in marine vessel operation, marine engine/equipment repair, or related technical marine work and graduation from high school or equivalent; or
- b. Any equivalent combination of experience and training that provides the minimum knowledge, abilities, and skills.

NECESSARY SPECIAL QUALIFICATIONS:

**MARINE TECHNICIAN I
(Proposed Amendment)**

10.731

DRAFT as of 09/23/26

Possession of a valid Guam Driver's License.

Possession of an Underwater Diver's Certification is preferred.

AMENDED: OCTOBER 2026

ESTABLISHED: JULY 1980

PAYGRADE: H (GPP)

HAY EVALUATION:	KNOW-HOW:	C I 1	115
	PROBLEM SOLVING:	C 2 22%	25
	ACCOUNTABILITY:	C N III	<u>33</u>
	TOTAL POINTS		173



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