

*I Mina'Trentai Dos Na Liheslaturan Guahan*  
**Bill Log Sheet**

BILL NO.	SPONSOR	TITLE	DATE INTRODUCED	DATE REFERRED	CMTE REFERRED	PUBLIC HEARING DATE	DATE COMMITTEE REPORT FILED	FISCAL NOTES
<b>268-32 (COR)</b>	Michael F.Q. San Nicolas	AN ACT TO APPROVE THE DEPARTMENT OF ADMINISTRATION'S IMPLEMENTATON PLANS OF THE 'GOVERNMENT OF GUAM COMPETITIVE WAGE ACT OF 2014', TO REQUIRE A PERFORMANCE-BASED STANDARD FOR DIRECTORS AND DEPUTY DIRECTORS OF LINE AGENCIES AND I MAGA'LÅHEN AND I SEGUNDU MAGA'LÅHEN	1/24/14 5:42 p.m.	01/27/14	Committee on General Governmental Operations and Cultural Affairs	01/31/14 12 p.m.	2/1/14 4:22 p.m.	<b>Fiscal Note Requested 01/28/14</b>

SENATOR BENJAMIN J.F. CRUZ, VICE SPEAKER  
Chairman, Committee on General Government Operations  
and Cultural Affairs  
Web Address: www.senatorbjcruz.com



I MINA' TRENTAI DOS NA LIHESLATURAN GUAHAN  
The 32nd Guam Legislature • senator@senatorbjcruz.com  
155 Hesler Place, Hagatna, Guam 96910  
Telephone: (671) 477-2520/1 • Fax: (671) 477-2522

FEB 0 1 2014

The Honorable Judith T. Won Pat  
Speaker  
*I Mina' Trentai Dos Na Liheslaturan Guåhan*  
32<sup>nd</sup> Guam Legislature  
155 Hesler Street  
Hagåtña, Guam 96910

VIA: The Honorable Rory J. Respicio  
Chairperson, Committee on Rules

RE: **Committee Report on Bill No. 268-32 (COR), as Substituted**

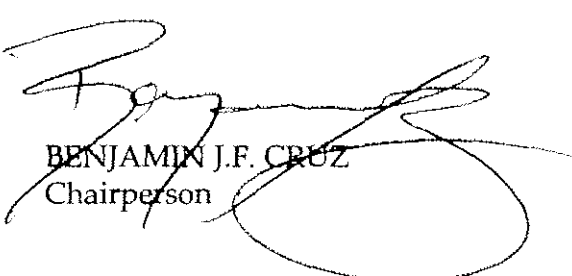
Dear Speaker Won Pat:

Transmitted herewith is the Report of the Committee on General Government Operations and Cultural Affairs on Substitute Bill No. 268-32 (COR) - M.F.Q. San Nicolas - An act to approve the Department of Administration's implementation plans of the "Government of Guam Competitive Wage Act of 2014", to require a performance-based standard for directors and deputy directors of line agencies and *I Maga'låhen* and *I Segundu Maga'låhen*.

Committee votes are as follows:

<u>5</u>	TO DO PASS
_____	TO NOT PASS
<u>3</u>	TO REPORT OUT ONLY
_____	TO ABSTAIN
_____	TO PLACE IN INACTIVE FILE

Sincerely,

  
BENJAMIN J.F. CRUZ  
Chairperson

2014 FEB -1 PM 4: 22



## COMMITTEE REPORT

**Bill No. 268-32 (COR), as Substituted**

**An act to approve the Department of Administration's implementation plans of the "Government of Guam Competitive Wage Act of 2014", to require a performance-based standard for directors and deputy directors of line agencies and *I Maga'låhen* and *I Segundu Maga'låhen*.**



FEB 0 1 2014

MEMORANDUM

**TO:** All Members

**FROM:** Vice Speaker Benjamin J.F. Cruz  
Committee on General Government Operations and Cultural Affairs

**SUBJECT:** Committee Report on Bill No. 268-32 (COR), as Substituted

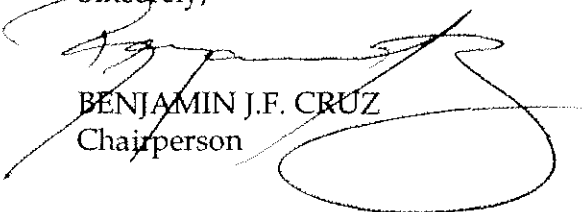
Transmitted herewith for your consideration is the Committee Report on Substitute Bill No. 268-32 (COR) - M.F.Q. San Nicolas - An act to approve the Department of Administration's implementation plans of the "Government of Guam Competitive Wage Act of 2014", to require a performance-based standard for directors and deputy directors of line agencies and *I Maga'lâhen* and *I Segundu Maga'lâhen*.

This report includes the following:

- Committee Vote Sheet
- Committee Report Digest
- Bill No. 268-32 (COR), as Introduced
- Bill No. 268-32 (COR), as Substituted
- Public Hearing Sign-in Sheet
- Copies of Submitted Testimony & Supporting Documents
- COR Referral of Bill No. 268-32 (COR)
- Fiscal Note Requirement
- Notices of Public Hearing
- Public Hearing Agenda
- Related News Reports

Please take the appropriate action on the attached voting sheet. Your attention to this matter is greatly appreciated. Should you have any questions or concerns, please do not hesitate to contact me.

Sincerely,

  
BENJAMIN J.F. CRUZ  
Chairperson



**COMMITTEE VOTING SHEET**

Substituted Bill No. 268-32 (COR) - M.F.Q. San Nicolas - An act to approve the Department of Administration's implementation plans of the "Government of Guam Competitive Wage Act of 2014", to require a performance-based standard for directors and deputy directors of line agencies and *I Maga'låhen* and *I Segundu Maga'låhen*.

COMMITTEE MEMBERS	SIGNATURE	TO DO PASS	TO NOT PASS	TO REPORT OUT ONLY	TO ABSTAIN	TO PLACE IN INACTIVE FILE
CRUZ, BENJAMIN J.F. Chairperson		<input checked="" type="checkbox"/>				
MUÑA BARNES, TINA ROSE Vice-Chairperson				<input checked="" type="checkbox"/>		
WON PAT, JUDITH T. Speaker and Ex-Officio Member						
ADA, THOMAS C. Member		<input checked="" type="checkbox"/>				
PANGELINAN, C. VICENTE Member		<input checked="" type="checkbox"/>				
RESPICIO, RORY J. Member				<input checked="" type="checkbox"/>		
RODRIGUEZ, DENNIS G. JR. Member				<input checked="" type="checkbox"/>		
SAN NICOLAS, MICHAEL, F.Q. Member		<input checked="" type="checkbox"/>				
AGUON, Jr., FRANK B. Member <i>2/1/14</i>		<input checked="" type="checkbox"/>				
ADA, V. ANTHONY Member						
Morrison, Thomas Member						
McCreadie, Brant Member						
YAMASHITA, ALINE Member						



## COMMITTEE REPORT DIGEST

### I. OVERVIEW

Bill No. 268-32 (COR) was introduced by M.F.Q. San Nicolas on January 24, 2014, and subsequently referred to the Committee on General Government Operations and Cultural Affairs on January 27, 2014.

The Committee on General Government Operations and Cultural Affairs convened a public hearing on Friday, January 31, 2014, at 12:30PM in the Public Hearing Room of *I Liheslatura*. Among the items on the agenda was Bill No. 268-32 (COR) - M.F.Q. San Nicolas - An act to approve the Department of Administration's implementation plans of the "Government of Guam Competitive Wage Act of 2014", to require a performance-based standard for directors and deputy directors of line agencies and *I Maga'låhen* and *I Segundu Maga'låhen*.

The public hearing for Bill No. 268-32 (COR) began at 12:36PM and ended at 4:04PM.

#### Public Notice Requirements

All legal requirements for public notices were met, with requests for publication sent to all media and all Senators on January 24, 2014, and January 29, 2014, via email. Copies of the hearing notices are appended to the report.

#### Senators Present

Vice Speaker Benjamin J.F. Cruz, *Chairperson*  
Senator Tina R. Muña Barnes, *Vice Chairperson*  
Speaker Judith T. Won Pat, Ed.D., *Ex-officio Member*  
Senator Vicente C. Pangelinan, *Member*  
Senator Rory J. Respicio, *Member*  
Senator Frank B. Aguon, Jr., *Member*  
Senator Thomas C. Ada, *Member*  
Senator Michael F.Q. San Nicolas, *Member*  
Senator Dennis G. Rodriguez, Jr., *Member*  
Senator Brant McCreadie, *Member*  
Senator V. Anthony Ada, *Member*  
Senator Tommy Morrison, *Member*  
Senator Aline Y. Yamashita, Ph.D., *Member*  
Senator Michael Limtiaco  
Senator Christopher M. Duenas

#### Oral Testimony

Javier M. Atalig, Jr.  
Wes Tomokane, *Social Work Student Alliance*

Senator Anthony Lamorena, *Executive Director, Civil Service Commission*  
Edward Artero, *Chief's Aide, Guam Fire Department*  
Nadine Cepeda, *Psych Social Work Supervisor, Guam Behavioral Health & Wellness Center*  
Vicente Garrido, *GovGuam Retiree, Guam Police Department*  
Janet Aguon, *Matatnga Masakada*  
Vicente Gumataotao, *Mayor of Piti*  
Michael Duenas, *Executive Director, Guam Housing and Urban Renewal Authority,*  
Daniel Perez, *Private Citizen*  
Gordon Mizusawa, *Associate Administrator of Operations, Guam Memorial Hospital*  
Jon Nathan Denight, *Deputy General Manager, Guam Visitors Bureau*  
June Perez, *Employee, Guam Memorial Hospital*  
Chuck H. Ada II, *Executive Manager, Guam International Airport Authority*  
Martin C. Benevente, *President, Guam Housing Corporation*  
Benita A. Manglona, *Director, Department of Administration*  
Shane Nauta, *Human Administrator, Department of Administration*

### **Written Testimony**

Alberto A. Lamorena V, *Executive Director, Civil Service Commission*  
Joey C. San Nicolas, *Fire Chief, Guam Fire Department*  
June U. Blas, *Mayor; Jessie P. Bautista, Vice Mayor; Municipality of Barrigada*  
Joanne M.S. Brown, *General Manager, Port of Guam*  
Joshua F. Tenorio, *Acting Administrator of the Courts, Judiciary of Guam*  
Jessika Dayrit, *Social Work Student Alliance*  
Mana Silva Taijeron, *Acting Administrator, Guam Economic Development Authority*  
Michael J. Duenas, *Executive Director, Guam Housing and Urban Renewal Authority*  
Karl A. Pangelinan, *General Manager, Guam Visitors Bureau*  
Jon Nathan Denight, *Deputy General Manager, Guam Visitors Bureau*  
Martin C. Benevente, *President, Guam Housing Corporation*  
Benita A. Manglona, *Director, Department of Administration*  
Robert E. Koss, *Management Relations Officer, Department of Education*  
Vincent Pereira  
Anita Arile  
Annette Aguon  
Oscar Miranda, *X-ray Tech, Tuberculosis & Leprosy Control Program*  
Benett Cruz, *Community Program Aide*  
Elizabeth Adriatico  
Estelle Alig  
Cecilia Teresa Arciaga, *CDC III Supervisor, Tuberculosis & Leprosy Control Program*  
Laling Pangelinan  
Bernadette Schumann  
Alice Manalo  
Grace Ibanez  
Esther Mailada  
Daniel Somerfleck, *Attorney, Somerfleck & Associates*

## II. TESTIMONY & DISCUSSION

**Chairman Benjamin J.F. Cruz** announced Bill No. 268-32 (COR). He notified the room that the Committee would like to hear testimonies from Government of Guam employees first in order to minimize the wait time and expedite their return to their respective offices.

### **Javier M. Atalig, Jr.**

Mr. Atalig is in support of the pay raises based on the Department of Administration's claim that the government has improved its financial condition and that it has become "stable enough", the government should be able to afford the \$20 million pay raise for GovGuam employees. He added that the legislature should make the right decision, as opposed to the popular.

**Wes Tomokane, Social Work Student Alliance**, spoke in support of the pay raises. He said that pay raises should help recent Social Work graduates decide whether to stay in Guam or go off island. He stated that he is pleased that Social Workers are included in the Hay Plan.

While largely in support of the bill regarding Section 1, 2, 3, 9, and 10, **Senator Anthony Lamorena, Executive Director, Civil Service Commission**, stated in both his written (*appended to this report*) and oral testimony that he has concerns with the language in Sections 4, 5, 6, and 7 since it proposes "unreasonable" changes. In response to Senator Pangelinan's question to identify issues from the 2010 plan and what has changed in the Governor's new plan, and if those issues have been resolved, Senator Lamorena said that the prior issues mostly dealt with accessibility to the appeal process. He said that CSC worked on the procedure, which he said he would provide to the Committee, and DOA said that the inclusion of CSC in the final appeal process is in the final version of the Plan.

**Edward Artero, Chief's Aide, Guam Fire Department**, read written testimony submitted by **Joey San Nicolas, Fire Chief, Guam Fire Department**. The letter (*appended to this report*) is in support of the full implementation of the 2014 Hay Plan and opposes Bill No. 268-32 (COR).

**Nadine Cepeda, Psychiatric Social Worker Supervisor, Guam Behavioral Health and Wellness Center**, spoke in support of any pay raise but she said that her position is not included in the Hay Study. She's concerned about the disparity of pay. She wants the inclusion of position descriptions within her office that were left out of the Plan. She wants Appeal Process in place to review positions that were not included. She said that she's been working with DOA for the last two months and they have an appeal procedure in the works.

**Vicente Garrido, GovGuam Retiree, Guam Police Department**, spoke in support of pay raises but stated that retirees need an increase to the COLA that they receive as well.



**Janet Aguon, Matatnga Masakada**, spoke in opposition to pay raises for elected officials and political appointees and in support for pay increases for classified employees. But she opposes the pay increases for Mayors and Vice Mayors, specifically for those the hold those seats for the village of Dededo.

**Vicente Gumataotao, Mayor of Piti**, spoke in support of pay raises for GovGuam employees.

**Michael Duenas, Executive Director, Guam Housing and Urban Renewal Authority**, spoke in support of pay raises for Directors and positions within the Executive Branch.

**Daniel Perez, Private Citizen**, spoke in support of Bill No. 268-32 (COR) and implementing the pay raise for GovGuam employees.

**Gordon Mizusawa, Associate Administrator of Operations, Guam Memorial Hospital**, said that GMH employees support the Government of Guam Competitive Wage Act of 2014.

**Jon Nathan Denight, Deputy General Manager, Guam Visitors Bureau**, read both his written testimony and a letter submitted by **Karl Pangelinan, General Manager, Guam Visitors Bureau**, in support of the Government of Guam Competitive Wage Act of 2014 (*both letters appended to this report*).

**June Perez, Guam Memorial Hospital**, speaking on behalf of GMH, testified in support implementation of pay raises.

**Chuck H. Ada II, Executive Manager, Guam International Airport Authority**, spoke in opposition of Bill No. 268-32 (COR).

**Martin C. Benevente, President, Guam Housing Corporation**, testified in support of the GovGuam Competitive Wage Act of 2014.

**Chairman Cruz**, having exhausted the list of employees wishing to provide testimony, recognized Benita Manglona, the Director of the Department of Administration. He also invited Shane Nauta, Human Administrator, Department of Administration, to approach the panel. The Chair then recognized Senator Michael San Nicolas, sponsor of Bill No. 268-32 (COR).

**Senator Michael F.Q. San Nicolas** gave his sponsor statement:

“Today we seek to address the truth as it relates to the pay of our hard working employees, our mayors, our agency directors, the elected leaders of our island, and the financial position of the people’s government. To date we have seen the truth distorted in the varying definitions in the words liability, obligation, deficit, and debt – words that all share the same fundamental truth – it is what we owe.

“We owe our classified and unclassified employees fair pay that reflects their work. We owe our private sector employees a labor environment that offers competitive wages for them as well, and this starts with lowering unemployment on Guam. We owe our business community an environment of fairness that promotes their growth on the basis that no one is allowed to break the rules or have special deals because of their connections. We owe our mayors consideration for the work they do, aligned with the expectations of our people and what they believe is reasonable. We owe the victims of our island a legal system that protects our community, punishes our criminals, and promotes feeling safe in our homes and on our streets. We owe our students and our schools 90 million dollars in capital improvement projects, so that toilets flush, air cons work, roofs don’t leak, and classrooms aren’t overcrowded.

“We owe our students in the North, Central, and South new schools now, and a spending and development plan to replace all schools before they become a learning hazard. We owe equity to many employees in our judicial branch, attorney general’s office, and other government positions who have been left out and left behind their on-island peers. We owe our community at least 100 more police officers, the cars and materials to support them, and street lights in our villages to deter criminal activity. We owe \$30 million and counting to satisfy our Layon obligations related to our landfill, and closure finally to the issue of receivership. We owe education, health, and public safety a fully funded allotment schedule so that salaries are paid in full, materials are paid for on time, and operations are not put at risk. We owe our people a healthcare system that is not propped up on loans, late vendor payments, and a blind eye to the rising costs of medical care to our people.

“Above all, we owe the people of Guam a government, economy, and future outlook that reflects an improvement in their quality of life based on hard data and provable statistics. None of these things that we owe go away if we call it a liability, obligation, deficit, or debt – it is what we owe, it doesn't magically disappear with the next tax refund press release, and it certainly must not get swept away in the passion of election year politics. All of these must be considered in the context of what we are looking at with Bill No. 268-32 (COR) that includes:

Follow through in pay for all of our rank and file employees.

- A reasonable increase for mayors.
- Performance based pay for our Governor, Lt. Governor, and agency directors and deputy directors, to ensure that unemployment goes down, crime goes down, healthcare costs are under control, student test scores go up, and education, health, and public safety are fully funded.
- And no increase for senators.

“This will set us on a course to make good on what we obligated ourselves to

with respect to pay, and make quality of life not just a catch phrase, but an expectation tied to management compensation. We have a duty to make sure we can afford this, and we have a duty to make sure that when we spend the people's money, we are improving their lives. We must approach this in the context of everything else that needs to be done on Guam, and we need to do it free of fear and political consequence. This isn't a game, this is people's lives. It's not about you and me or what any one of us can get at the expense of another, but what we must start doing to build a responsible Guam."

**Chairman Cruz** recognized Director Manglona by asking if DOA was prepared to provide the information formally requested by the Chairman on Appropriations and the Committee on General Government Operations and Cultural Affairs.

**Benita Manglona, Director, Department of Administration**, spoke in opposition of Bill No. 268-32 (COR) and provided written (*appended to this report*) and oral testimony against the measure as proposed.

**Chairman Cruz** thanked the Director for her testimony but asked for a side-by-side comparison of the 2010 and 2014 plan.

**Director Manglona** noted that the presentation would provide highlights of changes occurring between the plans.

**Chairman Cruz** asked if a cost breakdown per agency was available with respect to the Governor's Hay Plan.

**Director Manglona** acknowledged that no breakdown was provided in the past and could not be provided today. The Director noted that the administration would manage cash flow to meet any need.

**Chairman Cruz** asked the Director for the implementation cost to DOE.

**Director Manglona** said that she did not have the information available.

**Senator Pangelinan** noted that the Governor's Plan would implement the Educator Pay Plan at 100 percent. He asked Director Manglona the dollar cost of a 100 percent implementation of the Educator Plan.

**Director Manglona** said that she did not have the cost for the implementation of the Educator Pay Plan or the Nurses Pay Plan.

The **Committee Members** continued to query Director Manglona and Mr. Nauta as to the cost of the Governor's Plan and the lack of parity in the application of the Governor's Meritorious Bonus Program. The same questions regarding each of the

three pay plans included in the Governor's proposal were continually reasserted and unanswered.

**Senator Christopher M. Duenas** asked if the information, which has thus far gone not been provided, could be presented once the plan was approved "as is." The Director answered in the affirmative.

**Chairman Cruz** recognized Senator San Nicolas.

**Senator San Nicolas** acknowledged that current shortfalls in education, health, and public safety demonstrate that the government cannot meet current obligations. He noted that in the absence of a detailed cost breakdown, the Committee needed to recess.

**Chairman Cruz** recognized Senator Tommy Morrison

**Senator Tommy Morrison** asked the panel for the method and rationale behind each pay adjustment for Mayor, Senators, and the Executive Branch.

**Shane Nauta, Human Administrator, Department of Administration**, explained that legislative salaries are difficult to peg because of the political nature of Senatorial positions. He noted that legislative salaries lag nearly two decades behind the rate of inflation and that the proposed salaries are based on a fair comparison of comparable jurisdiction and job duties. He noted that the salary proposed for Guam legislators is based on the rates paid to other fulltime legislators and not part time or community legislators.

**Senator Brant McCreadie** said that government was doing better now than it was in 2014 and the Governor's Plan made sense. He asked how much was needed beyond the \$20 million proposed and how much of a delay would be caused by "legislative tinkering".

**Director Manglona** answered that this was dependent on the amount of "tinkering" done by the Legislature.

**Chairman Cruz** referenced a set of changes between the 2010 plan and the 2014 Plan. He asked if he misheard Mr. Nauta's prior representation that that the 2010 and 2014 plans were identical.

**Mr. Nauta** noted that there were some modifications due to the rescindment of the original plan in 2011.

**Senator Dennis Rodriguez, Jr.**, asked for the "Slot Sheets" that clearly stated where an employee is and would be under the plan as proposed.

**Mr. Nauta** answered by saying that the justification for any changes or deficiencies in placement would be reconciled through the appeal process.

**Senator Rodriguez** asked by which timeframe would the appeals process be constrained.

**Mr. Nauta** responded that it would run from January to December.

**Chairman Cruz** thanked the Senator for his questions and asked Mr. Nauta how many formal meetings he had with HR managers throughout the Government of Guam.

**Mr. Nauta** noted that formal meetings did not take place because the meetings were not authorized by any administrative directive.

**Senator Rory Respicio** noted to Mr. Nauta made prior representations in which he stated that the 2010 was exactly the same as the 2014 Plan.

**Mr. Nauta** clarified that the changes regarding pay steps and grades are made on a daily basis and could account for changes made overly complex by a system that cannot operate on multiple logics.

**Chairman Cruz** recognized Senator Pangelinan.

**Senator Pangelinan** asked if Directors or Deputy Directors knew informally, or formally whether or not any Director knew where agency employees would be slotted.

**Mr. Nauta** said no.

**Senator Pangelinan** asked if the midpoint as it relates to the market and the "max" were the same between the two plans.

**Mr. Nauta** said the maximum has been lifted under the proposed plan but the midpoint remains the same as proposed in 2010.

**Chairman Cruz** stated that the Committee would be in recess until Monday, February 3, 2014, at 2:00PM and that any change in time would be announced. He then recognized Senator San Nicolas for his closing statement.

**Senator San Nicolas** reiterated his opening statements.

**Chairman Cruz** announced that Bill No. 268-32 (COR) has been heard but the Committee would stand in recess until Monday, February 3, 2014, 2:00PM.

### III. FINDINGS AND RECOMMENDATIONS

The Committee has produced an amended version of Bill No. 268-32 (COR). The substantive amendments to the measure as proposed are cited and described in the markup version appended to this report.

The Committee on General Government Operations and Cultural Affairs to which was referred "Bill No. 268-32 (COR) - M.F.Q. San Nicolas - An act to approve the Department of Administration's implementation plans of the "Government of Guam Competitive Wage Act of 2014", to require a performance-based standard for directors and deputy directors of line agencies and *I Maga'låhen* and *I Segundu Maga'låhen*" hereby submits these findings to *I Mina' Trentai Dos na Liheslaturan Guåhan* and reports out Bill No. 268-32 (COR), as Substituted, with a recommendation TO

REPORT OUT ONLY

I MINA'TRENTAI DOS NA LIHESLATURAN GUÅHAN  
2014 (SECOND) Regular Session

Bill No. 2608-32(COR)

Introduced by:

Michael F.Q. San Nicolas

AN ACT TO APPROVE THE DEPARTMENT OF ADMINISTRATION'S IMPLEMENTATION PLANS OF THE 'GOVERNMENT OF GUAM COMPETITIVE WAGE ACT OF 2014', TO REQUIRE A PERFORMANCE-BASED STANDARD FOR DIRECTORS AND DEPUTY DIRECTORS OF LINE AGENCIES AND I MAGA'LÅHEN AND I SEGUNDU MAGA'LÅHEN.

2014 JUN 24 PM 5:42  
MAMU

1 BE IT ENACTED BY THE PEOPLE OF GUAM:

2 Section 1. Short Title. This Act shall be referred to as the  
3 "Responsible Competitive Wage Implementation Act".

4 Section 2. Legislative Findings and Intent. I Liheslaturan Guåhan  
5 finds that Section 1 of Chapter XI of Public Law 32-68 required that by  
6 January 15, 2014, I Maga'låhi submit a final, implementable plan to adjust  
7 compensation, classification and benefits to I Liheslatura. I Liheslatura  
8 authorized I Maga'låhi to cover either classified personnel only or classified  
9 and unclassified personnel. On January 15, 2014, I Maga'låhen submitted  
10 the General Pay Plan (GPP), Nurse Pay Plan (NPP), Educator Pay Plan  
11 (EDU), Attorney Pay Plan (ATTY), Executive Pay Plan (EXEC) and Salary  
12 Recommendations for Rate of Pay Positions. The Executive Pay Plan

1 includes many unclassified appointed positions and the Recommendations  
2 for Rate of Pay Positions include recommendations to give substantial  
3 raises to elected officials.

4 *I Liheslatura* finds that classified and unclassified employees of the  
5 government of Guam have patiently awaited their salary adjustments since  
6 Governor Eddie Calvo issued Executive Order 2011-02 on January 14, 2011,  
7 stopping implementation of the compensation study and the  
8 corresponding salary adjustments.

9 It is therefore the intent of *I Liheslaturan Guåhan* that the pay  
10 adjustments to the hard-working employees of the government of Guam  
11 shall be implemented pursuant to Public Law 32-68.

12 **Section 3. Approval of the General Pay Plan (GPP), Nurse Pay Plan**  
13 **(NPP), Educator Pay Plan (EDU) and Attorney Pay Plan (ATTY).**  
14 Pursuant to §1(e) of Chapter XI of Public Law 32-68, *I Liheslatura* hereby  
15 approves the General Pay Plan (GPP) contained in Exhibit 1 appended  
16 hereto, the Nurse Pay Plan (NPP) contained in Exhibit 2 appended hereto,  
17 the Educator Pay Plan (EDU) contained in Exhibit 3 appended hereto, and  
18 the Attorney Pay Plan (ATTY) contained in Exhibit 4 appended hereto.

19 **Section 4. Executive Performance Pay Plan.** The unclassified  
20 positions included in Exhibit 5A appended hereto shall be paid a base  
21 salary which is equal to the current salary for their position and the  
22 remainder of the applicable executive pay, contained in Exhibit 5 appended



1 hereto, shall only be paid pursuant to the provisions of the Performance  
2 Pay Plan (PPP) criteria provided in §6 of this Act.

3 **Section 5. Approval of Salary Recommendations for Rate of Pay**  
4 **Positions.** Pursuant to §1(e) of Chapter XI of Public Law 32-68, *I Liheslatura*  
5 hereby approves the Salary Recommendations for Rate of Pay Positions  
6 contained in Exhibit 6 appended hereto, except that:

7 (a) Senators of *I Liheslatura* shall not receive a salary increase  
8 pursuant to this Act, but shall continue to receive their compensation  
9 as prescribed by §1106 of Chapter 1, Title 2 of the Guam Code  
10 Annotated;

11 (b) The salary for a Mayor shall be raised from forty-six  
12 thousand sixty-two dollars (\$46,062) per annum to fifty-six thousand  
13 sixty-two dollars (\$56,062) per annum and the salary for a Vice  
14 Mayor shall be raised from forty-two thousand two hundred sixty-  
15 four dollars (\$42,264) per annum to fifty-two thousand two hundred  
16 sixty-four dollars (\$52,264) per annum; and

17 (c) *I Maga'låhen*, *I Segundu Maga'låhen*, the Attorney General,  
18 and the Public Auditor shall, instead, be paid a base salary which is  
19 equal to the current salary for their position and the remainder of the  
20 applicable recommended pay shall only be paid pursuant to the  
21 provisions of the Performance Pay Plan (PPP) criteria provided in §6  
22 of this Act.

1           **Section 6. Performance Pay Plan Reserve Fund.** There is hereby  
2 created a Performance Pay Plan Reserve Fund. The fund shall not be  
3 commingled with other funds nor shall be subject to the transfer authority  
4 of *I Maga'låhen*. Payments shall be remitted to the fund for each pay period  
5 for the total value of Performance Pay which may be made to salaried  
6 officials pursuant to §6 of this Act. If pay in excess of base salaries is not  
7 remitted on a biennial or annual basis, as applicable, pursuant to §6(a) of  
8 this Act, due to the nonfulfillment of the criteria outlined in §6 subsection  
9 (b) all funds not remitted for Performance Pay shall be transferred to the  
10 Supplemental Appropriations Revenue Fund for appropriation by *I*  
11 *Liheslatura*.

12           **Section 7. Performance Pay Plan (PPP).**

13           (a) Pay in excess of the base salaries of *I Maga'låhen*, *I Segundu*  
14 *Maga'låhen*, the Attorney General, the Public Auditor, and Directors,  
15 Deputy Directors or equivalent executive unclassified officers appointed by  
16 *I Maga'låhen*, pursuant to §§ 4 or 5 of this Act, as applicable, shall be  
17 deposited into a Performance Pay Plan (PPP) reserve fund and shall be  
18 paid to the respective parties on an annual basis only upon the  
19 achievement of all the applicable criteria pursuant to Subsection (b) of this  
20 Section.

21           (b) Pay in excess of the base salaries of *I Maga'låhen*, *I Segundu*  
22 *Maga'låhen*, the Attorney General, the Public Auditor, and Directors,  
23 Deputy Directors or equivalent executive unclassified officers appointed by

1 *I Maga'låhen* shall be paid only when the Civil Service Commission  
2 certifies, not later than thirty (30) days after the receipt of all data from the  
3 responsible agencies pursuant to subsection (c) of this section, that the  
4 following criteria has been met for the last calendar year:

5 (1) Guam's quarterly unemployment rate has on average  
6 declined on a year-on-year basis for the previous four (4) quarters or  
7 that Guam's average quarterly unemployment rate for the previous  
8 four (4) quarters is equal to or less than the United States average  
9 quarterly unemployment rate for the four (4) previous quarters; and

10 (2) the current school year's average standardized test scores of  
11 students of the Guam Department of Education have increased  
12 compared to the previous school year; and

13 (3) the cost of medical care has risen at a rate equal to or less  
14 than the Consumer Price Index on a year-on-year basis on average  
15 over the previous four (4) quarters; and

16 (4) Guam's annual per population crime rate has declined  
17 compared to the previous calendar year or is equal to or less than the  
18 national average; and

19 (5) that the Guam Department of Education, the Guam  
20 Community College, the University of Guam, the Department of  
21 Public Health and Social Services, the Guam Memorial Hospital, the  
22 Guam Behavioral Health and Wellness Center, the Guam Police  
23 Department and the Guam Fire Department have received the pro-

1 rated amounts appropriated from the General Fund by *I Liheslatura*  
2 for operations for the preceding four (4) fiscal quarters.

3 (c) Pursuant to subsection (b) of this Section, the Department of Labor  
4 shall submit each of its quarterly reports on the Unemployment Situation  
5 not later than thirty (30) days after its release date, the Guam Department  
6 of Education shall annually submit reports on the average standardized  
7 test scores of students of the Guam Department of Education for the  
8 current and previous school year not later than thirty (30) days after receipt  
9 of standardized test scores, the Guam Police Department shall submit the  
10 Uniform Crime Report for the most recent year not later than thirty (30)  
11 days after its release date and the Bureau of Statistics and Plans shall  
12 submit each of its quarterly reports on Guam's Consumer Price Index not  
13 later than thirty (30) days after its release date, and that the Department of  
14 Administration shall submit its Consolidated Revenue and Expenditure  
15 Report or successor for the end of each fiscal quarter not later than thirty  
16 (30) days after the close of each fiscal quarter, each to the Civil Service  
17 Commission.

18 **Section 8. Salary Increment Schedule.** Every employee covered  
19 under the pay plans adopted in §§ 3 and 4 of this Act shall be entitled to a  
20 one step salary increment for satisfactory performance. Employees at  
21 Steps 1 through 6 shall be entitled to an increment after twelve (12)  
22 months of satisfactory performance. Employees at Steps 7 through 9 shall  
23 be entitled to an increment after eighteen (18) months of satisfactory

1 performance. Employees at Step 10 and thereafter shall be entitled to an  
2 increment after twenty-four (24) months of satisfactory performance.

3 **Section 9. Effective Date.** This Act shall be effective February 12<sup>th</sup>,  
4 2014.

5 **Section 10. Severability.** *If* any provision of this Act or its  
6 application to any person or circumstance is found to be invalid or  
7 contrary to law, such invalidity *shall* not affect other provisions or  
8 applications of this Act which can be given effect without the invalid  
9 provisions or application, and to this end the provisions of this Act are  
10 severable.

Exhibit 1. General Pay Plan (GPP)

GENERAL PAY PLAN									
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
X	\$96,175	\$99,819	\$103,602	\$107,527	\$111,601	\$115,830	\$120,219	\$124,033	\$127,969
W	\$91,595	\$95,066	\$98,668	\$102,407	\$106,287	\$110,314	\$114,494	\$118,127	\$121,875
V	\$86,820	\$90,110	\$93,524	\$97,068	\$100,746	\$104,563	\$108,525	\$111,968	\$115,521
U	\$81,522	\$84,611	\$87,816	\$91,144	\$94,597	\$98,182	\$101,902	\$105,135	\$108,471
T	\$76,188	\$79,075	\$82,071	\$85,181	\$88,408	\$91,758	\$95,235	\$98,257	\$101,374
S	\$70,873	\$73,558	\$76,345	\$79,238	\$82,241	\$85,357	\$88,591	\$91,402	\$94,302
R	\$65,623	\$68,110	\$70,690	\$73,369	\$76,149	\$79,034	\$82,029	\$84,632	\$87,317
Q	\$60,482	\$62,773	\$65,152	\$67,620	\$70,183	\$72,842	\$75,602	\$78,001	\$80,476
P	\$55,488	\$57,590	\$59,773	\$62,037	\$64,388	\$66,828	\$69,360	\$71,561	\$73,831
O	\$49,897	\$51,787	\$53,750	\$55,786	\$57,900	\$60,094	\$62,371	\$64,350	\$66,392
N	\$45,014	\$46,720	\$48,490	\$50,328	\$52,235	\$54,214	\$56,268	\$58,053	\$59,895
M	\$40,762	\$42,307	\$43,910	\$45,574	\$47,301	\$49,093	\$50,953	\$52,570	\$54,238
L	\$37,100	\$38,506	\$39,965	\$41,479	\$43,051	\$44,682	\$46,375	\$47,846	\$49,364
K	\$33,911	\$35,196	\$36,530	\$37,914	\$39,350	\$40,841	\$42,389	\$43,734	\$45,122
J	\$31,076	\$32,253	\$33,476	\$34,744	\$36,061	\$37,427	\$38,845	\$40,077	\$41,349
I	\$28,595	\$29,679	\$30,803	\$31,970	\$33,182	\$34,439	\$35,744	\$36,878	\$38,048
H	\$26,520	\$27,525	\$28,568	\$29,650	\$30,774	\$31,940	\$33,150	\$34,202	\$35,287
G	\$24,729	\$25,666	\$26,638	\$27,648	\$28,695	\$29,783	\$30,911	\$31,892	\$32,904
F	\$23,171	\$24,049	\$24,960	\$25,906	\$26,888	\$27,907	\$28,964	\$29,883	\$30,831
E	\$21,095	\$21,895	\$22,724	\$23,585	\$24,479	\$25,406	\$26,369	\$27,206	\$28,069
D	\$19,040	\$19,761	\$20,510	\$21,287	\$22,094	\$22,931	\$23,800	\$24,555	\$25,334
C	\$17,769	\$18,442	\$19,141	\$19,866	\$20,619	\$21,400	\$22,211	\$22,916	\$23,643
B	\$16,694	\$17,326	\$17,983	\$18,664	\$19,371	\$20,105	\$20,867	\$21,529	\$22,212
A	\$15,715	\$16,311	\$16,929	\$17,570	\$18,236	\$18,927	\$19,644	\$20,267	\$20,910

Note: The table above contains steps one (1) through nine (9) of the GPP. This pay plan covers all positions not included in the Nurse Pay Plan (NPP), Education Pay Plan (EDU), Attorney Pay Plan (ATTY), and Executive Pay Plan (EXEC).

Note: The table above contains steps ten (10) through eighteen (18) of the GPP. This pay plan covers all positions not included in the Nurse Pay Plan (NPP), Education Pay Plan (EPP), Attorney Pay Plan (ATY), and Executive Pay Plan (EXIC).

Grade	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
X	\$132,029	\$136,218	\$140,540	\$144,999	\$149,680	\$154,346	\$159,243	\$164,296	\$169,509
W	\$125,742	\$129,731	\$133,847	\$138,094	\$142,476	\$146,996	\$151,660	\$156,472	\$161,437
V	\$119,186	\$122,968	\$126,869	\$130,895	\$135,048	\$139,333	\$143,751	\$148,314	\$153,020
U	\$111,913	\$115,463	\$119,127	\$122,907	\$126,806	\$130,830	\$134,981	\$139,263	\$143,682
T	\$104,591	\$107,909	\$111,333	\$114,865	\$118,510	\$122,270	\$126,149	\$130,152	\$144,281
S	\$97,294	\$100,381	\$103,566	\$106,852	\$110,242	\$113,740	\$117,349	\$121,072	\$124,913
R	\$90,087	\$92,946	\$95,895	\$98,937	\$102,076	\$105,315	\$108,657	\$112,104	\$115,661
Q	\$83,029	\$85,663	\$88,381	\$91,185	\$94,079	\$97,064	\$100,143	\$103,321	\$106,599
P	\$76,174	\$78,591	\$81,084	\$83,657	\$86,311	\$89,050	\$91,875	\$94,790	\$97,798
O	\$68,498	\$70,671	\$72,914	\$75,227	\$77,614	\$80,077	\$82,617	\$85,239	\$87,943
N	\$61,796	\$63,756	\$65,779	\$67,866	\$70,020	\$72,241	\$74,533	\$76,898	\$79,338
M	\$55,958	\$57,734	\$59,566	\$61,456	\$63,406	\$65,417	\$67,493	\$69,634	\$71,844
L	\$50,931	\$52,547	\$54,214	\$55,934	\$57,709	\$59,540	\$61,429	\$63,378	\$65,389
K	\$46,553	\$48,030	\$49,554	\$51,126	\$52,749	\$54,422	\$56,149	\$57,930	\$59,768
J	\$42,661	\$44,015	\$45,411	\$46,852	\$48,338	\$49,872	\$51,455	\$53,087	\$54,771
I	\$39,255	\$40,501	\$41,786	\$43,112	\$44,480	\$45,891	\$47,347	\$48,849	\$50,399
H	\$36,407	\$37,562	\$38,753	\$39,983	\$41,252	\$42,560	\$43,911	\$45,304	\$46,742
G	\$33,948	\$35,025	\$36,136	\$37,283	\$38,465	\$39,686	\$40,945	\$42,244	\$43,585
F	\$31,809	\$32,819	\$33,860	\$34,934	\$36,043	\$37,186	\$38,366	\$39,583	\$40,839
E	\$28,959	\$29,878	\$30,826	\$31,804	\$32,813	\$33,855	\$34,929	\$36,037	\$37,180
D	\$26,138	\$26,967	\$27,823	\$28,706	\$29,617	\$30,556	\$31,526	\$32,526	\$33,558
C	\$24,393	\$25,167	\$25,965	\$26,789	\$27,639	\$28,516	\$29,421	\$30,354	\$31,318
B	\$22,917	\$23,644	\$24,394	\$25,168	\$25,967	\$26,791	\$27,641	\$28,518	\$29,422
A	\$21,574	\$22,258	\$22,964	\$23,693	\$24,445	\$25,220	\$26,021	\$26,846	\$27,698

GENERAL PAY PLAN

Exhibit 2. Nurse Pay Plan (NPP)

NURSE PAY PLAN									
Grade	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9
N-U	\$86,317	\$89,587	\$92,982	\$96,505	\$100,162	\$103,957	\$107,896	\$111,247	\$114,703
N-T	\$80,670	\$83,726	\$86,899	\$90,191	\$93,609	\$97,156	\$100,837	\$103,969	\$107,198
N-S	\$75,042	\$77,885	\$80,836	\$83,899	\$87,078	\$90,378	\$93,802	\$96,716	\$99,720
N-R	\$69,483	\$72,116	\$74,849	\$77,685	\$80,628	\$83,683	\$86,854	\$89,552	\$92,333
N-Q	\$64,040	\$66,467	\$68,985	\$71,599	\$74,312	\$77,128	\$80,050	\$82,536	\$85,100
N-P	\$58,752	\$60,978	\$63,289	\$65,687	\$68,176	\$70,759	\$73,440	\$75,721	\$78,073
N-O	\$53,072	\$55,083	\$57,170	\$59,336	\$61,585	\$63,918	\$66,340	\$68,401	\$70,525
N-N	\$48,112	\$49,935	\$51,827	\$53,791	\$55,829	\$57,944	\$60,140	\$62,008	\$63,934
N-M	\$43,792	\$45,451	\$47,174	\$48,961	\$50,816	\$52,742	\$54,740	\$56,440	\$58,193
N-L	\$39,650	\$41,153	\$42,712	\$44,330	\$46,010	\$47,754	\$49,563	\$51,102	\$52,690
N-K	\$36,129	\$37,498	\$38,919	\$40,393	\$41,924	\$43,512	\$45,161	\$46,564	\$48,010
N-J	\$33,172	\$34,429	\$35,733	\$37,087	\$38,493	\$39,951	\$41,465	\$42,753	\$44,081
N-I	\$30,259	\$31,406	\$32,596	\$33,831	\$35,113	\$36,443	\$37,824	\$38,999	\$40,210
N-H	\$27,911	\$28,969	\$30,066	\$31,206	\$32,388	\$33,615	\$34,889	\$35,973	\$37,090
N-G	\$25,911	\$26,893	\$27,912	\$28,970	\$30,067	\$31,207	\$32,389	\$33,395	\$34,432
N-F	\$24,172	\$25,088	\$26,038	\$27,025	\$28,049	\$29,112	\$30,215	\$31,154	\$32,121

NURSE PAY PLAN									
Grade	Step10	Step11	Step12	Step13	Step14	Step15	Step16	Step17	Step18
N-U	\$118,266	\$121,939	\$125,727	\$129,632	\$133,658	\$137,810	\$142,090	\$146,504	\$151,054
N-T	\$110,528	\$113,961	\$117,501	\$121,151	\$124,914	\$128,794	\$132,794	\$136,919	\$141,172
N-S	\$102,817	\$106,011	\$109,303	\$112,699	\$116,199	\$119,808	\$123,530	\$127,367	\$131,323
N-R	\$95,201	\$98,158	\$101,207	\$104,351	\$107,592	\$110,934	\$114,380	\$117,932	\$121,596
N-Q	\$87,743	\$90,469	\$93,279	\$96,176	\$99,164	\$102,244	\$105,419	\$108,694	\$112,070
N-P	\$80,498	\$82,998	\$85,576	\$88,235	\$90,975	\$93,801	\$96,715	\$99,719	\$102,816
N-O	\$72,716	\$74,974	\$77,303	\$79,704	\$82,180	\$84,733	\$87,364	\$90,078	\$92,876
N-N	\$65,920	\$67,967	\$70,079	\$72,255	\$74,500	\$76,814	\$79,200	\$81,660	\$84,196
N-M	\$60,001	\$61,865	\$63,786	\$65,767	\$67,810	\$69,917	\$72,088	\$74,327	\$76,636
N-L	\$54,326	\$56,014	\$57,754	\$59,548	\$61,397	\$63,304	\$65,270	\$67,298	\$69,388
N-K	\$49,501	\$51,039	\$52,624	\$54,259	\$55,944	\$57,682	\$59,473	\$61,321	\$63,225
N-J	\$45,450	\$46,862	\$48,317	\$49,818	\$51,366	\$52,961	\$54,606	\$56,302	\$58,051
N-I	\$41,459	\$42,747	\$44,075	\$45,444	\$46,855	\$48,311	\$49,811	\$51,358	\$52,954
N-H	\$38,242	\$39,430	\$40,655	\$41,917	\$43,219	\$44,562	\$45,946	\$47,373	\$48,845
N-G	\$35,502	\$36,605	\$37,742	\$38,914	\$40,123	\$41,369	\$42,654	\$43,979	\$45,345
N-F	\$33,119	\$34,148	\$35,208	\$36,302	\$37,429	\$38,592	\$39,791	\$41,027	\$42,301



<b>POSITIONS COVERED BY THE NURSE PAY PLAN (NPP)</b>	
<b>Community Health &amp; Nursing Services Administrator</b>	<b>Infection Control Practitioner</b>
<b>Community Health &amp; Nursing Services Assistant Administrator</b>	<b>Licensed Practical Nurse I</b>
<b>Community Health Nurse I</b>	<b>Licensed Practical Nurse II</b>
<b>Community Health Nurse II</b>	<b>Nurse Anesthetist (CRNA)</b>
<b>Community Health Nurse Supervisor I</b>	<b>Nurse Midwife</b>
<b>Community Health Nurse Supervisor II</b>	<b>Nurse Practitioner</b>
<b>Hospital Assistant Nurse Administrator (Deputy Assistant)</b>	<b>Psychiatric Nurse I</b>
<b>Hospital Charge Nurse</b>	<b>Psychiatric Nurse II</b>
<b>Hospital Licensed Practical Nurse I</b>	<b>Psychiatric Nurse III</b>
<b>Hospital Licensed Practical Nurse II</b>	<b>Psychiatric Nurse Supervisor</b>
<b>Hospital Nurse Administrator</b>	<b>Psychiatric Nursing Administrator</b>
<b>Hospital Nurse Quality Improvement Specialist</b>	<b>School Health Counselor I</b>
<b>Hospital Nurse Risk Management Program Officer</b>	<b>School Health Counselor II</b>
<b>Hospital Nurse Supervisor I</b>	<b>School Health Counselor III</b>
<b>Hospital Nurse Supervisor II</b>	<b>School Health Program Coordinator</b>
<b>Hospital Nurse Utilization Review Specialist</b>	<b>Staff Nurse I</b>
<b>Hospital Nursing Supervisor</b>	<b>Staff Nurse II</b>
<b>Hospital Unit Supervisor</b>	<b>Staff Nurse Training Officer</b>
<b>Hospital Unit Supervisor</b>	
<b>Head Start Health Coordinator</b>	

Exhibit 3. Educator Pay Plan (EDU)

EDUCATOR PAY PLAN (EDU)									
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
ED-12	\$74,669	\$77,498	\$80,435	\$83,482	\$86,645	\$89,929	\$93,336	\$96,297	\$99,353
ED-11	\$67,881	\$70,453	\$73,122	\$75,893	\$78,769	\$81,753	\$84,851	\$87,543	\$90,321
ED-10	\$61,710	\$64,049	\$66,476	\$68,994	\$71,609	\$74,322	\$77,138	\$79,585	\$82,111
ED-9	\$56,100	\$58,226	\$60,432	\$62,722	\$65,098	\$67,565	\$70,125	\$72,350	\$74,645
ED-8	\$51,000	\$52,932	\$54,938	\$57,020	\$59,180	\$61,423	\$63,750	\$65,773	\$67,800
ED-7	\$45,939	\$47,680	\$49,487	\$51,362	\$53,308	\$55,328	\$57,424	\$59,246	\$61,126
ED-6	\$43,752	\$45,410	\$47,130	\$48,916	\$50,770	\$52,693	\$54,690	\$56,425	\$58,216
ED-5	\$40,699	\$42,241	\$43,842	\$45,503	\$47,227	\$49,017	\$50,874	\$52,488	\$54,154
ED-4	\$38,762	\$40,230	\$41,755	\$43,337	\$44,979	\$46,683	\$48,452	\$49,989	\$51,575
ED-3	\$36,057	\$37,423	\$38,841	\$40,313	\$41,840	\$43,426	\$45,071	\$46,501	\$47,976
ED-2	\$34,383	\$35,686	\$37,038	\$38,442	\$39,898	\$41,410	\$42,979	\$44,443	\$45,750
ED-1D	\$32,855	\$34,100	\$35,392	\$36,733	\$38,125	\$39,570	\$41,069	\$42,372	\$43,716
ED-1C	\$31,395	\$32,585	\$33,819	\$35,101	\$36,431	\$37,811	\$39,244	\$40,489	\$41,774
ED-1B	\$30,000	\$31,137	\$32,317	\$33,541	\$34,812	\$36,131	\$37,500	\$38,690	\$39,917
ED-1A	\$28,667	\$29,753	\$30,881	\$32,051	\$33,265	\$34,526	\$35,834	\$36,971	\$38,144

EDUCATOR PAY PLAN (EDU)									
Grade	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
ED-12	\$102,505	\$105,757	\$109,113	\$112,575	\$116,147	\$119,832	\$123,634	\$127,557	\$131,604
ED-11	\$93,187	\$96,143	\$99,194	\$102,341	\$105,588	\$108,938	\$112,395	\$115,961	\$119,640
ED-10	\$84,716	\$87,404	\$90,177	\$93,038	\$95,990	\$99,036	\$102,178	\$105,420	\$108,765
ED-9	\$77,014	\$79,457	\$81,978	\$84,580	\$87,263	\$90,032	\$92,888	\$95,836	\$98,876
ED-8	\$70,013	\$72,234	\$74,526	\$76,890	\$79,330	\$81,847	\$84,444	\$87,123	\$89,888
ED-7	\$63,065	\$65,066	\$67,131	\$69,261	\$71,458	\$73,725	\$76,064	\$78,478	\$80,968
ED-6	\$60,063	\$61,968	\$63,934	\$65,963	\$68,056	\$70,215	\$72,443	\$74,741	\$77,113
ED-5	\$55,872	\$57,644	\$59,473	\$61,360	\$63,307	\$65,316	\$67,388	\$69,526	\$71,732
ED-4	\$53,212	\$54,900	\$56,642	\$58,439	\$60,293	\$62,206	\$64,180	\$66,216	\$68,317
ED-3	\$49,499	\$51,069	\$52,689	\$54,361	\$56,086	\$57,866	\$59,702	\$61,596	\$63,550
ED-2	\$47,201	\$48,699	\$50,244	\$51,838	\$53,483	\$55,180	\$56,930	\$58,737	\$60,600
ED-1D	\$45,104	\$46,535	\$48,011	\$49,534	\$51,106	\$52,727	\$54,400	\$56,126	\$57,907
ED-1C	\$43,099	\$44,467	\$45,878	\$47,333	\$48,835	\$50,384	\$51,983	\$53,632	\$55,334
ED-1B	\$41,184	\$42,491	\$43,839	\$45,230	\$46,665	\$48,145	\$49,673	\$51,249	\$52,875
ED-1A	\$39,354	\$40,603	\$41,891	\$43,220	\$44,592	\$46,006	\$47,466	\$48,972	\$50,526

<b>POSITIONS COVERED BY THE EDUCATOR PAY PLAN (EDU)</b>
School Principal (Elementary and Secondary) - High
School Principal (Elementary and Secondary) - Middle
School Principal (Elementary and Secondary) - Elementary
Assistant School Principal (Elementary and Secondary)
School Program Consultant
Teacher VI
Teacher V
Teacher IV
Teacher III
Teacher II
Teacher I - D
Teacher I - C
Teacher I - B
Teacher I - A
Vocational Instructor
Headstart Teacher
Head Start Program Director
Head Start Program Assistant Director
Chamorro Studies Administrator
<b>Note: Teacher I - D through Teacher VI can be reclassified up to two (2) times a year based on meeting the Minimum Qualifications of the next level of Teacher within a given school year. This means that movement through the different pay grades can be done so in an expedited manner.</b>

Exhibit 4. Attorney Pay Plan (ATTY)

ATTORNEY PAY PLAN (ATTY)					
	Step 1	Step 2	Step 3	Step 4	Step 5
Chief Deputy Attorney General	\$ 97,470	\$ 100,954	\$ 104,563	\$ 108,300	\$ 114,547
Attorney Level 5 (Managing)	\$ 85,950	\$ 89,022	\$ 92,204	\$ 95,500	\$ 101,009
Attorney Level 4	\$ 75,780	\$ 78,489	\$ 81,294	\$ 84,200	\$ 89,057
Attorney Level 3	\$ 66,600	\$ 68,981	\$ 71,446	\$ 74,000	\$ 78,268
Attorney Level 2	\$ 57,375	\$ 59,426	\$ 61,550	\$ 63,750	\$ 67,427
Attorney Level 1	\$ 50,825			\$ 53,500	

ATTORNEY PAY PLAN (ATTY)					
	Step 6	Step 7	Step 8	Step 9	Step 10
Chief Deputy Attorney General	\$ 121,154	\$ 128,142	\$ 135,534	\$ 143,351	\$ 151,620
Attorney Level 5 (Managing)	\$ 106,835	\$ 112,997	\$ 119,515	\$ 126,409	\$ 133,700
Attorney Level 4	\$ 94,194	\$ 99,627	\$ 105,373	\$ 111,451	\$ 117,880
Attorney Level 3	\$ 82,783	\$ 87,558	\$ 92,608	\$ 97,950	\$ 103,600
Attorney Level 2	\$ 71,316	\$ 75,430	\$ 79,781	\$ 84,383	\$ 89,250
Attorney Level 1					

POSITIONS COVERED BY THE EDUCATOR PAY PLAN (EDU)
Administrative Counsel (CSC)
Assistant Principal Tax Attorney
Attorney I
Attorney II
Attorney III
Attorney IV
Attorney V
Chief Deputy Attorney General
Legal Advisor
Staff Attorney (Judicial)
Territorial Principal Tax Attorney
Compiler of Laws
Chief Assistant to Compiler of Laws
Public Guardian
Ethics Prosecutor
Note: Attorney General of Guam salary is recommended in the "Rate of Pay" positions. Attorney Level 1 only includes two steps with the expectation of moving to the Attorney Level 2 upon meeting the minimum requirements.

Exhibit 5. Executive Pay Plan (EXEC)

EXECUTIVE PAY PLAN							
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
EX	\$96,175	\$99,819	\$103,602	\$107,527	\$111,601	\$115,830	\$120,219
EW	\$91,595	\$95,066	\$98,668	\$102,407	\$106,287	\$110,314	\$114,494
EV	\$86,820	\$90,110	\$93,524	\$97,068	\$100,746	\$104,563	\$108,525
EU	\$81,522	\$84,611	\$87,816	\$91,144	\$94,597	\$98,182	\$101,902
ET	\$76,188	\$79,075	\$82,071	\$85,181	\$88,408	\$91,758	\$95,235
ES	\$70,873	\$73,558	\$76,345	\$79,238	\$82,241	\$85,357	\$88,591
ER	\$65,623	\$68,110	\$70,690	\$73,369	\$76,149	\$79,034	\$82,029
EQ	\$60,482	\$62,773	\$65,152	\$67,620	\$70,183	\$72,842	\$75,602
EP	\$55,488	\$57,590	\$59,773	\$62,037	\$64,388	\$66,828	\$69,360
EO	\$49,897	\$51,787	\$53,750	\$55,786	\$57,900	\$60,094	\$62,371
EN	\$45,014	\$46,720	\$48,490	\$50,328	\$52,235	\$54,214	\$56,268
EM	\$40,762	\$42,307	\$43,910	\$45,574	\$47,301	\$49,093	\$50,953

EXECUTIVE PAY PLAN						
Grade	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
EX	\$124,033	\$127,969	\$132,029	\$136,218	\$140,540	\$144,999
EW	\$118,127	\$121,875	\$125,742	\$129,731	\$133,847	\$138,094
EV	\$111,968	\$115,521	\$119,186	\$122,968	\$126,869	\$130,895
EU	\$105,135	\$108,471	\$111,913	\$115,463	\$119,127	\$122,907
ET	\$98,257	\$101,374	\$104,591	\$107,909	\$111,333	\$114,865
ES	\$91,402	\$94,302	\$97,294	\$100,381	\$103,566	\$106,852
ER	\$84,632	\$87,317	\$90,087	\$92,946	\$95,895	\$98,937
EQ	\$78,001	\$80,476	\$83,029	\$85,663	\$88,381	\$91,185
EP	\$71,561	\$73,831	\$76,174	\$78,591	\$81,084	\$83,657
EO	\$64,350	\$66,392	\$68,498	\$70,671	\$72,914	\$75,227
EN	\$58,053	\$59,895	\$61,796	\$63,756	\$65,779	\$67,866
EM	\$52,570	\$54,238	\$55,958	\$57,734	\$59,566	\$61,456

Exhibit 5A

EXECUTIVES COVERED BY THE PERFORMANCE PAY PLAN (PPP)		
Administrative Director (Chamorro Land Trust)	Deputy Director (DYA)	Director (DPR)
Administrator (GEDA)	Deputy Director (GBHWC)	Director (DPW)
Administrator (GEPA)	Deputy Director (GHURA)	Director (DRT)
Assistant General Manager (KGTf)	Deputy Director (Guam Energy Office)	Director (DYA)
Chief of Police (GPD)	Deputy Director (Labor)	Director (GBHWC)
Commissioner of Banking and Insurance (DRT)	Deputy Director (Library)	Director (GDDC)
Deputy Administrative Director of the Courts	Deputy General Manager (GVB)	Director (Guam Energy Office)
Deputy Administrator (GEPA)	Deputy Superintendent - Assessment and Accountability (GDOE)	Director (Labor)
Deputy Director	Deputy Superintendent - Curriculum and Instructional Improvement (GDOE)	Director (Library)
Deputy Director (Agriculture)	Deputy Superintendent - Educational Support and Community Learning (GDOE)	Director (Retirement)
Deputy Director (AHRD)	Deputy Superintendent - Finance and Administrative Services (GDOE)	Director DPHSS
Deputy Director (AHRD)	Director (Agriculture)	Executive Director (Bureau of Women's Affairs)
Deputy Director (Ancestral Lands Commission)	Director (AHRD)	Executive Director (CSC)
Deputy Director (Ancestral Lands Commission)	Director (Ancestral Lands Commission)	Executive Director (GEC)
Deputy Director (Ancestral Lands Commission)	Director (BBMR)	Executive Director (GHURA)
Deputy Director (BBMR)	Director (BSP)	Executive Director (Guahan Commission for Educator Certification)
Deputy Director (CAHA)	Director (CAHA)	Executive Director (Hagatna Restoration)
Deputy Director (DLM)	Director (Chamorro Land Trust)	Executive Director (Mayor's Council of Guam)

Exhibit 5A

EXECUTIVES COVERED BY THE PERFORMANCE PAY PLAN (PPP)		
Deputy Director (DOA)	Director (Commission on Persons with Disabilities)	General Manager (GVB)
Deputy Director (DOC)	Director (CQA)	General Manager (KGTF)
Deputy Director (DPHSS)	Director (DISID)	Manager (GHC)
Deputy Director (DPR)	Director (DLM)	President (GHC)
Deputy Director (DPW)	Director (DOA)	President (Kumision I Fino Chamorro)
Deputy Director (DRT)	Director (DOC)	Vice President (Kumision I Fino Chamorro)

**Exhibit 6**

<b>SALARY RECOMMENDATIONS FOR RATE OF PAY POSITIONS</b>		
<b>Position</b>	<b>Current Pay</b>	<b>Recommended Pay</b>
Governor	\$90,000	\$130,000
Lieutenant Governor	\$85,000	\$110,000
Attorney General	\$109,498	\$128,685
Public Auditor	\$85,000	\$110,000



*I MINA'TRENTAI DOS NA LIHESLATURAN GUÅHAN*  
2014 (SECOND) Regular Session

**Bill No. 268-32 (COR)**

As Amended by the Committee on General  
Government Operations and Cultural Affairs

Introduced by: Michael F.Q. San Nicolas

AN ACT TO APPROVE THE DEPARTMENT OF  
ADMINISTRATION'S IMPLEMENTATON PLANS OF THE  
'GOVERNMENT OF GUAM COMPETITIVE WAGE ACT  
OF 2014' AND TO REPEAL §§ 6201, 6202, AND 6208, EACH  
OF ARTICLE 2, CHAPTER 6, TITLE 4, GUAM CODE  
ANNOTATED.

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1 BE IT ENACTED BY THE PEOPLE OF GUAM:

2 Section 1. Short Title. This Act *shall* be referred to as the  
3 "Responsible Competitive Wage Implementation Act".

4 Section 2. Legislative Findings and Intent. *I Liheslaturan Guåhan*  
5 finds that Section ~~4~~2 of Chapter XI of Public Law 32-68 required that by  
6 January 15, 2014, *I Maga'låhi* submit a final, implementable plan to adjust  
7 compensation, classification and benefits to *I Liheslatura*. *I Liheslatura*

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8 authorized *I Maga'låhi* to cover either classified personnel only or classified  
9 and unclassified personnel. On January 15, 2014, *I Maga'låhen* submitted  
10 the General Pay Plan (GPP), Nurse Pay Plan (NPP), Educator Pay Plan  
11 (EDU), Attorney Pay Plan (ATTY), Executive Pay Plan (EXEC) and Salary  
12 Recommendations for Rate of Pay Positions. The Executive Pay Plan

1 includes many unclassified appointed positions and the Recommendations  
2 for Rate of Pay Positions include recommendations to give substantial  
3 raises to elected officials.

4 I Liheslatura further finds that Section 2(e), Chapter XI of Public Law  
5 32-68 mandated I Maga'låhi submit a final, implementable plan to adjust  
6 compensation, classification and benefits to I Liheslatura and that the plan  
7 submitted by I Maga'låhi to I Liheslatura on January 15, 2014 did not include  
8 details of the implementation of such plan, inclusive of the policies and  
9 procedures, appeals process(es) for government of Guam employees, if  
10 any, and other information regarding the slotting of employees into each  
11 Pay Plan, among other cost and financial analyses performed by I Maga'låhi  
12 and the Executive Branch prior to the submission of said plan. After several  
13 attempts by I Liheslatura to request for such details of the plan submitted by  
14 I Maga'låhi, I Liheslatura continues to be unable to be provided the  
15 necessary data and information from I Maga'låhi to act responsibly on a  
16 final, implementable plan to adjust compensation, classification and  
17 benefits for government of Guam employees.

18 Given the omission of such details and the lack of cooperation of I  
19 Maga'låhi, I Liheslatura finds that the plan as submitted by I Maga'låhi is not  
20 implementable and that further details are required to be submitted until  
21 such time I Liheslatura can responsibly authorize the implementation of a  
22 final, implementable plan to adjust compensation, classification and  
23 benefits for government of Guam employees. Notwithstanding the

1 aforementioned omission of such details and lack of cooperation of I  
2 Maga'låhi, I Liheslatura further finds that the employees shall be afforded a  
3 plan that is retroactively effective to February 15, 2014, upon the  
4 submission of the aforementioned details of the plan submitted by I  
5 Maga'låhi to I Liheslatura.

6 I Liheslatura further finds that classified and unclassified employees  
7 of the government of Guam have patiently awaited their salary  
8 adjustments since I Maga'låhi Governor Eddie Calvo issued Executive Order  
9 2011-02 on January 14, 2011, stopping implementation of the compensation  
10 study and the corresponding salary adjustments and transferring such  
11 appropriation for the implementation of said compensation study and  
12 corresponding salary adjustments to pay for the additional health  
13 insurance premium payments required by contract for government of  
14 Guam employees and retirees in Fiscal Year 2011, pursuant to Section 3 of  
15 Public Law 31-74.

16 I Liheslatura further finds that the appropriations allocated in Section  
17 2(d), Chapter XI of Public Law 32-68 were calculated with the inclusion of  
18 the Law Enforcement Officer (LEO) Pay Plan. In the plan submitted by I  
19 Maga'låhi, it is stated that "[t]here is no recommendation for the Law  
20 Enforcement Officer (LEO) pay plan due to the full implementation of P.L.  
21 29-105 which gave Law Enforcement and Public Safety officers 30%  
22 and 40% adjustments. The recent adjustments have brought salaries of  
23 incumbents covered by this pay plan in relative parity with market pay."

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1 With the exclusion of the LEO pay plan, it is the intent of *I Liheslatura* to  
2 exclude such employees from the appropriations allocated in Section 2(d),  
3 Chapter XI of Public Law 32-68 and re-allocate the appropriation.;

4 It is therefore the intent of *I Liheslaturan Guåhan* that the pay  
5 adjustments to the hard-working employees of the government of Guam  
6 shall be implemented pursuant to Public Law 32-68.

7 **Section 3. Approval of the General Pay Plan (GPP), Nurse Pay Plan**  
8 **(NPP), Educator Pay Plan (EDU) and Attorney Pay Plan (ATTY).**

9 Appropriations contained in Chapter XI §2(d) of the General  
10 Appropriations Act of 2014 shall be used for classified and unclassified  
11 employees pursuant to §2 (e) of Chapter XI of Public Law 32-68. *I*  
12 *Liheslatura* hereby approves the General Pay Plan (GPP) contained in  
13 Exhibit 1 appended hereto, the Nurse Pay Plan (NPP) contained in Exhibit  
14 2 appended hereto, the Educator Pay Plan (EDU) contained in Exhibit 3  
15 appended hereto, and Attorney Pay Plan (ATTY) contained in Exhibit 4  
16 appended hereto and the positions included in this plan indicated in  
17 Exhibit 4A, appended hereto.

18 **Section 4. Mayor and Vice Mayor Compensation.** Notwithstanding  
19 any other provision of law to the contrary, the salary for a Mayor shall be  
20 raised from forty-six thousand sixty-two dollars (\$46,062) per annum to  
21 fifty-six thousand sixty-two dollars (\$56,062) per annum and the salary for  
22 a Vice Mayor shall be raised from forty-two thousand two hundred sixty-

1 four dollars (\$42,264) per annum to fifty-two thousand two hundred sixty-  
2 four dollars (\$52,264) per annum.

3 **Section 5.** Notwithstanding any other provision of law to the  
4 contrary *I Maga'låhen, I Segundu Maga'låhen, Senators in I Liheslatura, the*  
5 *Attorney General, the Public Auditor, Judges of the Superior Court of*  
6 *Guam, and executive officers in agencies and instrumentalities of the*  
7 *government of Guam included in Exhibit 5A of this Act, appended hereto,*  
8 *shall not receive a salary increase pursuant to this Act or §2 of Chapter XI*  
9 *of Public Law 32-68.*

10 **Section 6. Salary Increment Schedule.** Every classified employee  
11 in Pay Grades A through X shall be entitled to a one step salary increment  
12 for satisfactory performance. Employees at Step 1 through 6 shall be  
13 entitled to an increment after twelve (12) months of satisfactory  
14 performance. Employees at Steps 7 through 9 shall be entitled to an  
15 increment after eighteen (18) months of satisfactory performance.  
16 Employees at Step 10 shall be entitled to an increment after twenty-four  
17 (24) months of satisfactory performance. ~~Every employee covered under~~  
18 ~~the pay plans adopted in §§ 3 of this Act shall be entitled to a one step~~  
19 ~~salary increment for satisfactory performance. Employees at Steps 1~~  
20 ~~through 6 shall be entitled to an increment after twelve (12) months of~~  
21 ~~satisfactory performance. Employees at Steps 7 through 9 shall be entitled~~  
22 ~~to an increment after eighteen (18) months of satisfactory performance.~~  
23 Employees at Step 10 and thereafter shall be entitled to an increment after

1 ~~twenty-four (24) months of satisfactory performance. For all pay plans~~  
 2 ~~adopted in § 3 of this Act, any employee due an increment beyond the~~  
 3 ~~final step in each pay plan shall be entitled to an equivalent of a one-step~~  
 4 ~~salary increment of 3.17% after twenty-four (24) months of satisfactory~~  
 5 ~~performance.~~

6 Section 7. Section 2(d), Chapter XI of Public Law 32-68 is hereby  
 7 amended to read:

8 “(d) Implementation of the Government-wide Position Classification,  
 9 Compensation & Benefits Study. The sum of Seven Million Fifty Five  
 10 Thousand Three Hundred Fifty Seven Dollars (\$7,055,357) is hereby  
 11 appropriated from the General Fund to the following branches and  
 12 agencies by multiplying the total appropriation by the percentage in the  
 13 column that corresponds to the branches and agencies based on the  
 14 selection of *I Maga’lahi* in Subsection (c) of this Section:

	<u>Classified and</u>	
	<u>Classified</u>	<u>Unclassified</u>
	<u>Personnel Only</u>	<u>Personnel</u>
(1) Unified Judiciary	9.40%	<del>6.678%</del>
(2) GDOE	35.03%	<del>36.9541.23%</del>
(3) UOG	6.10%	<del>4.334.83%</del>
(4) GCC	3.10%	<del>7.232.48%</del>
(5) MCOG	0.12%	<del>7.228.06%</del>
(6) OPA	0.54%	<del>0.44.50%</del>

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(7) OAG	2.01%	<del>1,881.91%</del>
(8) PDSC	1.51%	<del>1,071.20%</del>
(9) Executive Branch Line Agencies	42.19%	<del>39,203.11%</del>

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5       **Section 78. Appropriation to the Judiciary of Guam.** The sum of  
6 Four Hundred Seventy One Thousand Five-Two Hundred Ninety-Two  
7 Eight Dollars and Thirty-One Cents (~~\$4701,592.34298~~) appropriated from  
8 the General Fund to the Unified Judiciary in Public Law 32-68, Chapter XI,  
9 Miscellaneous Appropriations, Section 2, Subsection (d)(1) to pay for the  
10 implementation of the Government-wide Position Classification,  
11 Compensation and Salary Benefits Study is hereby de-appropriated and  
12 said sum is ~~re-~~hereby appropriated herein from the General Fund to the  
13 Judiciary of Guam for the purpose of paying the salary adjustments to  
14 non-law enforcement classified and unclassified employees of the  
15 Judiciary affected in this Act as determined by the Judicial Council of  
16 Guam.

17       **Section 89. Repeal of 4 GCA §6201.** §6201 of Article 2, Chapter 6,  
18 Title 4, Guam Code Annotated is hereby repealed.

19       **Section 910. Repeal of 4 GCA §6202.** §6202 of Article 2, Chapter 6,  
20 Title 4, Guam Code Annotated is hereby repealed.

21       **Section 1011. Repeal of 4 GCA §6208.** §6208 of Article 2, Chapter 6,  
22 Title 4, Guam Code Annotated is hereby repealed.

1        **Section 1112. Effective Date.** This Act shall be effective on or  
2 retroactively to February 14<sup>th</sup>9<sup>th</sup>, 2014 only upon receipt by *I Liheslaturan*  
3 *Guâhan* of an implementable implementation plan transmitted by *I*  
4 *Maga'lâhen* that includes, but is not limited to: (1) the policies and  
5 procedures inclusive of specific details as to the slotting of existing  
6 employees into the pay plans, (2) detailing the coststhe cost of the  
7 implementation of the plan as submitted by *I Maga'lâhi* to *I Liheslatura* on  
8 January 15, 2014, broken down by agency or instrumentality, (3) any and  
9 all changes in the recommendations of either the salary, or the position  
10 title, in the classified or unclassified pay scale, that is different from the  
11 plan pursuant to Executive Orders Nos. 2010-24 and 2010-25 (the 2010  
12 Hay Plan) and a justification for each change, (4) with employees covered  
13 under this Act andthe identified sources of funding for such  
14 implementation, (5) and for the policies, procedures, rules, regulations,  
15 etc. of the appeals process for employees under the reclassification and  
16 compensation plan.

17        **Section 1213. Severability.** *If* any provision of this Act or its  
18 application to any person or circumstance is found to be invalid or  
19 contrary to law, such invalidity *shall* not affect other provisions or  
20 applications of this Act which can be given effect without the invalid  
21 provisions or application, and to this end the provisions of this Act are  
22 severable.



*I MINA'TRENTAI DOS NA LIHESLATURAN GUÅHAN*  
2014 (SECOND) Regular Session

**Bill No. 268-32 (COR)**

\*As Amended by the Committee on General  
Government Operations and Cultural Affairs

Introduced by:

Michael F.Q. San Nicolas

AN ACT TO APPROVE THE DEPARTMENT OF  
ADMINISTRATION'S IMPLEMENTATION PLANS OF THE  
'GOVERNMENT OF GUAM COMPETITIVE WAGE ACT  
OF 2014' AND TO REPEAL §§ 6201, 6202, AND 6208, EACH  
OF ARTICLE 2, CHAPTER 6, TITLE 4, GUAM CODE  
ANNOTATED.

1 BE IT ENACTED BY THE PEOPLE OF GUAM:

2 Section 1. Short Title. This Act *shall* be referred to as the  
3 "Responsible Competitive Wage Implementation Act".

4 Section 2. Legislative Findings and Intent. *I Liheslaturan Guåhan*  
5 finds that Section 2 of Chapter XI of Public Law 32-68 required that by  
6 January 15, 2014, *I Maga'låhi* submit a final, implementable plan to adjust  
7 compensation, classification and benefits to *I Liheslatura*. *I Liheslatura*  
8 authorized *I Maga'låhi* to cover either classified personnel only or classified  
9 and unclassified personnel. On January 15, 2014, *I Maga'låhen* submitted  
10 the General Pay Plan (GPP), Nurse Pay Plan (NPP), Educator Pay Plan  
11 (EDU), Attorney Pay Plan (ATTY), Executive Pay Plan (EXEC) and Salary  
12 Recommendations for Rate of Pay Positions. The Executive Pay Plan

1 includes many unclassified appointed positions and the Recommendations  
2 for Rate of Pay Positions include recommendations to give substantial  
3 raises to elected officials.

4 *I Liheslatura* further finds that Section 2(e), Chapter XI of Public Law  
5 32-68 mandated *I Maga'låhi* submit a final, implementable plan to adjust  
6 compensation, classification and benefits to *I Liheslatura* and that the plan  
7 submitted by *I Maga'låhi* to *I Liheslatura* on January 15, 2014 *did not* include  
8 details of the implementation of such plan, inclusive of the policies and  
9 procedures, appeals process(es) for government of Guam employees, if  
10 any, and other information regarding the slotting of employees into each  
11 Pay Plan, among other cost and financial analyses performed by *I Maga'låhi*  
12 and the Executive Branch prior to the submission of said plan. After several  
13 attempts by *I Liheslatura* to request for such details of the plan submitted by  
14 *I Maga'låhi*, *I Liheslatura* continues to be unable to be provided the  
15 necessary data and information from *I Maga'låhi* to act responsibly on a  
16 final, implementable plan to adjust compensation, classification and  
17 benefits for government of Guam employees.

18 Given the omission of such details and the lack of cooperation of *I*  
19 *Maga'låhi*, *I Liheslatura* finds that the plan as submitted by *I Maga'låhi* is not  
20 implementable and that further details are required to be submitted until  
21 such time *I Liheslatura* can responsibly authorize the implementation of a  
22 final, implementable plan to adjust compensation, classification and  
23 benefits for government of Guam employees. Notwithstanding the

1   aforementioned omission of such details and lack of cooperation of *I*  
2   *Maga'låhi*, *I Liheslatura* further finds that the employees *shall* be afforded a  
3   plan that is retroactively effective to February 9, 2014, upon the submission  
4   of the aforementioned details of the plan submitted by *I Maga'låhi* to *I*  
5   *Liheslatura*.

6         *I Liheslatura* further finds that classified and unclassified employees  
7   of the government of Guam have patiently awaited their salary  
8   adjustments since *I Maga'låhi* issued Executive Order 2011-02 on January  
9   14, 2011, stopping implementation of the compensation study and the  
10   corresponding salary adjustments and transferring such appropriation for  
11   the implementation of said compensation study and corresponding salary  
12   adjustments to pay for the additional health insurance premium payments  
13   required by contract for government of Guam employees and retirees in  
14   Fiscal Year 2011, pursuant to Section 3 of Public Law 31-74.

15         *I Liheslatura* further finds that the appropriations allocated in Section  
16   2(d), Chapter XI of Public Law 32-68 were calculated with the inclusion of  
17   the Law Enforcement Officer (LEO) Pay Plan. In the plan submitted by *I*  
18   *Maga'låhi*, it is stated that “[t]here is no recommendation for the Law  
19   Enforcement Officer (LEO) pay plan due to the full implementation of P.L.  
20   29-105 which gave Law Enforcement and Public Safety officers 30% and  
21   40% adjustments. The recent adjustments have brought salaries of  
22   incumbents covered by this pay plan in relative parity with market pay.”  
23   With the exclusion of the LEO pay plan, it is the intent of *I Liheslatura* to

1 exclude such amounts from the appropriations allocated in Section 2(d),  
2 Chapter XI of Public Law 32-68 and re-allocate the appropriation.

3 It is therefore the intent of *I Liheslaturan Guåhan* that the pay  
4 adjustments to the hard-working employees of the government of Guam  
5 shall be implemented pursuant to Public Law 32-68.

6 **Section 3. Approval of the General Pay Plan (GPP), Nurse Pay Plan**  
7 **(NPP), Educator Pay Plan (EDU) and Attorney Pay Plan (ATTY).**

8 Appropriations contained in Chapter XI §2(d) of the General  
9 Appropriations Act of 2014 shall be used for classified and unclassified  
10 employees pursuant to §2 (e) of Chapter XI of Public Law 32-68.<sup>7</sup> *I*  
11 *Liheslatura* hereby approves the General Pay Plan (GPP) contained in  
12 Exhibit 1 appended hereto, the Nurse Pay Plan (NPP) contained in Exhibit  
13 2 appended hereto, the Educator Pay Plan (EDU) contained in Exhibit 3  
14 appended hereto, the Attorney Pay Plan (ATTY) contained in Exhibit 4  
15 appended hereto, Exhibit 7 the Miscellaneous Compensation-related  
16 Recommendations and facts, and the positions included in this plan  
17 indicated in Exhibit 4A, appended hereto.

18 **Section 4. Mayor and Vice Mayor Compensation.** Notwithstanding  
19 any other provision of law to the contrary, the salary for a Mayor shall be  
20 raised from forty-six thousand sixty-two dollars (\$46,062) per annum to  
21 fifty-six thousand sixty-two dollars (\$56,062) per annum and the salary for  
22 a Vice Mayor shall be raised from forty-two thousand two hundred sixty-

1 four dollars (\$42,264) per annum to fifty-two thousand two hundred sixty-  
2 four dollars (\$52,264) per annum.

3 **Section 5.** Notwithstanding any other provision of law to the  
4 contrary *I Maga'låhen, I Segundu Maga'låhen*, Senators in *I Liheslatura*, the  
5 Attorney General, the Public Auditor, and executive officers in agencies  
6 and instrumentalities of the government of Guam included in Exhibit 5A  
7 of this Act, appended hereto, shall not receive a salary increase pursuant  
8 to this Act or §2 of Chapter XI of Public Law 32-68.

9 **Section 6. Salary Increment Schedule.** Every classified employee  
10 in Pay Grades A through X shall be entitled to a one step salary increment  
11 for satisfactory performance. Employees at Step 1 through 6 shall be  
12 entitled to an increment after twelve (12) months of satisfactory  
13 performance. Employees at Steps 7 through 9 shall be entitled to an  
14 increment after eighteen (18) months of satisfactory performance.  
15 Employees at Step 10 shall be entitled to an increment after twenty-four  
16 (24) months of satisfactory performance. Any employee due an increment  
17 beyond the final step in each pay plan *shall* be entitled to an equivalent of  
18 a one-step salary increment of 3.17% after twenty-four (24) months of  
19 satisfactory performance.

20 **Section 7.** Section 2(d), Chapter XI of Public Law 32-68 is hereby  
21 amended to read:

22 "(d) Implementation of the Government-wide Position Classification,  
23 Compensation & Benefits Study. The sum of Seven Million Fifty Five

1 Thousand Three Hundred Fifty Seven Dollars (\$7,055,357) is hereby  
 2 appropriated from the General Fund to the following branches and  
 3 agencies by multiplying the total appropriation by the percentage in the  
 4 column that corresponds to the branches and agencies based on the  
 5 selection of *I Maga'lahi* in Subsection (c) of this Section:

	Classified	Classified and Unclassified
	Personnel Only	Personnel
9 (1) Unified Judiciary	9.40%	6.678%
10 (2) GDOE	35.03%	<del>36.95</del> 41.23%
11 (3) UOG	6.10%	<del>4.33</del> 4.83%
12 (4) GCC	3.10%	<del>2.23</del> 2.48%
13 (5) MCOG	0.12%	<del>7.22</del> 8.06%
14 (6) OPA	0.54%	0.44.50%
15 (7) OAG	2.01%	1.881.91%
16 (8) PDSC	1.51%	1.071.20%
17 (9) Executive Branch Line Agencies	42.19%	<del>39.20</del> 33.11%"

18 **Section 8. Appropriation to the Judiciary of Guam.** The sum of  
 19 Four Hundred Seventy One Thousand Two Hundred Ninety-Eight  
 20 Dollars (\$471,298) appropriated from the General Fund to the Unified  
 21 Judiciary in Public Law 32-68, Chapter XI, Miscellaneous Appropriations,  
 22 Section 2, Subsection (d)(1) to pay for the implementation of the  
 23 Government-wide Position Classification, Compensation and Salary

1 Benefits Study is hereby de-appropriated and said sum is hereby  
2 appropriated herein from the General Fund to the Judiciary of Guam for  
3 the purpose of paying the salary adjustments to non-law enforcement  
4 classified and unclassified employees of the Judiciary affected in this Act  
5 as determined by the Judicial Council of Guam.

6 **Section 9. Repeal of 4 GCA §6201.** §6201 of Article 2, Chapter 6,  
7 Title 4, Guam Code Annotated is hereby repealed.

8 **Section 10. Repeal of 4 GCA §6202.** §6202 of Article 2, Chapter 6,  
9 Title 4, Guam Code Annotated is hereby repealed.

10 **Section 11. Repeal of 4 GCA §6208.** §6208 of Article 2, Chapter 6,  
11 Title 4, Guam Code Annotated is hereby repealed.

12 **Section 12. Effective Date.** This Act shall be effective on or  
13 retroactively to February 9<sup>th</sup>, 2014 only upon receipt by *I Liheslaturan*  
14 *Guåhan* of an implementable implementation plan transmitted by *I*  
15 *Maga'låhen* that includes, but is not limited to: (1) the policies and  
16 procedures inclusive of specific details as to the slotting of existing  
17 employees into the pay plans, (2) the cost of the implementation of the  
18 plan as submitted by *I Maga'låhi* to *I Liheslatura* on January 15, 2014,  
19 broken down by agency or instrumentality, (3) any and all changes in the  
20 recommendations of either the salary, or the position title, in the classified  
21 or unclassified pay scale, that is different from the plan pursuant to  
22 Executive Orders Nos. 2010-24 and 2010-25 (the 2010 Hay Plan) and a  
23 justification for each change, (4) the identified sources of funding for such

1 implementation, (5) and the policies, procedures, rules, regulations, etc. of  
2 the appeals process for employees under the reclassification and  
3 compensation plan.

4 **Section 13. Severability.** *If* any provision of this Act or its  
5 application to any person or circumstance is found to be invalid or  
6 contrary to law, such invalidity *shall* not affect other provisions or  
7 applications of this Act which can be given effect without the invalid  
8 provisions or application, and to this end the provisions of this Act are  
9 severable.



Exhibit 1. General Pay Plan (GPP)

GENERAL PAY PLAN									
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
X	\$96,175	\$99,819	\$103,602	\$107,527	\$111,601	\$115,830	\$120,219	\$124,033	\$127,969
W	\$91,595	\$95,066	\$98,668	\$102,407	\$106,287	\$110,314	\$114,494	\$118,127	\$121,875
V	\$86,820	\$90,110	\$93,524	\$97,068	\$100,746	\$104,563	\$108,525	\$111,968	\$115,521
U	\$81,522	\$84,611	\$87,816	\$91,144	\$94,597	\$98,182	\$101,902	\$105,135	\$108,471
T	\$76,188	\$79,075	\$82,071	\$85,181	\$88,408	\$91,758	\$95,235	\$98,257	\$101,374
S	\$70,873	\$73,558	\$76,345	\$79,238	\$82,241	\$85,357	\$88,591	\$91,402	\$94,302
R	\$65,623	\$68,110	\$70,690	\$73,369	\$76,149	\$79,034	\$82,029	\$84,632	\$87,317
Q	\$60,482	\$62,773	\$65,152	\$67,620	\$70,183	\$72,842	\$75,602	\$78,001	\$80,476
P	\$55,488	\$57,590	\$59,773	\$62,037	\$64,388	\$66,828	\$69,360	\$71,561	\$73,831
O	\$49,897	\$51,787	\$53,750	\$55,786	\$57,900	\$60,094	\$62,371	\$64,350	\$66,392
N	\$45,014	\$46,720	\$48,490	\$50,328	\$52,235	\$54,214	\$56,268	\$58,053	\$59,895
M	\$40,762	\$42,307	\$43,910	\$45,574	\$47,301	\$49,093	\$50,953	\$52,570	\$54,238
L	\$37,100	\$38,506	\$39,965	\$41,479	\$43,051	\$44,682	\$46,375	\$47,846	\$49,364
K	\$33,911	\$35,196	\$36,530	\$37,914	\$39,350	\$40,841	\$42,389	\$43,734	\$45,122
J	\$31,076	\$32,253	\$33,476	\$34,744	\$36,061	\$37,427	\$38,845	\$40,077	\$41,349
I	\$28,595	\$29,679	\$30,803	\$31,970	\$33,182	\$34,439	\$35,744	\$36,878	\$38,048
H	\$26,520	\$27,525	\$28,568	\$29,650	\$30,774	\$31,940	\$33,150	\$34,202	\$35,287
G	\$24,729	\$25,666	\$26,638	\$27,648	\$28,695	\$29,783	\$30,911	\$31,892	\$32,904
F	\$23,171	\$24,049	\$24,960	\$25,906	\$26,888	\$27,907	\$28,964	\$29,883	\$30,831
E	\$21,095	\$21,895	\$22,724	\$23,585	\$24,479	\$25,406	\$26,369	\$27,206	\$28,069
D	\$19,040	\$19,761	\$20,510	\$21,287	\$22,094	\$22,931	\$23,800	\$24,555	\$25,334
C	\$17,769	\$18,442	\$19,141	\$19,866	\$20,619	\$21,400	\$22,211	\$22,916	\$23,643
B	\$16,694	\$17,326	\$17,983	\$18,664	\$19,371	\$20,105	\$20,867	\$21,529	\$22,212
A	\$15,715	\$16,311	\$16,929	\$17,570	\$18,236	\$18,927	\$19,644	\$20,267	\$20,910

Note: The table above contains steps one (1) through nine (9) of the GPP. This pay plan covers all positions not included in the Nurse Pay Plan (NPP), Education Pay Plan (EDU), Attorney Pay Plan (ATTY), and Executive Pay Plan (EXEC).

**GENERAL PAY PLAN**

Grade	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
X	\$132,029	\$136,218	\$140,540	\$144,999	\$149,600	\$154,346	\$159,243	\$164,296	\$169,509
W	\$125,742	\$129,731	\$133,847	\$138,094	\$142,476	\$146,996	\$151,660	\$156,472	\$161,437
V	\$119,186	\$122,968	\$126,869	\$130,895	\$135,048	\$139,333	\$143,753	\$148,314	\$153,020
U	\$111,913	\$115,463	\$119,127	\$122,907	\$126,806	\$130,830	\$134,981	\$139,263	\$143,682
T	\$104,591	\$107,909	\$111,333	\$114,865	\$118,510	\$122,270	\$126,149	\$130,152	\$134,281
S	\$97,294	\$100,381	\$103,566	\$106,852	\$110,242	\$113,740	\$117,349	\$121,072	\$124,913
R	\$90,087	\$92,946	\$95,895	\$98,937	\$102,076	\$105,315	\$108,657	\$112,104	\$115,661
Q	\$83,029	\$85,663	\$88,381	\$91,185	\$94,079	\$97,064	\$100,143	\$103,321	\$106,599
P	\$76,174	\$78,591	\$81,084	\$83,657	\$86,311	\$89,050	\$91,875	\$94,790	\$97,798
O	\$68,498	\$70,671	\$72,914	\$75,227	\$77,614	\$80,077	\$82,617	\$85,239	\$87,943
N	\$61,796	\$63,756	\$65,779	\$67,866	\$70,020	\$72,241	\$74,533	\$76,898	\$79,338
M	\$55,958	\$57,734	\$59,566	\$61,456	\$63,406	\$65,417	\$67,493	\$69,634	\$71,841
L	\$50,931	\$52,547	\$54,214	\$55,934	\$57,709	\$59,540	\$61,429	\$63,378	\$65,389
K	\$46,553	\$48,030	\$49,554	\$51,126	\$52,749	\$54,422	\$56,149	\$57,930	\$59,768
J	\$42,661	\$44,015	\$45,411	\$46,852	\$48,338	\$49,872	\$51,455	\$53,087	\$54,771
I	\$39,255	\$40,501	\$41,786	\$43,112	\$44,480	\$45,891	\$47,347	\$48,849	\$50,399
H	\$36,407	\$37,562	\$38,753	\$39,983	\$41,252	\$42,560	\$43,911	\$45,304	\$46,742
G	\$33,948	\$35,025	\$36,136	\$37,283	\$38,465	\$39,686	\$40,945	\$42,244	\$43,585
F	\$31,809	\$32,819	\$33,860	\$34,934	\$36,043	\$37,186	\$38,366	\$39,583	\$40,839
E	\$28,959	\$29,878	\$30,826	\$31,804	\$32,813	\$33,855	\$34,929	\$36,037	\$37,180
D	\$26,138	\$26,967	\$27,823	\$28,706	\$29,617	\$30,556	\$31,526	\$32,526	\$33,558
C	\$24,393	\$25,167	\$25,965	\$26,789	\$27,639	\$28,516	\$29,421	\$30,354	\$31,318
B	\$22,917	\$23,644	\$24,394	\$25,168	\$25,967	\$26,791	\$27,641	\$28,518	\$29,422
A	\$21,574	\$22,258	\$22,964	\$23,693	\$24,445	\$25,220	\$26,021	\$26,846	\$27,698

Note: The table above contains steps ten (10) through eighteen (18) of the GPP. This pay plan covers all positions not included in the Nurse Pay Plan (NPP), Education Pay Plan (EDU), Attorney Pay Plan (ATTY), and Executive Pay Plan (EXEC).

Exhibit 2. Nurse Pay Plan (NPP)

NURSE PAY PLAN									
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
N-U	\$86,317	\$89,587	\$92,982	\$96,505	\$100,162	\$103,957	\$107,896	\$111,247	\$114,703
N-T	\$80,670	\$83,726	\$86,899	\$90,191	\$93,609	\$97,156	\$100,837	\$103,969	\$107,198
N-S	\$75,042	\$77,885	\$80,836	\$83,899	\$87,078	\$90,378	\$93,802	\$96,716	\$99,720
N-R	\$69,483	\$72,116	\$74,849	\$77,685	\$80,628	\$83,683	\$86,854	\$89,552	\$92,333
N-Q	\$64,040	\$66,467	\$68,985	\$71,599	\$74,312	\$77,128	\$80,050	\$82,536	\$85,100
N-P	\$58,752	\$60,978	\$63,289	\$65,687	\$68,176	\$70,759	\$73,440	\$75,721	\$78,073
N-O	\$53,072	\$55,083	\$57,170	\$59,336	\$61,585	\$63,918	\$66,340	\$68,401	\$70,525
N-N	\$48,112	\$49,935	\$51,827	\$53,791	\$55,829	\$57,944	\$60,140	\$62,008	\$63,934
N-M	\$43,792	\$45,451	\$47,174	\$48,961	\$50,816	\$52,742	\$54,740	\$56,440	\$58,193
N-L	\$39,650	\$41,153	\$42,712	\$44,330	\$46,010	\$47,754	\$49,563	\$51,102	\$52,690
N-K	\$36,129	\$37,498	\$38,919	\$40,393	\$41,924	\$43,512	\$45,161	\$46,564	\$48,010
N-J	\$33,172	\$34,429	\$35,733	\$37,087	\$38,493	\$39,951	\$41,465	\$42,753	\$44,081
N-I	\$30,259	\$31,406	\$32,596	\$33,831	\$35,113	\$36,443	\$37,824	\$38,999	\$40,210
N-H	\$27,911	\$28,969	\$30,066	\$31,206	\$32,388	\$33,615	\$34,889	\$35,973	\$37,090
N-G	\$25,911	\$26,893	\$27,912	\$28,970	\$30,067	\$31,207	\$32,389	\$33,395	\$34,432
N-F	\$24,172	\$25,088	\$26,038	\$27,025	\$28,049	\$29,112	\$30,215	\$31,154	\$32,121

NURSE PAY PLAN									
Grade	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
N-U	\$118,266	\$121,939	\$125,727	\$129,632	\$133,658	\$137,810	\$142,090	\$146,504	\$151,054
N-T	\$110,528	\$113,961	\$117,501	\$121,151	\$124,914	\$128,794	\$132,794	\$136,919	\$141,172
N-S	\$102,817	\$106,011	\$109,303	\$112,699	\$116,199	\$119,808	\$123,530	\$127,367	\$131,323
N-R	\$95,201	\$98,158	\$101,207	\$104,351	\$107,592	\$110,934	\$114,380	\$117,932	\$121,596
N-Q	\$87,743	\$90,469	\$93,279	\$96,176	\$99,164	\$102,244	\$105,419	\$108,694	\$112,070
N-P	\$80,498	\$82,998	\$85,576	\$88,235	\$90,975	\$93,801	\$96,715	\$99,719	\$102,816
N-O	\$72,716	\$74,974	\$77,303	\$79,704	\$82,180	\$84,733	\$87,364	\$90,078	\$92,876
N-N	\$65,920	\$67,967	\$70,079	\$72,255	\$74,500	\$76,814	\$79,200	\$81,660	\$84,196
N-M	\$60,001	\$61,865	\$63,786	\$65,767	\$67,810	\$69,917	\$72,088	\$74,327	\$76,636
N-L	\$54,326	\$56,014	\$57,754	\$59,548	\$61,397	\$63,304	\$65,270	\$67,298	\$69,388
N-K	\$49,501	\$51,039	\$52,624	\$54,259	\$55,944	\$57,682	\$59,473	\$61,321	\$63,225
N-J	\$45,450	\$46,862	\$48,317	\$49,818	\$51,366	\$52,961	\$54,606	\$56,302	\$58,051
N-I	\$41,459	\$42,747	\$44,075	\$45,444	\$46,855	\$48,311	\$49,811	\$51,358	\$52,954
N-H	\$38,242	\$39,430	\$40,655	\$41,917	\$43,219	\$44,562	\$45,946	\$47,373	\$48,845
N-G	\$35,502	\$36,605	\$37,742	\$38,914	\$40,123	\$41,369	\$42,654	\$43,979	\$45,345
N-F	\$33,119	\$34,148	\$35,208	\$36,302	\$37,429	\$38,592	\$39,791	\$41,027	\$42,301

<b>POSITIONS COVERED BY THE NURSE PAY PLAN (NPP)</b>	
Community Health & Nursing Services Administrator	Infection Control Practitioner
Community Health & Nursing Services Assistant Administrator	Licensed Practical Nurse I
Community Health Nurse I	Licensed Practical Nurse II
Community Health Nurse II	Nurse Anesthetist (CRNA)
Community Health Nurse Supervisor I	Nurse Midwife
Community Health Nurse Supervisor II	Nurse Practitioner
Hospital Assistant Nurse Administrator (Deputy Assistant)	Psychiatric Nurse I
Hospital Charge Nurse	Psychiatric Nurse II
Hospital Licensed Practical Nurse I	Psychiatric Nurse III
Hospital Licensed Practical Nurse II	Psychiatric Nurse Supervisor
Hospital Nurse Administrator	Psychiatric Nursing Administrator
Hospital Nurse Quality Improvement Specialist	School Health Counselor I
Hospital Nurse Risk Management Program Officer	School Health Counselor II
Hospital Nurse Supervisor I	School Health Counselor III
Hospital Nurse Supervisor II	School Health Program Coordinator
Hospital Nurse Utilization Review Specialist	Staff Nurse I
Hospital Nursing Supervisor	Staff Nurse II
Hospital Unit Supervisor	Staff Nurse Training Officer
Hospital Unit Supervisor	
Head Start Health Coordinator	

Exhibit 3. Educator Pay Plan (EDU)

EDUCATOR PAY PLAN (EDU)									
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
ED-12	\$74,669	\$77,498	\$80,435	\$83,482	\$86,645	\$89,929	\$93,336	\$96,297	\$99,353
ED-11	\$67,881	\$70,453	\$73,122	\$75,893	\$78,769	\$81,753	\$84,851	\$87,543	\$90,321
ED-10	\$61,710	\$64,049	\$66,476	\$68,994	\$71,609	\$74,322	\$77,138	\$79,585	\$82,111
ED-9	\$56,100	\$58,226	\$60,432	\$62,722	\$65,098	\$67,565	\$70,125	\$72,350	\$74,645
ED-8	\$51,000	\$52,932	\$54,938	\$57,020	\$59,180	\$61,423	\$63,750	\$65,773	\$67,860
ED-7	\$45,939	\$47,680	\$49,487	\$51,362	\$53,308	\$55,328	\$57,424	\$59,246	\$61,126
ED-6	\$43,752	\$45,410	\$47,130	\$48,916	\$50,770	\$52,693	\$54,690	\$56,425	\$58,216
ED-5	\$40,699	\$42,241	\$43,842	\$45,503	\$47,227	\$49,017	\$50,874	\$52,488	\$54,154
ED-4	\$38,762	\$40,230	\$41,755	\$43,337	\$44,979	\$46,683	\$48,452	\$49,989	\$51,575
ED-3	\$36,057	\$37,423	\$38,841	\$40,313	\$41,840	\$43,426	\$45,071	\$46,501	\$47,976
ED-2	\$34,383	\$35,686	\$37,038	\$38,442	\$39,898	\$41,410	\$42,979	\$44,343	\$45,750
ED-1D	\$32,855	\$34,100	\$35,392	\$36,733	\$38,125	\$39,570	\$41,069	\$42,372	\$43,716
ED-1C	\$31,395	\$32,585	\$33,819	\$35,101	\$36,431	\$37,811	\$39,244	\$40,489	\$41,774
ED-1B	\$30,000	\$31,137	\$32,317	\$33,541	\$34,812	\$36,131	\$37,500	\$38,690	\$39,917
ED-1A	\$28,667	\$29,753	\$30,881	\$32,051	\$33,265	\$34,526	\$35,834	\$36,971	\$38,144

EDUCATOR PAY PLAN (EDU)									
Grade	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
ED-12	\$102,505	\$105,757	\$109,113	\$112,575	\$116,147	\$119,832	\$123,634	\$127,557	\$131,604
ED-11	\$93,187	\$96,143	\$99,194	\$102,341	\$105,588	\$108,938	\$112,395	\$115,961	\$119,640
ED-10	\$84,716	\$87,404	\$90,177	\$93,038	\$95,990	\$99,036	\$102,178	\$105,420	\$108,765
ED-9	\$77,014	\$79,457	\$81,978	\$84,580	\$87,263	\$90,032	\$92,888	\$95,836	\$98,876
ED-8	\$70,013	\$72,234	\$74,526	\$76,890	\$79,330	\$81,847	\$84,444	\$87,123	\$89,888
ED-7	\$63,065	\$65,066	\$67,131	\$69,261	\$71,458	\$73,725	\$76,064	\$78,478	\$80,968
ED-6	\$60,063	\$61,968	\$63,934	\$65,963	\$68,056	\$70,215	\$72,443	\$74,741	\$77,113
ED-5	\$55,872	\$57,644	\$59,473	\$61,360	\$63,307	\$65,316	\$67,388	\$69,526	\$71,732
ED-4	\$53,212	\$54,900	\$56,642	\$58,439	\$60,293	\$62,206	\$64,180	\$66,216	\$68,317
ED-3	\$49,499	\$51,069	\$52,689	\$54,361	\$56,086	\$57,866	\$59,702	\$61,596	\$63,550
ED-2	\$47,201	\$48,699	\$50,244	\$51,838	\$53,483	\$55,180	\$56,930	\$58,737	\$60,600
ED-1D	\$45,104	\$46,535	\$48,011	\$49,534	\$51,106	\$52,727	\$54,400	\$56,126	\$57,907
ED-1C	\$43,099	\$44,467	\$45,878	\$47,333	\$48,835	\$50,384	\$51,983	\$53,632	\$55,334
ED-1B	\$41,184	\$42,491	\$43,839	\$45,230	\$46,665	\$48,145	\$49,673	\$51,249	\$52,875
ED-1A	\$39,354	\$40,603	\$41,891	\$43,220	\$44,592	\$46,006	\$47,466	\$48,972	\$50,526

<b>POSITIONS COVERED BY THE EDUCATOR PAY PLAN (EDU)</b>
School Principal (Elementary and Secondary) - High
School Principal (Elementary and Secondary) - Middle
School Principal (Elementary and Secondary) - Elementary
Assistant School Principal (Elementary and Secondary)
School Program Consultant
Teacher VI
Teacher V
Teacher IV
Teacher III
Teacher II
Teacher I - D
Teacher I - C
Teacher I - B
Teacher I - A
Vocational Instructor
Headstart Teacher
Head Start Program Director
Head Start Program Assistant Director
Chamorro Studies Administrator
<b>Note: Teacher I - D through Teacher VI can be reclassified up to two (2) times a year based on meeting the Minimum Qualifications of the next level of Teacher within a given school year. This means that movement through the different pay grades can be done so in an expedited manner.</b>

Exhibit 4. Attorney Pay Plan (ATTY)

ATTORNEY PAY PLAN (ATTY)					
	Step 1	Step 2	Step 3	Step 4	Step 5
Chief Deputy Attorney General	\$ 97,470	\$ 100,954	\$ 104,563	\$ 108,300	\$ 114,547
Attorney Level 5 (Managing)	\$ 85,950	\$ 89,022	\$ 92,204	\$ 95,500	\$ 101,009
Attorney Level 4	\$ 75,780	\$ 78,489	\$ 81,294	\$ 84,200	\$ 89,057
Attorney Level 3	\$ 66,600	\$ 68,981	\$ 71,446	\$ 74,000	\$ 78,268
Attorney Level 2	\$ 57,375	\$ 59,426	\$ 61,550	\$ 63,750	\$ 67,427
Attorney Level 1	\$ 50,825	-	-	\$ 53,500	-

ATTORNEY PAY PLAN (ATTY)					
	Step 6	Step 7	Step 8	Step 9	Step 10
Chief Deputy Attorney General	\$ 121,154	\$ 128,142	\$ 135,534	\$ 143,351	\$ 151,620
Attorney Level 5 (Managing)	\$ 106,835	\$ 112,997	\$ 119,515	\$ 126,409	\$ 133,700
Attorney Level 4	\$ 94,194	\$ 99,627	\$ 105,373	\$ 111,451	\$ 117,880
Attorney Level 3	\$ 82,783	\$ 87,558	\$ 92,608	\$ 97,950	\$ 103,600
Attorney Level 2	\$ 71,316	\$ 75,430	\$ 79,781	\$ 84,383	\$ 89,250
Attorney Level 1	-	-	-	-	-

Exhibit 4A

POSITIONS COVERED BY THE ATTORNEY PAY PLAN (ATTY)
Administrative Counsel (CSC)
Assistant Principal Tax Attorney
Attorney I
Attorney II
Attorney III
Attorney IV
Attorney V
Chief Deputy Attorney General
Legal Advisor
Staff Attorney (Judicial)
Territorial Principal Tax Attorney
Compiler of Laws
Chief Assistant to Compiler of Laws
Public Guardian
Ethics Prosecutor
Note: Attorney General of Guam salary is recommended in the "Rate of Pay" positions. Attorney Level 1 only includes two steps with the expectation of moving to the Attorney Level 2 upon meeting the minimum requirements.



**Exhibit 5A**

EXECUTIVE OFFICERS NOT SUBJECT TO INCREASE IN SALARY		
Administrative Director (Chamorro Land Trust)	Deputy Director (DYA)	Director (DPR)
Administrator (GEDA)	Deputy Director (GBHWC)	Director (DPW)
Administrator (GEPA)	Deputy Director (GHURA)	Director (DRT)
Assistant General Manager (KGTF)	Deputy Director (Guam Energy Office)	Director (DYA)
Chief of Police (GPD)	Deputy Director (Labor)	Director (GBHWC)
Commissioner of Banking and Insurance (DRT)	Deputy Director (Library)	Director (GDDC)
Deputy Administrative Director of the Courts	Deputy General Manager (GVB)	Director (Guam Energy Office)
Deputy Administrator (GEPA)	Deputy Superintendent - Assessment and Accountability (GDOE)	Director (Labor)
Deputy Director	Deputy Superintendent - Curriculum and Instructional Improvement (GDOE)	Director (Library)
Deputy Director (Agriculture)	Deputy Superintendent - Educational Support and Community Learning (GDOE)	Director (Retirement)
Deputy Director (AHRD)	Deputy Superintendent - Finance and Administrative Services (GDOE)	Director DPHSS
Deputy Director (AHRD)	Director (Agriculture)	Executive Director (Bureau of Women's Affairs)
Deputy Director (Ancestral Lands Commission)	Director (AHRD)	Executive Director (CSC)
Deputy Director (Ancestral Lands Commission)	Director (Ancestral Lands Commission)	Executive Director (GEC)
Deputy Director (Ancestral Lands Commission)	Director (BBMR)	Executive Director (GHURA)
Deputy Director (BBMR)	Director (BSP)	Executive Director (Guahan Commission for Educator Certification)
Deputy Director (CAHA)	Director (CAHA)	Executive Director (Hagatna Restoration)
Deputy Director (DLM)	Director (Chamorro Land Trust)	Executive Director (Mayor's Council of Guam)

Exhibit 5A

EXECUTIVE OFFICERS NOT SUBJECT TO INCREASE IN SALARY		
Deputy Director (DOA)	Director (Commission on Persons with Disabilities)	General Manager (GVB)
Deputy Director (DOC)	Director (CQA)	General Manager (KGTF)
Deputy Director (DPHSS)	Director (DISID)	Manager (GHC)
Deputy Director (DPR)	Director (DLM)	President (GHC)
Deputy Director (DPW)	Director (DOA)	President (Kumision I Fino Chamorro)
Deputy Director (DRT)	Director (DOC)	Vice President (Kumision I Fino Chamorro)

## **Exhibit 7. Miscellaneous Compensation-related Recommendations and Facts**

### **1. Salary Increment Schedule:**

- Every classified employee in Pay Grades A through X shall be entitled to a one step salary increment for satisfactory performance. Employees at Steps 1 through 6 shall be entitled to an increment after twelve (12) months of satisfactory performance. Employees at steps 7 through 9 shall be entitled to an increment after eighteen (18) months of satisfactory performance. Employees at Step 10 shall be entitled to an increment after twenty four (24) months of satisfactory performance.

### **2. Grades A through X:**

- The General Pay Plan (GPP) shall consist of pay grades A through X.

### **3. 18-Step Pay Structures:**

- The General Pay Plan (GPP), Nurse Pay Plan (NPP), and Education Pay Plan (EDU) consists of a pay structure with eighteen (18) steps. The Attorney Pay Plan (ATTY) and Executive Pay Plan (EXEC) have pay structures with less than eighteen (18) steps based on method of movement throughout the pay plan.

### **4. Merit Bonus Program Suspension:**

- The administration of Merit Bonuses is suspended until such time the Department of Administration can reassess the system of evaluation used to govern the eligibility for said bonuses. DOA shall come up with a policy of further evaluation to appropriately administer bonuses that are granted.

### **5. Additional Positions:**

- Positions may be added to the list of positions covered by the plans in **Exhibits 1** through **Exhibits 6** if necessary and as determined by the Director of Administration in consultation with all affected departments and agencies.

### **6. Request for Review Process:**

- There will be a "Request for Review" process which employees may use to request for a re-evaluation or reconsideration of the pay grades which have been assigned to positions they hold.

### **7. Pay Grades:**

- Positions and pay grades associated to those positions which were reviewed pursuant to P.L. 29-52 and E.O. 2006-21 are contained as an attachment.



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NAME	AGENCY OR ORGANIZATION	POSITION		TESTIMONY		PHONE NO.	EMAIL ADDRESS
		SUPPORT	OPPOSE	WRITTEN	ORAL		
JAVIER M. ADALIS JR		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	689-7074	
Wes Tomokane		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
Jessika Dayrit		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Lovette D'Lonsod		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Jean Dimaano		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Aurea Taguirdin		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Frances Tomboc		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
TONY LAMORONA	CSC	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		
ED/ARTURO	GFO	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		
MARINO CERDA	GBHW/C	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
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SENATOR BENJAMIN J.F. CRUZ, VICE SPEAKER  
 Chairman, Committee on General Government Operations  
 and Cultural Affairs  
 Web Address: www.senatorbjcruz.com



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NAME	AGENCY OR ORGANIZATION	POSITION		TESTIMONY		PHONE NO.	EMAIL ADDRESS
		SUPPORT	OPPOSE	WRITTEN	ORAL		
Michael Duenas	GHURA	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	475-0502	mjduenas@ghura.org
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
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NAME	AGENCY OR ORGANIZATION	POSITION		TESTIMONY		PHONE NO.	EMAIL ADDRESS
		SUPPORT	OPPOSE	WRITTEN	ORAL		
Vicente Felix Carrido	Self	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
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NAME	AGENCY OR ORGANIZATION	POSITION		TESTIMONY		PHONE NO.	EMAIL ADDRESS
		SUPPORT	OPPOSE	WRITTEN	ORAL		
Guywo Dakus	PDN	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	479-0407	gdumafol@guam.gov
Berita Mangloa	DOA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	488-5144	ON HOLD
Manuel Pineda	PRIVATE SECTOR	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
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NAME	AGENCY OR ORGANIZATION	POSITION		TESTIMONY		PHONE NO.	EMAIL ADDRESS
		SUPPORT	OPPOSE	WRITTEN	ORAL		
Gordal M. U.S. Govt	GMAH	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	688-8533	gordal.m.u.s.govt@gnhd.
JOY NATHAN DENIGAL	GVB	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	687-7136	joy.nathan.denigal@visitynan.org
JUNE PEREZ	GMAH	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
Janet Agnon	Matatunga Masakada	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
Martin Beveente		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
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NAME	AGENCY OR ORGANIZATION	POSITION		TESTIMONY		PHONE NO.	EMAIL ADDRESS
		SUPPORT	OPPOSE	WRITTEN	ORAL		
CHUCK ADA	GTAA	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	646-0300	chuck.zdc@guam.gov
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
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EDDIE BAZA CALVO  
Governor

RAY TENORIO  
Lieutenant Governor

**I Gobietnon Guahan  
CIVIL SERVICE COMMISSION  
KUMISION I SETBISION SIBIT**

Suite 6A Phase II Complex  
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Alberto "Tony" Lamorena V  
Director

CSC NO: 2014-2

MEMORANDUM

TO: Senator Michael San Nicolas  
CC: Vice Speaker BJ Cruz

FROM: Executive Director, Civil Service Commission

Buenas Senator San Nicolas,

Thank you for the opportunity to offer comment on Bill 268-32, "An Act to Approve the Department of Administration's Implementation Plans of the 'Government of Guam Competitive Wage Act of 2014,' to Require A Performance-Based Standard for Directors and Deputy Directors of Line Agencies and *I Maga'lâhen* and *I Segunda Maga'lâhen*."

The Commission supports the portions of Bill 268 which seek to approve the General Pay Plan for classified executive branch government employees.

However, the Commission is concerned with language contained within Bill 268 which places authority over the granting of raises to certain cabinet-level and elected officials with the Commission. Under current law, the Commission's jurisdiction extends only to employees in the classified service. Additionally, the Commission's current jurisdiction is largely limited to adjudicatory functions with some duties for review of personnel actions across the executive branch. Bill 268 would place responsibility with the Commission over a group of employees who are unclassified; and it would give the Commission authority over compensation for this unclassified group of employees.

That responsibility should be placed with the entity that handles compensation matters on a regular basis and that is the Department of Administration.

Senseramente,

Alberto A. Lamorena, V

**Public Hearing Testimony of Mana Silva Tajeron, Acting Administrator  
Guam Economic Development Authority**

**Bill No. 268-32 (COR)**

**AN ACT TO APPROVE THE DEPARTMENT OF ADMINISTRATION'S IMPLEMENTATION PLANS OF THE 'GOVERNMENT OF GUAM COMPETITIVE WAGE ACT OF 2014', TO REQUIRE A PERFORMANCE-BASED STANDARD FOR DIRECTORS AND DEPUTY DIRECTORS OF LINE AGENCIES AND I MAGA'LÁHEN AND I SEGUNDU MAGA'LÁHEN.**

*Hafa Adai*, Chairman Vice-Speaker BJ Cruz, members of The Committee on General Government Operations and Cultural Affairs, and Senators of the 32<sup>nd</sup> Guam Legislature.

Thank you for the opportunity to offer my testimony on Bill 268-32. Over the years, it has been my honor and privilege to be able to work among some amazing professionals who give so much of themselves for our island. As a Senator in the 31<sup>st</sup> Guam Legislature, and now as a member of the Executive Branch, I have seen, and experienced firsthand, the triumphs and the struggles many encounter in doing government work.

What is required of a public employee, is really no easy feat, and often times - we literally work ourselves to physical illness. But despite the toll it can take on us, government employees remain committed to their work and continue to press on. Recognize we are all doing more with less. We've had to tighten our belts and make due with what we were given. No questions asked. We understood the financial state we were in. There are fewer government employees than in years past, however mandates continue to increase. Because of this, I stand in full support of the Hay Study implementation, to include all of our classified workers, all of our unclassified workers, and all of our elected officials- to include the Senators, Mayors, our Governor and Lt. Governor.

Credit should also be given to those who lead the way. As leaders of our island, and as representatives of our people, your role requires you to be on the job 24-7. You give up so much of your lives and personal time for the sake of our people. I think it is fair and just to compensate our leaders as well, for your hard work and dedication.

There was discussion about a part-time legislature, which would have reduced not just the salary for senators, but cut the time in which they were "on-duty." We all know that leadership roles in our community require you to be available to constituents 24 hours a day - whether you are at your office, at a grocery store, or even having dinner with your children.

A point was also made that "You get what you pay for." I strongly agree with that! We would hope to provide attractive salaries, which would entice qualified individuals, and also entice people with a strong work ethic and education to back it up. I agree that the salary adjustments in the Hay Study would accomplish that.

It is easy to recognize that each of our employees, our directors, administrators and their deputies, make up the engine that keep the government going. Each and every one, work to ensure services are provided to our people. It's not enough that they have a job, but they need a job to support their families.

Some people are working two, even three, jobs to keep food on the table, lights on in the house, buying school supplies for their children, keeping a roof over their heads, and a car to get them to and from work. It's one thing to say that our employees are hardworking, imagine demonstrating to them that they are worth their pay and more.

*Si Yu'os Ma'åse,*



Mana Silva Taijeron





# GHURA

Guam Housing and Urban Renewal Authority  
Aturidat Ginima' Yan Rinueban Siudad Guahan  
117 Bien Venida Avenue, Sinajana, GU 96910  
Phone: (671) 477-9851 · Fax: (671) 300-7565 · TTY: (671) 472-3701



January 31, 2014

**Eddie Baza Calvo**  
Governor of Guam

**Ray Tenorio**  
Lt. Governor of Guam

**David J. Sablan**  
Chairman

**Luis L.G. Paulino**  
Vice Chairman

**John R. Ilaio**  
Commissioner

**Rosie Ann Blas**  
Commissioner

**Cecile B. Suda**  
Commissioner

**Deanne S.N. Torre**  
Commissioner

**Roland M. Selvidge**  
Resident Commissioner

**Michael J. Duenas**  
Executive Director

**Frank J.C. Camacho**  
Deputy Director

Honorable Benjamin JF Cruz  
Vice Speaker  
32<sup>nd</sup> Guam Legislature  
155 Hesler Place,  
Hagatna, Guam 96910

Dear Vice Speaker Cruz:

RE: Government of Guam Competitive Wage Act of 2014

I commend the Governor and the Guam Legislature for addressing the various internal and external inequities in the existing compensation plan. I encourage this legislative body to consider implementing the Executive Pay Plan proposed by the Governor for the following reasons:

**1) There is a need to attract quality candidates who are willing to serve as Agency Heads.**

Compensation for key leadership positions in the Executive Branch at the various departments and agencies should be commensurate with the experience, technical expertise, responsibility and accountability for that position's value of work. Today, there is little incentive or desire for a qualified career employee to accept an appointment to serve in the capacity of a department head.

**2) The need for alignment of positions.**

Failure to adjust the Executive Pay structure along with the pay for classified employees will cause greater internal inequities between the civil servants in the departments and their respective agency heads.

**3) Salary adjustments are overdue**

It has been over two decades since the base rate of pay was last adjusted for these key leadership positions in the Executive Branch.

In closing, thank you for allowing us the opportunity to present written testimony.

MICHAEL J. DUENAS  
Executive Director

**Mr. ROBERT E. KOSS**  
Employee/Management Relations Officer  
Guam Department of Education  
P.O. Box DE, Hagatan, Guam 96910  
Ph: 300-1535 e-mail: [rekoss@gdoe.net](mailto:rekoss@gdoe.net)

January 31, 2014

Honorable Speaker Judith T. Won Pat, Ed.D.; and,  
All Senators of the 32<sup>nd</sup> Guam Legislature  
155 Hesler St.  
Hagåtña, Guam 96910

**SUBJECT: Public Testimony for the Competitive Wage Act of 2014**

*Buenas and Hafa Adai.* I would like to begin by thanking you for your favorable consideration to implement a long overdue upward salary adjustment for public employees and I offer my full support in favor of such legislation

This is to encourage all Government of Guam Officials involved to carefully examine the policy and practice of implementing the new Hay Pay Schedule to insure that it does not have a discriminating effect on employees.

In 2010 the implementation of the Hay Pay Schedule for Government workers had a systemic discriminating effect on incumbent workers who were not provided the same level benefits that were provided to younger entry level workers and new hires. Specifically, the manner of implementation of the Hay Plan provided incumbent workers with approximately a 3.8% pay increase while younger, entry level workers were granted considerably more substantial pay increases, a 69% pay increase for entry level workers in the example provided here.

In order to accomplish this act of disparity, DOA set forth a practice of slotting incumbent workers in the pay step of their new pay grade closest to but not less than their current rate of pay + 3.8% increase. Perhaps without exception, this meant employees that have received step increments over a long period of time through satisfactory performance were slotted into a lower step within their pay grade and therefore suffered disparate treatment by the loss of seniority. Furthermore, this act appears to be contrary to 4 GCA 6202 establishing the salary step based on years of service. This same principle of step salary based on years of satisfactory service is similarly preserved in the new proposed compensation plan.

**For Example:** In 2010, An Employee at pay grade N, Step 8 was earning \$43,490 per annum after nine (9) years of satisfactory service to the Government of Guam.

Upon implementation of the new Hay Plan in 2010, this Employee was slotted into the new General Pay Plan at Pay Grade N, step 1, \$45,014. ENTRY LEVEL WAGES for his field without regard to his nine (9) years of service! Simultaneously, the young, new hire or entry level worker at pay grade N, 1 enjoyed a 69% increase in his salary and was now earning the

same salary as the nine (9) year senior incumbent worker whom was also tasked to train and oversee the work of this new hire. This resulted in disparity, dissatisfaction and an overall feeling that the contributions over time by senior employees were not appreciated by the Employer.

Every incumbent employee in the classified service of Government of Guam under the General Pay Plan suffered similar disparate treatment in the manner that the new Hay Plan was implemented in 2010. This group of discriminated employees are among the most experienced, knowledgeable, and skilled workers in the Government. They compose the backbone of the Government's workforce and are largely over the age of 40 years and compose protected group under the Civil Rights Act.

This was systemic discriminatory placement of incumbent employees and recourse was looming. The Federal EEOC is committed to eradicating systemic policy discrimination and practices in the workplace. For this reason, the systemic program has become a top priority of the agency to aggressively pursue class-action type claims of discrimination against employers for "systemic discrimination" charges. EEOC is taking aggressive positions regarding damages for affected classes of employees.

Interestingly, these same concerns and others also surfaced in 1990 when the Government of Guam last considered raising government salaries. To remedy the problem, the legislative body at the time resorted to the implementation of a \$5,440 across the board pay raise for all classified employees.

In review of the existing Pay Schedule currently set forth in 4 GCA 6, it is noted that pay grade G is the lowest pay grade for exempt status or salaried employees in the Government of Guam. Pay grade G, Step 1 provides for a salary of \$18,723 per annum. This compensation rate is \$4,937 less than the \$455 salary per week or \$23,660 per annum established in federal mandate for exempt employees.

Therefore and in consideration that many positions such as teachers, nurses and police officers have had recent upward salary adjustments and that employee whom are still compensated in accordance with the pay schedule set forth in the 4 GCA 6201 have been overlooked, have not seen any salary adjustment for 23 years and have suffered the greatest disparity and hardship for over the last two decades, I am proposing a \$4,973 annual salary increase, across the board pay increase for all pay grades and steps of employees whom are still being compensated in accordance with 4 GCA 6201. This is a more affordable and equitable alternative to the proposed plan.

I will be available to meet and discuss this in more detail upon request. Thank you for your time and attention to my letter.

Sincerely,



ROBERT E. KOSS, Employee/Management Relations Officer for the Department of Education

January 30, 2014

To: Vice Speaker Benjamin J. F. Cruz  
32<sup>nd</sup> Guam Legislature  
155 Hesler Place  
Hagatna, Guam 96910

From: Martin C. Benavente *MB*  
President, Guam Housing Corporation

SUBJECT: Government of Guam Competitive Wage Act of 2014

Buenas Yan Hafa Adai!

As the President of the Guam Housing Corporation, I am in support of the "Government of Guam Competitive Wage Act of 2014" Pursuant to P.L. 32-068. This Act will provide just compensation to the well-deserved Government of Guam employees. Our Government has done more with less these past years and it is through the hard work of the Government of Guam employees that makes this Act all the more fair and reasonable and yet, affordable to the Government of Guam.

Additionally, as a former Commissioner of Dededo, I recognize the many duties and responsibilities every village mayor and their staff are faced with on a daily basis, weekends included, and many times, above and beyond the call of duty. Twelve hour work days were not uncommon. In fact, these hours were considered a normal work day. All these conditions considered, the current \$46,000.00 annual salary of a mayor, equates to just \$10.62 an hour, not including any additional 24 on-call hours they may work. At the proposed compensation schedule, the mayors will realize an increase to \$17.20 an hour or \$75,000.00 annually. This is rational adjustment for the work and hours expected by their constituency, which is also warranted and justified. The mayors, just like other Government of Guam employees, deserve it. I encourage this honorable legislative body to implement the Government of Guam Compensation Act of 2014 – P.L. 32-068.





JUNE U. BLAS  
MAYOR

# MUNICIPALITY OF BARRIGADA

OFFICE OF THE MAYOR & VICE MAYOR  
124 LUAYAO LANE, BARRIGADA, GUAM 96913



JESSIE P. BAUTISTA  
VICE MAYOR

RECEIVED  
1/31/14 9:15am

January 30, 2014

Honorable Benjamin J. F. Cruz  
Chairperson, Committee on Procurement, Cultural Affairs,  
Public Broadcasting, Youth & General Government Operation  
*I Mina Trentai Dos na Liheslaturan Guåhan*  
Hagåtña, Guam 96910

Re: Salary Increase for Employees

Dear Senator Cruz:

*Bueñas yan Hafa Adai para todos Hamyu ginen i segundu mayot yan guahu, kumu mayot, yan miembros i Konsehulun municipal Barrigada!* Vice Mayor Jessie P. Bautista and I fully support the salary increase for employees. Although the raise will be implemented incrementally, with half of the proposed increase to be added to current wages in February and a full increase to be implemented by August. It's a salary increase that is well deserved for their sometimes tireless and unappreciated work.

When we talk about fairness, let us not forget that in 2010, the Hay Group found that the government of Guam was compensating its employees 59% less than what the U.S. market pays.

It is rather sad that the issue of granting salary increases to our employees have now become a political football awaiting the kickoff of the 2014 election year. When the time comes, our employees, together with the Vice Mayor and myself, stand in the forefront to address the problems immediately. During the recent rainstorms and tropical disturbances, it is these employees you see trying to make life a bit easier for all of us.

If the intent of Bill 268, "The responsible Competitive Wage Implementation Act," sponsored by Senator Michael San Nicolas, is to support salary increases for the rank and file classified and unclassified employees, then I challenge him to enact legislation establishing an "Elected Officials' Compensation Commission", thereby removing elected officials from the classification pay schedule of our dedicated employees (both classified and unclassified).

This proposal would establish an Elected Officials' Compensation Commission within the Civil Service Commission which will deal with the salaries of *I Maga'lahren yan Segundo Maga'lahren Guåhan*, senators, Mayors and Vice Mayors. As we know, the Judicial Branch has removed itself and has vested that authority in the Judicial Council of Guam.

Furthermore, the proposed Commission will meet every five (5) years to reassess and submit its recommendation on the salaries and benefits paid to all elected officials. Once the report has been accepted and implemented the Commission will adjourn and automatically reconvene within the next five years or sooner.

For the record, Vice Mayor Jessie Bautista and I, together with my colleagues have issues with Bill No. 268. It is rather discouraging and disheartening because the Mayors and Vice Mayors of Guam probably does a whole lot more than the Legislature.

Let me take you back to Thursday, September 18, 2013. Our island was drenched with more than 10.2 inches of rain followed by 8.21 inches on Friday, September 19, 2013.

In Barrigada, rain prompted flash flood warnings, a number of roads became impassable and families living in low-lying areas were forced, by the Mayor and Vice Mayor to evacuate their homes. Winds blew down vegetation, blocking roads and causing power outages.

Portions of the Roadways along Route 8, 10 and 16 were collecting water making passage at times impassable.

We contacted and informed DPW that they should take a second look at the intersection fronting the John Gerber U.S. Post Office. Instead of draining, water was collecting towards the center of the roadway island thereby causing some vehicles to stall, and block traffic.

A portion of East Route 8A was flooded (area adjacent to Nokaoi and Guam Trades Academy are.) Drainage needs to be cleaned out and rerouted from draining into private property. In Canada, parts of the road became impassable and traffic had to be controlled by the Mayors Staff. The usual *band aid* solution will not work. While we were out addressing these problems ... where was the Legislature and their highly paid staff?

I challenge each and every Senator, that during the next storm, join me and my staff and see what its like. During these times, we have no hours and our residents expect that their concerns be immediately addressed.

Let me just state that pay for performance is a key factor in Barrigada. This is evidenced by the number of consecutive terms served by them. Our recommend pay increase is based on performance ... this is evidenced by our community electing us to this position.

Lets work together and provide our government employees a salary increase that is rightfully due them. Let's not make exceptions.

*Sinceramente,*

  
**JUNE U. BLAS**  
Mayor

  
**JESSIE P. BAUTISTA**  
Vice Mayor

Attachment

cc: All Senators

**ARTICLE 4**

**ELECTED OFFICIALS' COMPENSATION COMMISSION**

**NOTE:** Added by P.L. 21-058:1. Repealed by P.L. 28-068: Chapter IV, Section 41 Repeal. (Sept. 30, 2005), effective January 1, 2006.

**I MINA'BENTE OCHO NA LIHESLATURAN GUAHAN**

2005 (FIRST) Regular Session

**CERTIFICATION OF PASSAGE OF AN ACT TO *IMAGA'LAHEN GUAHAN***

This is to certify that Bill No. 114 (EC), "AN ACT MAKING APPROPRIATIONS FOR THE OPERATIONS OF THE EXECUTIVE BRANCH OF THE GOVERNMENT OF GUAM FOR FISCAL YEAR ENDING SEPTEMBER 30, 2006, AND MAKING OTHER APPROPRIATIONS, AND ESTABLISHING MISCELLANEOUS AND ADMINISTRATIVE PROVISIONS," was on the 30<sup>th</sup> day of September, 2005 duly and regularly passed.

**CHAPTER IV.**

**MISCELLANEOUS PROVISIONS.**

**Section 41. Elected Officials' Compensation Commission Repeal.** Sections 6401 ,6402, 6403, 6404, 6405, 6406, 6407 and 6408 of Title 4, Guam Code Annotated are hereby repealed

**I'MINA'TRENTAI DOS NA LIHESLATURAN GUAHAN  
2014 (SECOND) Regular Session**

Bill No.

Introduced by:

---

**AN ACT TO ESTABLISH A COMMISSION ON SALARIES  
FOR ELECTED OFFICIALS; TO REQUIRE THE  
SUBMISSION OF REPORTS; AND TO CITE THE ACT AS  
THE ELECTED OFFICIALS SALARIES AND  
COMPENSATION COMMISSION ACT OF 2014.**

**BE IT ENACTED BY THE PEOPLE OF GUAM:**

**Section 1.** The Compiler of Laws is hereby authorized to place the Act within the appropriate Article, Chapter and Title of the Guam Code Annotated.

**“ARTICLE \_\_.**

**Elected Officials Compensation Commission**

<b>§__1.</b>	<b>Commission.</b>
<b>§__2.</b>	<b>Members, terms of office, and prohibition.</b>
<b>§__3.</b>	<b>Vacancy.</b>
<b>§__4.</b>	<b>Meetings, rules and regulations.</b>
<b>§__5.</b>	<b>Staff and logistic support.</b>
<b>§__6.</b>	<b>Duties and responsibilities.</b>
<b>§__7.</b>	<b>Report.</b>
<b>§__8.</b>	<b>Implementation.</b>
<b>Section 2.</b>	<b>Appropriation.</b>
<b>Section 3.</b>	<b>Title.</b>
<b>Section 4.</b>	<b>Effective Date.</b>

**§\_\_1. Commission.** There is hereby established within the Civil Service Commission the Elected Officials' Compensation Commission (the "Commission"), which shall meet every five (5) years to reassess the salaries and benefits paid to all elected officials. For purposes of this Article, "elected officials" means the governor and the lieutenant governor, members of the Legislature, and mayors and vice mayors.

**§\_\_2. Members, terms of office, and prohibition.** (a) The Commission shall be composed of five (5) members, of which three (3) shall be appointed by the governor with the advice and consent of the Legislature, one (1) by the Mayors' Council, and one (1) by the speaker of the Legislature. The chairperson of the Civil Service Commission shall serve as an ex officio member of the Commission.

(b) No appointed members of the Commission, nor their spouses, may be in the employ of the government of Guam. The terms of office of the appointed members shall be

for one (1) year, or until such time as the Commission submits its final report to the governor, the speaker of the Legislature, the president of the Mayors' Council. If any member, or spouse of a member, becomes an officer, employee, or elected official of the government of Guam, such member shall automatically be terminated as a member of the Commission.

(c) At its first meeting, the members shall from among themselves elect a chairman and a vice-chairman, and other such officers as the members deem appropriate.

§\_\_\_3. **Vacancy.** A vacancy in the Commission shall be filled in the same manner and by the same appointing authority as the original appointment, and such person shall serve for the unexpired term of the vacancy. Vacancies occurring in the Commission shall be filled within thirty (30) days.

§\_\_\_4. **Meetings, rules and regulations.** The Commission shall convene within thirty (30) days following confirmation of the governor's appointments thereto by the Legislature, and shall promulgate rules and regulations not inconsistent with the intent of this Article, which rules and regulations shall be exempt from the provisions of the Administrative Adjudication Law.

§\_\_\_5. **Staff and logistic support.** All secretarial, logistic support and supplies for the Commission shall be provided by the Civil Service Commission and the Department of Administration.

§\_\_\_6. **Duties and responsibilities.** (a) The Commission shall conduct salary reviews and may propose salaries and benefits packages for any elected official. The Commission's reviews shall include recommendations for appropriate increases, if required, in the salaries and benefits of elected officials.

(1) In determining the salaries and benefits for the governor and lieutenant governor, the Commission shall take into account the pay and allowances received by governors and lieutenant governors of other states and territories of the United States.

(2) In determining the salaries and benefits for the members of the Legislature, the Commission shall take into account the pay and allowances received by full-time legislators of other states and territories of the United States.

(3) In determining the salaries and benefits for mayors and vice mayors, the Commission shall take into account the pay and allowances received by full-time mayors or full-time city managers and assistants of small and medium-sized municipalities in the states and territories of the United States

(4) The Commission may also compare proposed salaries and benefits to the percentages of increases given employees in the Federal Civil Service System since the last increase in the salaries of the elected officials.

(5) The Commission may consider other comparable positions and factors which are suitable for comparison with the salaries for positions of elected officials. In such case, the Commission may make its comparisons based upon such other positions, as well as the others listed in this Article.

(b) Any action of the Commission shall require four (4) affirmative votes.

§\_\_\_7. **Report.** The Commission shall within one (1) year from the date of its first meeting, submit its report and recommendations to *I Maga'lahaen Guåhan*, to the speaker of *I Liheslaturan Guåhan* and to the President of the Mayors' Council of Guam,

§\_\_\_8. **Implementation.** If, within ninety (90) calendar days after submission of the Commission's report to *I Liheslaturan Guåhan*, no statute has been

enacted rejecting or amending the Commission's salary recommendations for elected officials, such recommendations shall go into effect without further action by *I Liheslaturan Guåhan* on October 1st of the year in which they are submitted to the Legislature."

**Section 2. Appropriation.** The Commission at its first meeting shall prepare and submit its budgetary requirements to the Governor, who, upon their approval, shall submit the same to the Legislature for appropriation.

**Section 3. Title.** This Act may be cited as the "Elected Officials' Salaries Compensation Commission Act of 2014."

**Section 4. Effective Date.** This Act shall take effect on October 1, \_\_\_\_\_.



**PORT OF GUAM**

ATURIDATI I PUETTON GUAHAN

**Jose D. Leon Guerrero Commercial Port**

1026 Cabras Highway, Suite 201, Piti, Guam 96925

Telephone: 671-477-5931/35 Facsimile: 671-477-2689/4445

Website: [www.portguam.com](http://www.portguam.com)



Eddie Baza Calvo  
Governor of Guam

Ray Tenorio  
Lieutenant Governor



January 31, 2014

Honorable Benjamin Cruz  
Chairman, Committee on General Government  
Operations and Cultural Affairs  
155 Hesler Street  
Hagatna, Guam 96910

RE: Bill No. 268: An Act to approve the department of administration's implementation plans of the 'Government of Guam Competitive Wage Act of 2014', to require a performance-based standard for directors and deputy directors of line agencies and / *Maga'laha*n and / *Segundu Maga'laha*n.

Hafa Adai Senator Cruz:

As General Manager of the Port Authority, I am providing testimony on Bill No. 268, which partially approves the Department of Administration's Implementation Plans for the Government of Guam Competitive Wage Act of 2014. It has been over twenty years since the original implementation of the Hay Plan that was intended to provide a pay scale to compensate Government of Guam employees in relation to the level of work skills, experience and services that they provided to the government and to the community that they serve.

Since the implantation of the Hay Plan the compensation in pay to the employees in a number of line agency positions including unclassified positions have been inconsistent, resulting in inequitable compensation for critical positions. In late 2010, the outgoing Administration implemented the recommended Hay increase at a time when revenues were not adequate to pay for raises associated with the Plan. Unfortunately, at the beginning of the current Administration, Governor Calvo was placed in a position to have to withdraw the raises implemented by his predecessor due to the lack of funds to pay for the earned increases in order to insure the fiscal operations of the government.

In the case of the Port Authority of Guam, as an autonomous agency, the Port evaluates each employees work performance every twelve (12) months. This requirement applies to all Port positions. The Port Compensation and Classification Plan became effective in October of 2009 and the salary increment was applied on October 2010. The Port employees are rated according to their job performance factors to include quantity of work, quality of work, and the timeliness of work to include cost and safety factors. Other factors evaluated include employee's initiative, attitude, adaptability, communication ability, work relationship with other employees, judgment, responsibility and punctuality and work attendance. Employees are also evaluated according to their overall supervisory and technical ability. The step for an employee's incremental salary increases is determined by the overall evaluation of an employee that can range from an "Unsatisfactory Performance" under which no increment is given to an "Outstanding Performance" that provides an employee a five (5) sub step increment. Additional sub steps are also

Letter to Senator Benjamin Cruz  
Re: Testimony on Bill No. 268  
January 31, 2014  
Page 2

provided for employees that obtain certifications, licenses or educational achievements during their evaluation period. This provides considerable incentive for employees at the Port to work harder and develop their professional skills as there is a direct correlation between enhanced work performance skills and higher compensation levels.

Employees in the line agencies have not been provided the same opportunity over the years and unfortunately do not have parity with their fellow government employees in the autonomous agencies. This also applies to unclassified positions including Directors that oversee and have full responsibility for their departments and agencies and have subordinate positions earning far more than the head of the department. This provides a significant disincentive to fill directorship positions with qualified and experienced employees that would earn less money taking on greater stress levels and more work responsibilities. This is seldom the path that water flows.

The legislature has the opportunity to address the disparity between the line departments and autonomous agency employees by passing the revised Hay Plan as submitted by the Governor. I respectfully ask the Legislature take this course of action.

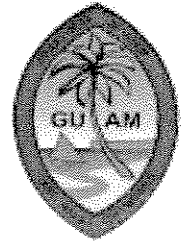
Si Yu'os Ma'ase',

  
JOANNE M.S. BROWN  
General Manager





# Judiciary of Guam



Administrative Office of the Courts

120 West O'Brien Drive, Hagåtña, Guam 96910-5174

Tel: (671) 475-3544 / Fax: (671) 477-3184

**Robert J. Torres**  
Chief Justice

**Alberto C. Lamorena, III**  
Presiding Judge

**Joshua F. Tenorio**  
Acting Administrator of the Courts

January 31, 2014

#32-268  
**RECEIVED**  
11/31/2014  
11:32am JFW

Vice Speaker Benjamin J.F. Cruz  
Chairman  
Committee on General Government Operations & Cultural Affairs  
*Mina' Trentai Dos Na Liheslaturan Guåhan*  
32<sup>nd</sup> Guam Legislature  
155 Hesler Place  
Hagåtña, Guam 96910

Re: Testimony on Bill No. 268-32(COR)

Dear Vice Speaker Cruz:

*Hafa Adai!* Thank you for providing the Judiciary of Guam with the opportunity to provide testimony on Bill No. 268-32(COR), AN ACT TO APPROVE THE DEPARTMENT OF ADMINISTRATION'S IMPLEMENTATION PLANS OF THE 'GOVERNMENT OF GUAM COMPETITIVE WAGE ACT OF 2014', TO REQUIRE A PERFORMANCE-BASED STANDARD FOR DIRECTORS AND DEPUTY DIRECTORS OF LINE AGENCIES AND / *MAGA'LAHEN AND I SEGUNDU MAGA'LAHEN*.

My comments will be focused on the portions of the legislation which would affect the employees of the Judiciary of Guam.

The Judiciary of Guam is in support of Section 3 of this legislation, which would approve the General Pay Plan (GPP) contained in Exhibit 1 and the Attorney Pay Plan (ATTY) contained in Exhibit 4. The last part of Exhibit 4 should be corrected to read: "POSITIONS COVERED BY ATTORNEY PAY PLAN (ATTY)." To fully effectuate adopting these pay plans and to remove any conflict with existing law, it is necessary for *I Liheslaturan Guåhan* to repeal and reenact certain provisions found in Title 4, Chapter 6 of the Guam Code Annotated ("Compensation of Public Employees") which effectuate that Uniform Position Classification and Salary Administration Act of 1991. These are as follows:

1. **4 GCA § 6201, Compensation Schedule (Government of Guam Unified Pay Schedule)** must be repealed given the provision contained in Section 3 of Bill 268-32(COR).

2. **4 GCA § 6202, Salary Increments** should be *amended* to recognize the additional Pay Grades W and X and to reflect the language submitted by the Department of Administration contained in Item (1) of Exhibit 7. Miscellaneous Compensation-related Recommendations and Facts as follows:

“§ 6202. **Salary Increments.** Every classified employee in Pay Grades A through ~~V~~ X shall be entitled to a one step salary increment for satisfactory performance. Employees at Steps 1 through 6 shall be entitled to an increment after twelve (12) months of satisfactory performance. Employees at Steps 7 through 9 shall be entitled to an increment after eighteen (18) months of satisfactory performance. Employees at Step 10 shall be entitled to an increment equivalent to 3.5% of an employee's based salary after twenty-four (24) months of satisfactory performance; the Director of Administration shall prepare an increment schedule consisting of at least Steps 11 to 20 to implement the 3.5% increment policy.”

3. **4 GCA § 6203, Merit Bonus** must be *amended* either to include the additional Pay Grades W and X for the payment of Merit Bonuses or to reflect the recommendation to suspend the program as stated in Item 4 of Exhibit 7 of the Department of Administration Implementation Plan. However, the recommendation does not contemplate a process or a timeline in which suspension could be lifted.
4. **4 GCA § 6208, Government Attorneys Salaries** must be repealed given the provision contained in Section 3 of Bill 268-32(COR).

The Department of Administration Implementation Plan also recommended an increase in the salary of Superior Court – Judge from \$121,664 to \$128,685. Likewise, the Attorney General's salary was also recommended to be increased from \$109,498 to \$128,685, the same amount. However, the proposed Exhibit 6 appended to Bill 268-32(COR) only includes the salary increase for the Attorney General and not Superior Court – Judge. I am requesting that you restore the increase for Superior Court – Judge to \$128,685 by adding a new item (d) to Section 5 to read as follows:

“(d) The salary of a Judge of the Superior Court of Guam shall be raised from One Hundred Twenty-one Thousand Six-hundred Sixty-four dollars (\$121,664) to One Hundred Twenty-eight Thousand Six-hundred Eighty-five Dollars (\$128,685).”

Alternatively, you can add Superior Court – Judge to the list in Exhibit 6 with the previous information inserted.

We share the view of the Executive Branch that implementation of the Government of Guam Competitive Wage Act of 2014 be applied to both classified and unclassified employees. Based on this policy, the Judiciary expects to receive its 6.7% share (\$470,592.31) of the appropriation contained in Public Law 32-068:XI:2(d).

To ensure that these amounts will be expended consistent with Bill 268-32 (COR), we recommend Sections 3 and 5 be amended as follows:

**“Section 3. Approval of the General Pay Plan (GPP), Nurse Pay Plan (NPP), Educator Pay Plan (EDU) and Attorney Pay Plan (ATTY).** Appropriations contained in Chapter XI, Section 2(d) of the General Appropriations Act of 2014 shall be used for classified and unclassified employees pursuant to Section §12(e) of Chapter XI of Public Law 32-68, I Liheslatura hereby approves the General Pay Plan (GPP) contained in Exhibit 1 appended hereto, the Nurse Pay Plan (NPP) contained in Exhibit 2 appended hereto, the Educator Pay Plan (EDU) contained in Exhibit 3 appended hereto, and the Attorney Pay Plan (ATTY) contained in Exhibit 4 appended hereto.”

**“Section 5. Approval of the Salary Recommendations for Rate of Pay Positions.** Appropriations contained in Chapter XI, Section 2(d) of the General Appropriations Act of 2014 shall be used for classified and unclassified employees pursuant to Section §12(e) of Chapter XI of Public Law 32-68, I Liheslatura hereby approves the Salary Recommendations for Rate of Pay Positions contained in Exhibit 6 appended hereto, except that:

(a) .....

Since the Judicial Council maintains autonomy over the administration of classification, pay, and benefits for judicial branch employees, as set forth in Guam law, we request that the appropriation made to implement these salary increases be further clarified with the following:

**“Section \_\_\_ . Appropriation to the Judiciary of Guam.** The sum of Four Hundred Seventy Thousand Five Hundred Ninety Two Dollars and Thirty One Cents (\$470,592.31) appropriated from the General Fund to the Unified Judiciary in Public Law 32-68, Chapter XI, Miscellaneous Appropriations, Section 2, Subsection (d)(1) to pay for the implementation of the Government-wide Position Classification, Compensation and Salary Benefits Study is deappropriated and said sum of \$470,592.31 is reappropriated herein from the General Fund to the Judiciary of Guam for the purpose of paying the salary adjustments to non-law enforcement classified and unclassified employees of the Judiciary affected in this Responsible Competitive Wage Implementation Act as determined by the Judicial Council of Guam.”

However, this amount will not be sufficient for the Judiciary to fully implement these salary increases prescribed. The \$470,592.31 appropriation provided to the Judiciary in the General Appropriations Act of 2014 only funds approximately 53% of the required amount necessary for full implementation for the remainder of FY2014 for eligible locally funded positions.

The Judiciary calculates that for the remainder of FY 2014, the fiscal impact to Judiciary operations would total \$1,033,515 including \$891,151 for locally funded eligible positions, \$119,758 for eligible federally funded positions and \$22,606 for eligible positions from other fund sources.

The parameters used by the Judiciary to calculate the fiscal impact of implementing salary increases mandated in the Public Law 32-068 are:

- (1) Law enforcement personnel are not eligible for any compensation adjustments;
- (2) The slotting of all eligible classified and unclassified employees is consistent with slotting policies and procedures used by the Judiciary in 2011;
- (3) All eligible employees will receive no less than a 3.8% increase from current base salary;
- (4) All eligible employees are slotted based on Grades, Steps and Salaries contained in the January 15, 2014 Department of Administration memorandum HRD NO.: OG-14-0160, Exhibits 1, 4, 5 and 6 to the Governor of Guam;
- (5) No eligible employees are awarded compression pay;
- (6) Full implementation from the effective date;
- (7) Effective date of salary increases is February 15, 2014.

On an annual basis, the fiscal impact to Judiciary operations would be \$1,665,107; \$1,435,743 for locally funded eligible positions, \$192,944 for federally funded eligible positions, and \$36,420 for eligible positions funded by other fund sources.

We also remain very concerned about the future sustainability of full implementation of the salary increases mandated for law enforcement officers in Public Law 29-105, and for other employees in Public Law 32-068. The Judiciary has not yet received the funding required to implement the salary increase for law enforcement officers for FY 2014 in the amount of \$900,000.

Full implementation for all mandated salary increases will require an estimated additional cash outlay of \$2,821,987 to existing funding levels or an 11.4% increase not including any increases to the Unfunded Actuarial Accrued Liability Rate and other benefits such as life and health insurance. It is critical that the Legislature consider this during the upcoming FY 2015 budget deliberations to ensure the required funding is provided to the Judiciary in order to comply with implementing these salary increase mandates.

Should you require further information, please contact me at your convenience.

*Senseramente,*

  
JOSHUA F. TENORIO  
Administrator of the Courts, Acting

cc: Senator Michael F.Q. San Nicolas  
Senator Frank B. Aguon, Jr., Chairman, Committee on Guam US Military Relocation,  
Homeland Security, Veteran's Affairs and Judiciary

Friday, January 30, 2013

Re: Bill 268-32; in support for the GOVERNMENT OF GUAM COMPETITIVE WAGE ACT OF 2014

Jessika Dayrit—Social Work Student Alliance

I am a student at the University of Guam majoring in Social Work. I would like to express my deepest gratitude to all the senators and leaders in our community for giving me this opportunity to express my personal opinion on Bill No. 268-32. I support Bill no. 268-32.

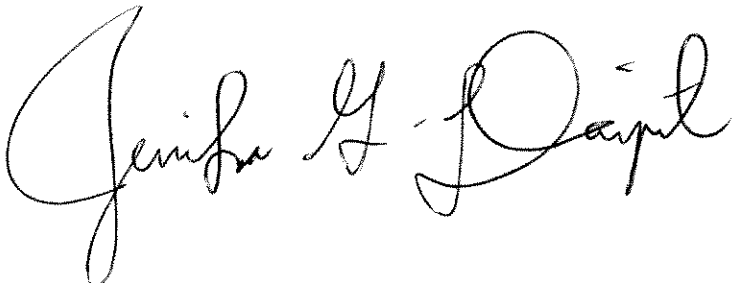
Before I decided to major in Social Work, I had been through many oppositions against my families, because they believed that Social Work is an underpaid profession and a stressful career. Despite the arguments, I still pushed myself to get into the program. I am now a senior; and in May, I will be getting my degree. However, one of the biggest questions that my families opened was, "What am I going to do right after graduation?"

Throughout my learning process, as a social work student, I have learned and seen that Social workers are indeed the heroes for people who are vulnerable in our community. They educate, advocate, and empower the community that they serve. They also promote equal rights, dignity, opportunity, and respect to each and every one in our society. Despite their big hearts and warmth hugs, what they get out from it financially is too little. \$24, 656 for a Social Worker I is not enough to live independently. If this will be the case; therefore, I will probably be still living under my parent's roof because my income is not enough to pay for my rent, utilities, and food.

My families worked with me recently saying to move to California, because social workers get paid more in the mainland than on Guam. As a matter of fact, according to the Bureau of Labor Statistics Occupational Outlook Handbook 2012-13, the median annual salary of Social Workers is approximately \$42, 480 (this may vary depending on the location, years of experience, and field of practice).

I invested too much in order to get my degree to become a social worker in our community. However, my biggest concern is this: "what will you do to invest in me for our community?" This is not about the salary issue alone, but this also indicates how our society view social workers—professional workers that face the most stressful job; and yet, receive very little in return. In the recent State of the Union address of President Obama, one of the issues that he focused on was the income inequality, in which he proposed to open up an economic opportunity and to increase the minimum wage to cut the poverty gap in our nation. I hope this will also impact Guam and will enlighten our leaders to push the Competitive Wage Act of 2014 to become a law.

If Bill 268-32 passes, perhaps going to the U.S. mainland will not be an option for me to practice as a social worker because I can be financially secured on Guam. Therefore, I urge all the senators and committees to support Bill 268-32.

 1-31-2014



# GHURA

Guam Housing and Urban Renewal Authority  
Aturidat Ginima' Yan Rinueban Siudad Guahan  
117 Bien Venida Avenue, Sinajana, GU 96910  
Phone: (671) 477-9851 · Fax: (671) 300-7565 · TTY: (671) 472-3701



January 31, 2014

**Eddie Baza Calvo**  
Governor of Guam

**Ray Tenorio**  
Lt. Governor of Guam

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Chairman

**Luis L.G. Paulino**  
Vice Chairman

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Commissioner

**Roland M. Selvidge**  
Resident Commissioner

**Michael J. Duenas**  
Executive Director

**Frank J.C. Camacho**  
Deputy Director

Honorable Benjamin JF Cruz  
Vice Speaker  
32<sup>nd</sup> Guam Legislature  
155 Hesler Place,  
Hagatna, Guam 96910

Dear Vice Speaker Cruz:

RE: Government of Guam Competitive Wage Act of 2014

I commend the Governor and the Guam Legislature for addressing the various internal and external inequities in the existing compensation plan. I encourage this legislative body to consider implementing the Executive Pay Plan proposed by the Governor for the following reasons:

**1) There is a need to attract quality candidates who are willing to serve as Agency Heads.**

Compensation for key leadership positions in the Executive Branch at the various departments and agencies should be commensurate with the experience, technical expertise, responsibility and accountability for that position's value of work. Today, there is little incentive or desire for a qualified career employee to accept an appointment to serve in the capacity of a department head.

**2) The need for alignment of positions.**

Failure to adjust the Executive Pay structure along with the pay for classified employees will cause greater internal inequities between the civil servants in the departments and their respective agency heads.

**3) Salary adjustments are overdue**

It has been over two decades since the base rate of pay was last adjusted for these key leadership positions in the Executive Branch.

In closing, thank you for allowing us the opportunity to present written testimony.

MICHAEL J. DUENAS  
Executive Director



**Felix P. Camacho**  
Governor  
**Michael W. Cruz, M.D.**  
Lieutenant Governor

GOVERNMENT OF GUÅHAN  
(GUBETNAMENTON GUÅHAN)

DEPARTMENT OF ADMINISTRATION  
(DIPATTAMENTON ATMENESTRASION)

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**Lourdes M. Perez**  
Director  
**Joseph C. Manibusan**  
Deputy Director

2010

**DEPARTMENT OF ADMINISTRATION**

**GUBETNAMENTON GUAHAN COMPENSATION STUDY IMPLEMENTATION**  
**POLICIES AND PROCEDURES**

The following policies and procedures are established to regulate the implementation and administration of the *Gubetnamenton Guahan Competitive Wage Act of 2011*, effective Fiscal Year 2011, pursuant to Public Law 30-196, Chapter XI, Miscellaneous Appropriations, Section 7.

These policies and procedures, and attachments shall supersede all existing pay policies, rules, regulations and procedures that are inconsistent with these guidelines and may be amended as deemed appropriate by the Director of Administration.

These guidelines are consistent with the new Compensation Philosophy as recommended by Hay Group Inc., which provides the framework and serves as the foundation for the salary administration of *Gubetnamenton Guahan* positions. The new Compensation Philosophy as recommended by Hay Group Inc. follows the principles of fairness and equity for the same or similar work and provides a level of flexibility to meet the needs of departments and agencies with respect to recruitment and retention issues and overall performance management following sound fiscal discipline.

These policies and procedures shall be utilized to implement the following pay plans:

1. General Pay Plan (GPP)
2. Law Enforcement Officer Pay Plan (LEO)
3. Nurse Pay Plan (NPP)
4. Educator Pay Plan (EDU)
5. Attorney Pay Plan (ATTY)
6. Executive Pay Plan (EXEC)

Note: "Rate of Pay" positions include as the Governor, Lieutenant Governor and Judges, Attorney General, Public Auditors, Mayors and Vice Mayors. "Rate of Pay" position means that it shall not have a Grade or Salary Range.

*Note: REFER TO COMPENSATION STUDY IMPLEMENTATION POLICIES AND PROCEDURES ATTACHMENT FOR THE COMPENSATION PHILOSOPHY, SPECIFIC PLAN DETAILS, AND POSITIONS COVERED UNDER EACH PLAN.*

## **Transition to the New Pay Plans and Rates of Pay**

### **I. Coverage:**

- A. The *Gubetnamenton Guahan* Competitive Wage Act of 2011 shall apply to all positions, officers and employees, classified and unclassified (where specified), inclusive of the Executive and Judicial Branches, autonomous and semi-autonomous agencies, public corporations, and other public instrumentalities of *Gubetnamenton Guahan*.
- B. The salaries of the Governor and Lieutenant Governor shall be reviewed and recommended by the Director of Administration.
- C. The salaries of the Mayors, Vice Mayors, the Public Auditor, and the Attorney General of *Guahan* shall be determined by the Director of Administration.

### **II. Incumbent Positions:**

No employee whose position is to be transitioned into the new pay plans and rates of pay shall receive a base salary reduction or deprived of benefits.

#### **A. Classified Employees:**

1. **Transition:** The initial slotting of incumbents into the new pay plans or rates of pay shall be without loss in base pay. Incumbents whose salaries are below minimum shall be slotted at minimum. Incumbents whose salaries are slotted between step 2 and midpoint or market policy position shall be slotted closest to but not less than their current salary, Incumbents whose salaries exceed midpoint of their ranges shall retain their current rates of pay upon implementation. Incumbents whose salaries exceed the maximum of their respective range shall retain their current rates of pay upon



implementation. These transition procedures apply to positions which were evaluated and found to fall in the following categories:

- a. Status Quo Positions: No change in pay grade.
- b. Upgrade Positions: Upward change in pay grade.

*Note: Upon implementation, the same or new pay grades shall be utilized when slotting as described above.*

- c. Right-sized (Downgrade) Positions: Downward change in pay grade.

*Note: Upon implementation, the incumbents shall maintain their current pay grades. All new hires shall utilize the new pay grades.*

- d. Market Premium Positions: Those positions which the market demands a higher pay than others with similar job content (i.e. Pharmacists, Pay Grade N). Salaries for those positions shall be administered at a higher pay grade identified with a parenthesis ().

- e. Certification/Specialty Pay Positions:

**Certification Pay Differential (currently Title 4 GCA, Ch. 6, §6229.6)** - Upon implementation, incumbents receiving certification pay based on this subsection shall not be slotted with their certification pay.

**Recruitment & Retention Policies:** (i.e. Allied Health positions) - Upon implementation, incumbents receiving recruitment and retention pay shall be slotted with their specialty pay, thereafter recruitment and retention policies in place shall be repealed.

**EMT – A Pay Differential (currently Title 4 GCA, Ch. 6, §6223)** - Upon implementation, incumbents receiving certification pay based on this subsection shall not be slotted with their certification pay.

- f. Attorneys:

Upon implementation attorneys shall be slotted at their current attorney levels within the new pay structure. A reclassification review shall be conducted to properly classify incumbent attorneys. The Department of Administration

shall be responsible for conducting this review and making recommendations for reclassifications to the appropriate department / agency heads.

2. **Implementation Step:** A one-step adjustment after initial slotting shall be granted in the appropriate category as identified below:
  - a. **At Minimum:** No adjustment for incumbents who receive equal or more than a 3.8% increase upon initial slotting. For incumbents receiving less than a 3.8% pay adjustment upon initial slotting shall move to the next higher step.

**Example: Slotted to Steps.**

Employee "A-1" is a Personnel Officer, currently at Step 7 of Pay Grade L, \$35,802. The initial slotting consideration shall therefore be at Step 1 of Pay Grade L, \$37,100 on the General Pay Plan (GPP). Employee "A-1" received a 3.63% increase and is entitled to an implementation step to Step 2, Pay Grade L, \$38,506.

- b. **Between Step 2 to Step 6:** All incumbents shall move to the next higher step after initial slotting if increase is less than 3.8%.

**Example: Slotted to Steps.**

Employee "A-1" is a Personnel Officer, currently at Step 9 of Pay Grade L, \$38,454. The initial slotting consideration shall therefore be at Step 2 of Pay Grade L, \$38,506 on the General Pay Plan (GPP). Employee "A-1" received a .14% increase and is entitled to an implementation step to Step 3, Pay Grade L, \$39,965.

- c. **At the Range (Inclusive of Midpoint or Market Policy Position):** No implementation step.
- d. **At or above Maximum:** No implementation step.
- e. **Market Premium Position:** No implementation step.

*Note: The guidelines above are applicable only to those positions which fall under the GPP. Positions which fall under the EDU, LEO, ATTY, NPP, and EXEC pay plans shall not receive an implementation step upon initial slotting for implementation purposes. These exemptions are done on the basis that the individualized pay plans for those positions are closer to actual market pay than the GPP.*

3. **Salary Increment Conversion (A):** Incumbents who have received or are due salary increments between 10/01/2009 and 09/30/2010 shall be converted to a one-year waiting period, thereafter upon implementation of the new plans.
  - a. **Slotted to Steps.** Employee "A-1" is a Personnel Officer, currently at Step 9 of Pay Grade L, \$38,454. The initial slotting consideration shall therefore be at Step 2 of Pay Grade L, \$38,506 on the General Pay Plan (GPP). Employee "A-1" received a 0.14% increase and is entitled to an implementation step to Step 3, Pay Grade L, \$39,965. Prior to implementation his salary increment was received on December 22, 2009 to Step 9 based on an 18-month waiting period. The next salary increment to Step 4 shall now be due on December 22, 2010 based on the new 12-month waiting period.
  - b. **Placed into Ranges.** Employee "A-2" is a Personnel Officer, currently at Step 15 of Pay Grade L, \$47,246. The initial slotting consideration shall therefore be in the **RANGE** of Pay Grade L, \$47,246 on the GPP. Prior to implementation his salary increment was received on March 23, 2010 to Step 15 based on a 24-month waiting period. The next pay adjustment of either 3% or 5% shall now be due on March 23, 2011 based on the new 12-month waiting period.
  - c. **Slotted Above the Maximum.** Employee "A-3" is an Automotive Mechanic I, currently at Step 19 of Pay Grade H, \$40,835. The initial slotting consideration shall be **BEYOND THE MAXIMUM** of Pay Grade H on the GPP. Prior to implementation his salary increment was received on November 19, 2009 to Step 19 based on a 24-month waiting period. Employee "A-3" shall remain status quo at \$40,835 until his next scheduled evaluation on November 19, 2010 at which time he may receive a lump sum payment of either 3% or 5% of his base salary.
4. **Salary Increment Conversion (B):** Upon implementation of the new pay plans, incumbents whose salary increments are due between 10/01/2010 and 09/30/2011 shall retain and receive their increment based on a satisfactory or higher rating as scheduled and converted to a one-year waiting period thereafter.
  - a. **Slotted to Steps.** Employee "B-1" is a Personnel Officer, currently at Step 9 of Pay Grade L, \$38,454. The initial slotting consideration shall therefore be at Step 2 of Pay

Grade L, \$38,506 of the GPP. Employee "B-1" received a 0.14% increase and is entitled to an implementation step to Step 3, Pay Grade L, \$39,965. Prior to implementation his salary increment was received on May 22, 2009 to Step 9 based on an 18-month waiting period. His next increment to Step 4 of Pay Grade L is due on November 22, 2010 and shall continue on a 12-month waiting period thereafter.

- b. Placed into Ranges. Employee "B-2" is a Personnel Officer, currently at Step 15 of Pay Grade L, \$47,246. The initial slotting consideration shall therefore be in the **RANGE** of Pay Grade L, \$47,246 on the GPP. Prior to implementation his salary increment was received on March 23, 2010 to Step 15 based on a 24-month waiting period. The next pay adjustment of either 3% or 5% shall now be due on March 23, 2011 based on the new 12-month waiting period.
- c. Slotted Above the Maximum. Employee "B-3" is an Automotive Mechanic I, currently at Step 19 of Pay Grade H, \$40,835. The initial slotting consideration shall be **BEYOND THE MAXIMUM** of Pay Grade H on the GPP. Prior to implementation his salary increment was received on June 19, 2009 to Step 19 based on a 24-month waiting period. Employee "B-3" shall remain status quo at \$40,835 until his next scheduled evaluation on June 19, 2011 at which time he may receive a lump sum payment of either 3% or 5% of his base salary.

**B. Unclassified Employees:**

**1. Department/Agency Heads**

- a. Incumbents shall be slotted at the step in the grade assignment closest to and not less than the rate of pay in effect as of Fiscal Year 2011. For incumbents whose salaries exceed midpoint and maximum of their ranges, shall retain their current rates of pay upon implementation.
- b. Incumbents currently earning below the minimum of the range shall be slotted at Step 1 upon implementation.

**2. Contract Hires**

Existing, renewal, amended, or new contracts executed on or before the implementation of the new pay plans or rates of pay, shall not be impacted by the requirements of the *Gubetnamenton Guahan* Competitive Wage Act of 2011 unless mutually agreed

upon by all parties through an amended contract.

3. **Limited Term/Temporary/Part-time Employment**

- a. Incumbents shall be slotted at the step in the grade assignment closest to and not less than the rate of pay in effect as of Fiscal Year 2011. For incumbents whose salaries exceed midpoint and maximum of their ranges, shall retain their current rates of pay upon implementation.
- b. Incumbents currently earning below the minimum of the range shall be slotted at Step 1 upon implementation.

4. **All Other Unclassified Employees and Elected Officials**

- a. The slotting of incumbents into the new pay plans shall be closest to and not less than the rate of pay in effect in Fiscal Year 2011.
- b. For incumbents whose salaries exceed midpoint and maximum of their ranges, shall retain their current rates of pay upon implementation.
- c. Elected officials shall receive the new rates identified under the Rate of Pay Schedule.

*Note: Henceforth, in order to maintain the integrity of all the pay structures, all subsequent pay adjustments cannot be below the minimum of the target pay ranges.*

**III. New Appointments:**

**A. Classified Positions:**

The determination of hiring rates shall be as follows:

1. Step 1 of the Pay Grade assigned to a classified position **should** be the regular rate of initial employment in any department or agency. However, the appointing authority or the head of an agency, department or public corporation listed in 4 GCA §4105(a) may hire a new employee anywhere between the minimum and midpoint or market policy position of the respective pay grades taking into consideration the following criteria:
  - a. Applicant's education, training and/or work experience related to the position;

- b. Specialized/technical training and/or experience related to the position;
  - c. Internal equity – agency average of actual pay for same class; the employee's current salary and pay levels of other employees in the same class being filled; average pay for same class outside of agency; and recruiting problems associated with filling the position.
- 2. Hiring above midpoint must be approved by the appropriate governing authority (i.e. Director of Administration, Boards and Commissions).
  - 3. An agency head or designee shall not increase salaries of existing employees if the hiring rate of a new employee creates salary inequities with existing employees.

**B. Unclassified Positions:**

1. **Department/Agency Heads**

The Executive Pay Plan shall be utilized to determine compensation for new appointments from Step 1 to Midpoint for these positions subject to criteria established by the Office of the Governor. Further adjustments beyond Midpoint shall require a performance evaluation pursuant to Section IV for unclassified employees, at the discretion of the appointing authority.

2. **Contractual Appointments**

The Director of Administration or the governing authority shall review new employment contracts and recommend appropriate salary rates consistent with the new pay plans.

3. **Limited Term/Temporary/Part-time Employment**

- a. Step 1 of the Pay Grade assigned to a classified position on a temporary basis should be the regular rate for initial employment in any department or agency. However, the appointing authority or the head of any agency, department or public corporation listed in 4 GCA §4105(a) may hire a new employee anywhere between the minimum and midpoint or market policy position of the respective pay grades taking into consideration the following criteria:
  - i. Applicant's education, training and/or work experience related to the position;

- ii. Specialized/technical training and/or experience related to the position;
    - iii. Internal equity – agency average of actual pay for same class; the employee's current salary and pay levels of other employees in the same class being filled; average pay for same class outside of agency; and recruiting problems associated with filling the position.
  - b. Any agency head or designee shall not increase salaries of existing employees if the hiring rate of a new employee creates salary inequities with existing employees.
4. **All Other Unclassified Positions and Elected Officials**
- a. All other unclassified positions not addressed above may be hired, (or receive a pay adjustment after hire) between the minimum and the midpoint of the assigned pay grade at the discretion of the appointing authority.
  - b. The midpoint or market policy position shall be the maximum step for slotting. Further adjustments beyond Midpoint shall require a performance evaluation pursuant to Section IV for unclassified employees, at the discretion of the appointing authority.
  - c. Elected officials shall receive the new rates identified under the Rate of Pay Schedule.

#### **IV. Performance Based Pay Adjustments**

##### **A. Classified Employees**

- 1. Every classified employee within the GPP, LEO, NPP, EDU and ATTY plans shall be compensated based on satisfactory or outstanding performance. Employees shall be entitled to a one-step salary increment between Steps 1 through 4, Steps 1 through 7, and Steps 1 through 13 in the appropriate pay plan after twelve (12) months of satisfactory or outstanding performance. In addition, employees on the GPP, NPP, LEO, and EDU plans who are slotted between Steps 1 through 7, and those on the ATTY plan who are slotted between Steps 1 through 4, and who receive an outstanding performance evaluation shall be paid a 1.2% lump sum payment (1.4% for attorneys) calculated from the salary of the earned increment. Employees who are on the LEO/EDU from

Steps 7 through 13 and receive an outstanding performance evaluation shall receive a 1.9% lump sum payment calculated from the salary of the earned increment.

2. Every classified employee between the midpoint and the maximum of the range shall receive a pay adjustment of 3% or 5% based on a satisfactory or outstanding performance evaluation respectively.
3. Every classified employee who is slotted at the time of implementation beyond the maximum of the range shall be entitled to a lump sum payment of 3% of their base salary for a satisfactory rating and a 5% of their base salary for an outstanding rating after 12 months of performance when due. All other classified employees who reach the maximum rate thereafter, shall receive a lump sum payment and/or pay adjustment equivalent to 3% of their current salary rate for a satisfactory rating and a 5% of their current salary rate for an outstanding rating after 12 months of performance. When a pay adjustment is effectuated and results in exceeding the maximum salary range, the employee shall be slotted to the maximum salary of the target position with the difference being paid as a lump sum.

#### **B. Unclassified Employees**

1. Annual increments beyond Midpoint shall require a performance evaluation pursuant to Section IV (A), Sub-section 2 above, at the discretion of the appointing authority.

**V. Promotion** - A promotion is a move from one position to another which is evaluated at a higher maximum salary rate than the previous position. This also applies when moving between other Hay plans that do not have pay grades (i.e. EDU and ATTY plans).

**A. Step to Step Promotion:** In a promotion, the incumbent's salary shall be increased by two steps within their current pay range and then slotted closest to but not less than the salary within the target pay range.

1. Example: A Management Analyst III at pay grade M, Step 4 at \$45,573 accepts a promotion to a Management Analyst IV at pay grade N. Calculation of the employee's salary plus the two steps shall be \$49,092. Slotting shall result at pay grade N, step 4 at \$50,328.

**B. Range to Range Promotion:** In a promotion, the incumbent's salary shall be slotted within the target pay range plus 10%.



1. Example: A Management Analyst III at pay grade M, in the range at \$52,482 accepts a promotion to a Management Analyst IV at pay grade N. Calculation of the employee's salary plus 10% shall be \$57,730. Slotting shall result at pay grade N, in the range at \$57,730.
- C. **Step to Range Promotion:** In a promotion, the incumbent's salary shall be slotted within the target pay range plus 10%.
1. Example: A License Officer I at pay grade G, step 7(midpoint) \$30,911 accepts a promotion to a Revenue Officer I at pay grade H. Calculation of the employee's salary plus 10% shall be \$34,002. Slotting shall result at pay grade H, in the range at \$34,002.
- D. **Max to Max Promotion:** In a promotion, the incumbent's salary shall be slotted at the calculated pay range of their current salary plus 10%.
1. Example: A Police Officer I at pay grade I-LEO, at a Maximum salary of \$43,465 accepts a promotion to Police Officer II at pay grade a J-LEO. The Maximum salary of J-LEO is \$47,443. Calculation of the employee's salary plus 10% shall be \$47,812. Slotting shall result in a salary of \$47,812 in pay grade J-LEO which is above the Maximum.
- E. **Above Maximum to Above Maximum Promotion:** Incumbents who are above Maximum when a promotion is effectuated and their current salary is greater than the Maximum of the new salary range, they shall be slotted at the calculated pay range of their current salary plus 10%.
1. Example: A Police Officer I at pay grade I-LEO, at a salary of \$47,861 accepts a promotion to Police Officer II at pay grade of J-LEO. Calculation of the employee's salary plus 10% shall be \$52,647. The Maximum of J-LEO is \$47,443. The incumbent shall be slotted with their current salary plus 10% which is \$52,647.
- F. **Range to Max (or above Max) Promotion:** In a promotion, the incumbent's salary may be slotted at the Maximum of the target pay range, or higher. When a promotion is effectuated and results in exceeding the maximum salary range, the employee shall be slotted with their current salary plus 10%.
1. Example: A Plumber II at pay grade I, at a salary of \$42,680 accepts a promotion to a Plumber Leader at pay grade J. Calculation of the employee's salary plus 10% shall be \$46,948. The Maximum salary of pay grade J is \$46,614. The employee shall be slotted at \$46,948 in the new salary range.

G. **Range to Step Promotion:** In a promotion, the incumbent's salary plus 10% shall be slotted within the target pay range in the step that is closest to but not less than the calculated salary.

1. Example: An Engineer Technician II at pay grade J, at a salary of \$40,010 accepts a promotion to an Engineer I at pay grade L. Calculation of the employee's salary plus 10% shall be \$44,011. Slotting shall result in the salary of grade L step 6, \$44,682.

*Note: A promotion may actually result in either a greater or less than 10% increase in pay due to slotting. "Range to Range" and "Step to Range" slotting is not possible when moving to the LEO and EDU plans.*

## VI. Demotion

**Voluntary Demotion** is a move from one position to another which has a MAXIMUM rate or pay range that is lower than the previous position.

A. **Step to Step Demotion:** In a demotion, the incumbent's salary shall be slotted within the target pay range at not more than their current salary.

1. Example: A Management Analyst III at pay grade M, Step 4 at \$45,573 accepts a voluntary demotion to a Management Analyst II at pay grade L. Slotting shall result at pay grade L, step 6 at \$44,682.

B. **Range to Range Demotion:** In a demotion, the incumbent's salary shall be slotted at the calculated pay range of their current salary minus 3%.

1. Example: A Management Analyst III at pay grade M, in the range at \$52,482 accepts a voluntary demotion to a Management Analyst II at pay grade L. Calculation of the employee's salary minus 3% shall be \$50,908. Slotting shall result at pay grade L, in the range at \$50,908.

C. **Step to Range Demotion:** In a demotion, the incumbent's salary shall be slotted at the calculated pay range of their current salary minus 3%.

1. Example: A Management Analyst IV at pay grade N, step 6 \$54,214 accepts a voluntary demotion to a Management Analyst II at pay grade L. Calculation of the employee's salary minus 3% shall be \$52,588. Slotting shall result at pay grade L, in the range at \$52,588.

- D. **Max to Above Max Demotion:** In a demotion, the incumbent's salary shall be slotted at the calculated pay range of their current salary minus 3%.
1. Example: A Management Analyst IV at pay grade N, at Maximum salary of \$67,522 accepts a voluntary demotion to a Management Analyst II at pay grade L. Calculation of the employee's salary minus 3% shall be \$65,496. Slotting shall result at a salary of pay grade L, \$65,496. This slotting is above Maximum of the new pay range.
- E. **Range to Above Max Demotion:** In a demotion, the incumbent's salary shall be slotted at the calculated pay range of their current salary minus 3%.
1. Example: A Management Analyst IV at pay grade N, at Range salary of \$59,644 accepts a voluntary demotion to a Management Analyst II at pay grade L. Calculation of the employee's salary minus 3% shall be \$57,855. Slotting shall result with a salary of pay grade L, \$57,855. This slotting is above Maximum of the new pay range.
- F. **Range to Step Demotion:** In a demotion, the incumbent's salary shall be slotted at the step within the target pay range minus 3%, closest to and not more than the calculated salary.
1. Example: A Management Analyst III at pay grade M, at Range salary of \$52,482 accepts a voluntary demotion to an Investigator I at pay grade K-LEO. Calculation of the employee's salary minus 3% shall be \$50,908. Slotting shall result at Step 12 (\$50,441) of the LEO pay plan which is closest to, but not more than the calculated reduction.

*Note: A demotion may actually result in either a greater or less than 3% decrease in pay due to slotting. "Range to Range" and "Step to Range" slotting is not possible when moving to the LEO and EDU plans.*

**Involuntary Demotion** is a move from one position to another which is evaluated at a lower pay grade than the previous position for cause.

- A. **Step to Step:** In an involuntary demotion, the incumbent's salary shall be reduced at least one step and no more than two steps (at the discretion of the appointing authority) within their current pay range and then slotted closest to but not more than the salary within the target pay range.

1. Example: A Management Analyst III at pay grade M, Step 5 at \$47,300 is involuntarily demoted to a Management Analyst II at pay grade L. Move one step down in current pay grade M at Step 4 at \$45,573. You then slot to pay grade L, step 6 at \$44,682.
  2. Example: A Management Analyst III at pay grade M, Step 5 at \$47,300 is involuntarily demoted to a Management Analyst II at pay grade L. Move two steps down in current pay grade M at Step 3 at \$43,910. You then slot to pay grade L, step 5 at \$43,051.
- B. Range to Range:** In an involuntary demotion, the incumbent's salary shall be slotted within the target pay range minus 7% or 10%.
1. Example: A Management Analyst III at pay grade M, in the range at \$52,482 is involuntarily demoted to a Management Analyst II at pay grade L. Calculation of the employee's salary minus 7% shall be \$48,808. Slotting shall result at pay grade L, in the range at \$48,808.
- C. Step to Range:** In an involuntary demotion, the incumbent's salary shall be slotted within the target pay range minus 7% or 10%.
1. Example: A Management Analyst IV at pay grade N, step 6 \$54,214 is involuntarily demoted to a Management Analyst II at pay grade L. Calculation of the employee's salary minus 10% shall be \$48,793. Slotting shall result at pay grade L, in the range at \$48,793.
- D. Max to Max:** In an involuntary demotion, the incumbent's salary shall be slotted at minus 7%, or minus 10%, or at the Maximum of the target pay range, subject to the discretion of the appointing authority
1. Example: A Management Analyst IV at pay grade N, at Maximum salary of \$67,522 is involuntarily demoted to a Management Analyst II at pay grade L. The appointing authority decided to slot at the Maximum of the target pay range. Slotting shall result in the Maximum salary of pay grade L at \$55,650.
- E. Range to Max:** In an involuntary demotion, the incumbent's salary shall be slotted at minus 7%, or minus 10%, or at the Maximum of the target pay range, subject to the discretion of the appointing authority.
1. Example: A Personnel Specialist IV at pay grade O, within the range at a salary of \$67,985 is involuntarily demoted to a Management Analyst II at pay grade L. The appointing authority decided to slot at minus 10%. Calculation of the employee's salary

minus 10% shall be \$61,187. Slotting shall result in receiving a salary above the Maximum of pay grade L at \$61,187.

*Note: An involuntary demotion may actually result in either a greater or less than 7 or 10% decrease in pay due to slotting. "Range to Range" and "Step to Range" slotting is not possible when moving to the LEO and EDU plans.*

## **VII. Transfers – Hay Pay Plan**

### **A. General Pay Plan (GPP) Transfers:**

1. Lateral Transfers (Same Pay Grade, Salary Range and Title)
2. Transfer – Change of Position Title (Same Pay Grade and Salary Range)

### **B. Different Pay Plan (LEO, EDU, NPP, ATTY) Transfers:**

1. Transfer – Promotion (Refer to Section V)
2. Transfer – Demotion (Refer to Section VI)

*Note: Pay Grades are not considered when determining movement between different pay plans. The maximum salary of the target position is the driving factor for determination. Please see Promotion and Demotion guidelines.*

## **VIII. Transfers from Non-Hay Pay Plans**

### **A. Transfers**

1. Same position transfers from non-Hay pay plans shall be straight slotted (closest to and not less than) or placed into the assigned grades and ranges of positions within the Hay plans.
2. Transfers from non-Hay pay plans that result in a promotion shall first be straight slotted (closest to and not less than) or placed into the assigned grades and ranges of the positions within the Hay plans. Then Section V. Promotion shall be followed.
3. Transfers from non-Hay pay plans that result in a demotion shall first be straight slotted (closest to and not more than) or placed into the assigned grades and ranges of the positions within the Hay plans. Then Section VI. Voluntary Demotion shall be followed.

## **IX. Salary Protection Due to a Medical Condition**

It is the desire of the government to provide salary protection to employees injured, through no fault of their own, while performing their assigned duties and responsibilities, and provided that the injury was not the result of their own negligence or intentional act.

### **A. Compensation Following a Service-Connected Disability (Medical Condition)**

1. Employees who are unfit to perform the duties and responsibilities of their original positions due to a medical condition shall retain their present pay range and salary until they receive medical retirement.
2. Employees who request for transfer to another class of position with the same pay grade, due to a medical condition, and the transfer is approved by the Director, shall retain their present pay grade and salary.
3. Employees who are transferred to another class of position at a lower pay grade, due to a medical condition, shall retain their present pay grade and salary.

### **B. Compensation Following a Non-Service Connected Disability Demotion (Medical Condition)**

Employees who are unfit to perform the duties and responsibilities of their position, due to a medical condition, may be voluntarily demoted pursuant to Section VI of this policy.

## **X. Compensation Adjustment Following Re-Employment**

Former classified employees of *Gubetnamenton Guahan* who were in good standing at the time of resignation may be hired at not less than the salary they earned at their last former position if they apply for the same or comparable job in the same department. This re-employment credit privilege must be exercised within a four (4) year period. The employee may waive this privilege. If an employee separated prior to implementation, Section II of this Policy shall be applied to determine pay.

## **XI. Compensation Adjustment Following Re-Appointment**

Former employees who are re-appointed may be hired at the salary that they

held prior to their separation. If an employee separated prior to implementation, Section II of this Policy shall be applied to determine pay.

## **XII. Compensation Following a Detail Appointment**

- A. Employees serving a detail appointment, consistent with Rule 4.506 of the Department of Administration's Personnel Rules and Regulations, in excess of 30 consecutive calendar days in a position having a higher pay grade than his regular position, shall be consistent with Section V of this Policy. Payment of the differential shall be deferred until the employee has served at least 30 consecutive calendar days in a detail.
- B. Employees detailed to an unclassified position may be compensated between Step 1 and Midpoint at the discretion of the appointing authority. If an incumbent's salary is above the midpoint of the detail position, salary is retained.

## **XIII. Compensation Following Appointment in an Acting Capacity**

An employee who is appointed by a cognizant authority to serve temporarily in an acting capacity as head or deputy head of a department or agency, or to other non-classified appointments, shall be compensated during the period of such services by a payment differential to be added to his base rate of pay, measured by the difference in amount between his current salary and the salary paid the director or deputy head's position for that department or the other non-classified positions, provided that:

- A. For positions which require the advice and consent of the Legislature, no person may serve in such an acting capacity for a total of more than 90 days.
  - 1. Any employee so appointed, shall have the right to return to the position the employee held immediately before the appointment to serve in an acting capacity after the 90 day period is exhausted. The time limitation of this section may not be circumvented by an interruption on the appointment to an acting capacity, or by transfer back to the position the employee held immediately before the appointment for a period of less than 30 days, or by a temporary transfer to any other position.
  - 2. Pending completion of the confirmation process, the deputy position, if such exists, may assume the position in an acting capacity for the maximum term provided by this provision.

- B. Positions that do not require the advice and consent of the Legislature shall not be less than 30 days and not to exceed one year. Payment differential shall be deferred until the employee has served 30 calendar days in an acting capacity.

#### **XIV. Compensation Following Reclassification/Reallocation of Position**

- A. When a position is reallocated to a class of a higher pay grade, the employee shall receive a salary increase consistent with Section V of this policy.
- B. When a position is reallocated to another class of the same pay grade, the salary of the incumbent shall remain unchanged.
- C. When a position is reallocated to a class of a lower pay grade, the implementation shall not be effected until the expiration of the two year waiver, as provided for in Rule 5.012(B) of the Department of Administration's Personnel Rules and Regulations.
  - 1. The salary in the new grade that is closest to and not more than the incumbent's salary shall be identified as the incumbent's step in the new pay grade.
  - 2. Implementation of the reclassification in terms of position title shall be made upon approval of the reclassification determination by the appropriate officials.
  - 3. The incumbent of the position designated for downgrade shall not have his current salary reduced. Salary adjustment in the reclassified position shall be suspended until the incumbent's salary increment in the new grade is granted.
  - 4. The salary increment anniversary date before the reclassification determination shall be used to determine the appropriate salary increment date in the new pay grade.

#### **XV. Pay Grade Reassignment**

An appointing authority, or employee, may initiate a written request for consideration of an amendment to the pay grade allocation for a class of position with justification to the Director. If the findings of the Director indicate the need to amend the pay grade allocation, he shall submit a written request with justification to the Director of Administration in accordance with the Director's policies and procedures. Changes adopted shall become effective as directed by the Director.



## **XVI. Pay Adjustment Following Pay Grade Reassignment**

- A. When a pay grade for any class is reassigned to a higher pay grade, the current salary shall be slotted closest to but not less than the previous salary in the new pay range. If slotting is into the "range" or above maximum of the new pay grade, the previous salary shall be retained.
- B. When a pay grade for any class is reassigned to a lower pay grade, the current salary shall be slotted closest to but not more than the previous salary in the new pay range. Incumbents of the position designated for downgrade shall not have their current salaries reduced until the incumbents' salary increment in the new grade are granted. If slotting is into the "range", the previous salary shall be retained. If slotting is above maximum, the incumbent's salary shall be slotted at the maximum of the target pay range.

## **XVII. General Provisions Relating to Salary Increment Increases**

- A. Salary increment increases shall be granted through the Compensation Policy.
- B. Increment Status Upon Demotion Due to Position Reclassification: The salary increment anniversary date before the reclassification determination shall be used to determine the appropriate salary increment date in the new pay grade.
- C. Personnel Actions Not Affecting Increment Anniversary Dates:

The following personnel actions shall not change increment anniversary dates:

1. Reassignment of pay grade for a class or classes of positions.
2. Pay adjustments from statutory amendments to the pay plans.
3. Detail appointment.
4. Transfer from one position to another of the same or related class of position while retaining the same salary rate upon transfer.
5. Involuntary demotion for other than adverse or disciplinary action.
6. Reclassification to a class of the same pay grade or lower while the employee retains the same salary rate.

7. Salary increment freeze.
8. Voluntary demotions within the same class, provided that the work performed is satisfactory.
9. Other situations as may be determined by the Director of Administration.

E. Creditable Service Upon Re-Employment:

Permanent classified employees who leave *Gubetnamenton Guahan* in good standing shall be credited for time served in the position held prior to separation when exercising their re-employment rights.

### **XVIII. Other Pay Policies**

Pedro "Doc" Sanchez Scholarship Program (Subsection (e) of §15906, Article 9, Chapter 15, Title 17, Guam 17 Code Annotated)

An employee shall be granted a pay adjustment pursuant to the following:

- A. Within Steps: A one step pay adjustment.
- B. Within the Range: A 3.8% pay adjustment added to the base salary. When a pay adjustment is effectuated and results in exceeding the maximum salary range, the employee shall be slotted to the maximum salary of the target position with the difference being paid as a lump sum.
- C. At Max: A 3.8% lump sum payment of the base salary.

**List of Amendments:**

10/18/10

Page 2: II., A., 1.

Page 3: II., A., 1., c.

Page 3: II., A., 1., e.

Page 4: 2., b.

Page 6: 4., a.

Page 6: B., 1.

Page 7: B., 4.

Page 8: B., 1.

Page 8: B., 2.

Page 9: B., 4.

Page 9: IV., A., 1.

Page 10: IV., A., 1.

Page 11: V., E.

Page 12: G., Note.

Page 14: F., 1., Note.

Page 15: D.

Page 15: E.

Page 15: E., Note.

Page 16: VIII., A.

Page 20: XVII., C.

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### Competitive Wage Act of 2014

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Follow up

**Vincent Pereira** <[vincent.pereira@eps.guam.gov](mailto:vincent.pereira@eps.guam.gov)>  
to me

Hafa Adal Senator Cruz,

I would like your assistance in obtaining clarification on the subject above. Th

Thank you for your assistance in obtaining the information requested.

**Vincent J. Pereira**

Supervisor, Hazardous Waste Management Program - Guam EPA

[vincent.pereira@eps.guam.gov](mailto:vincent.pereira@eps.guam.gov)

[871.300-4757](tel:871.300.4757)

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**Competitive Wage Act  
of 2014.pdf**

599 KB

Matthew Santos

Carlos Pangelinan

Chris Carillo

Garretkeola Duenas

Joshua Tenorio

Lysa Mesa

Mike Lidia

Sarah Thomas-Ne...

Carlo Branch

Tessa Weidenbac...



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Hafa Adai Senator Cruz:

I would like your assistance in obtaining clarification on the proposed "Government of Competitive Wage Act of 2014".

1. The proposed plan downgraded the pay grades/classifications of an Environmental Health Specialist I, II, and III from Grades K, L, and M to J, K, and L.
  - a. Exhibit 1 of the October 21, 2010, Transition to New Pay Plans showed the position for an EHS-II and EHS-III still maintained their current grade of an L and M.
  - b. Note that some of the position titles in the proposed pay plan are sequential on the pay grade and others are not. Why?
  - c. Exhibit II – an Engineering Aide I, II, and III are D, E, and G; While a Payroll Clerk I, II, and III are F, H, and I; and while an Environmental Health Specialist I, II, and III are J, K, L;
2. In addition, since DOA is proposing to implement the full salary increase to a select government employees – for example Nurses, Teachers, and Lawyer; Will the Government of Guam (DOA) provide retroactive pay to the rest of the employees since the majority of employees will only be getting half of the propose wage increase.
3. Exhibit III. Propose General Pay Plan.

Thank you for your consideration to the issues listed above.

Vincent J. Pereira



GOVERNMENT OF GUAM  
DEPARTMENT OF ADMINISTRATION  
HUMAN RESOURCES DIVISION  
(Dibblon Inadilanto Yen Guisahu Para Tauson)  
Post Office Box 884 \* Hagåtña, Guam 96912  
TEL: (671) 475-1132/1289 \* FAX: (671) 477-7100



10/21/2010

**MEMORANDUM**

**TO:**

**FROM:** Manager, Human Resources Division

**SUBJECT:** Transition to New Pay Plans

**RE:** The Government Wide Position Classification, Compensation and Benefits Study

**Buenas yon Hala Adai!** Our office is pleased to announce that the Governor has signed Executive Order No. 2010-24 which approves the Government Wide Position Classification, Compensation and Benefits Study Plan pursuant to Public Law 30-196. This letter serves as your notice of the process of transitioning your grade, step, and salary into one of six new pay plans and a rate of pay plan associated with your position.

Although our compensation policies have changed, these changes may or may not affect your current pay grade and salary as we transition into the new pay structures. Please be assured that in no case will a salary decrease occur. Sliding of your salary within the assigned pay grade and pay plan will be chosen to be either less than your current salary or remain status quo if placement is above the maximum salary of your respective pay range. Also, if your pay grade was right sized (downgraded), you will maintain your current grade and be slotted or placed at the new salary range until such time you vacate your position. For those permanent employees who receive less than a 3.8% pay adjustment upon transition, an implementation step will be afforded. Please review your individual sliding for entitlement.

Another significant change within this new pay system is the salary increment schedule. An employee whose performance evaluation is conducted after 15 or 24 months will now be evaluated on a yearly basis. We have determined your next salary increment due date in accordance with the revised pay policies. The following information below outlines your individual pay setting and increment due date within the GENERAL PAY PLAN at pay grade L. An illustration of your respective pay scale is also included for your information.

TRANSITION	FROM	TO
<i>Grade Step</i>	L step 06	L step 1
<i>Initial Increase after Slating</i>	L-06 \$34,476.00	L-1 \$37,100.00 7.61%
<i>Implementation Step</i>		NA - Percent of Inc. must be less than 3.8
<i>Final Salary Slating</i>	L-06 \$34,476.00	L-1 \$37,100.00
<i>Increment Process of Inc.</i>		< \$24.00 7.61%
<i>Next Salary Inc / Bonus</i>	11/25/2010	11/26/2010

After implementation, there will be a review or appeal period afforded to management and employees who wish to have the job evaluations and corresponding pay grades of their respective positions reviewed once again to ensure that information provided for purposes of this study was appropriately considered and evaluated.

If you have any questions regarding this information, you can contact Mrs. Rose A. N. Cruz, Assistant Human Resources Manager, Mr. Francis N. Plaza, Personnel Specialist IV, or Mr. Shane G. Ngata, Personnel Specialist IV at 475-1132/1233 or via email at [compstudy@doe.gov](mailto:compstudy@doe.gov). Thank you to all graduates!

*Cecilia U. Martinez*  
 CECILIA U. MARTINEZ

<b>Previous Pay Grade, Step and Salary</b>	
L, step 06	\$34,470.00
<b>Official Pay Grade</b>	<b>Starting Pay Grade</b>
K - Right-sized	1
<b>GENERAL PAY PLAN</b>	
<b>PAY GRADE: L</b>	
<i>Step</i>	<i>Salary</i>
1	\$27,100.00
2	\$28,506.00
3	\$29,945.00
4	\$31,479.00
5	\$33,051.00
6	\$34,682.00
<b>MIDPOINT</b>	\$46,315.00
<b>MAXIMUM</b>	\$51,652.00

**Disclaimer:** The information contained in this memorandum is subject to change pending legislative approval of Bill 469-19 CGR.



Felix P. Camacho  
Governor  
Michael W. Cruz, M.G.  
Deputy Governor

GOVERNMENT OF GUAM  
DEPARTMENT OF ADMINISTRATION  
HUMAN RESOURCES DIVISION  
(Dibision Inadflante Yen Gaisaha Para Taeteo)  
Post Office Box 884 \* Hagåtña, Guam 96932  
TEL: (671) 475-1132/1288 \* FAX: (671) 477-7100



Louise M. Pines  
Director  
Joseph C. Washburn  
Deputy Director

10/21/2010

MEMORANDUM

TO: ~~Environmental Health Specialist III, Guam Environmental Protection Agency~~ ENVIRONMENTAL HEALTH SPECIALIST III, GUAM ENVIRONMENTAL PROTECTION AGENCY

FROM: Manager, Human Resources Division

SUBJECT: Transition to New Pay Plans  
RE: The Government-Wide Position Classification, Compensation and Benefits Study

Buenas Tardes Adai. Our office is pleased to announce that the Governor has signed Executive Order No. 2010-24 which approves the Government-Wide Position Classification, Compensation and Benefits Study Plan pursuant to Public Law 30-196. This letter serves as your notice of the process of transitioning your grade, step, and salary into one of six new pay plans and a rate of pay plan associated with your position.

Although our compensation policies have changed, these changes may or may not affect your current pay grade and salary as we transition into the new pay structures. Please be assured that in no case will a salary decrease occur. Sliding of your salary within the assigned pay grade and pay plan will be closest to but not less than your current salary or related status quo if placement is above the maximum salary of your respective pay range. Also, if your pay grade was right sized (downgraded), you will maintain your current grade and be slotted or placed at the new salary range until such time you vacate your position. For those positions employees who receive less than a 3.8% pay adjustment upon transition, an implementation step will be afforded. Please review your individual's sliding for entitlement.

Another significant change within this new pay system is the salary increment schedule. An employee whose performance evaluation is conducted after 12 or 24 months will now be evaluated on a yearly basis. We have determined your next salary increment due date in accordance with the revised pay policies. The following information below outlines your individual pay setting and increment due date within the GENERAL PAY PLAN at pay grade M. An illustration of your respective pay scale is also included for your information.

TRANSITION	FROM	TO	
<i>Grade Step</i>	M step 09	M step 2	
<i>Initial increase after sliding</i>	31-09 \$41,584.00	M - 2, \$42,307	1.74%
<i>Implementation Step</i>		3	
<i>Final Salary Starting</i>	31-09 \$41,584.00	M - 1 \$43,910.00	
<i>Inc Amt Percent of Inc</i>		\$2,326.00	5.59%
<i>Next Salary Inc / Bonus</i>	5/22/2011	5/22/2011	



After implementation, there will be a review or appeal period afforded to management and employees who wish to have the job evaluations and corresponding pay grades of their respective positions reviewed once again to ensure that information provided for purposes of this study was appropriately considered and evaluated.

If you have any questions regarding this information, you can contact Mrs. Rose A. N. Cruz, Assistant Human Resources Manager, Mr. Francis N. Pilato, Personnel Specialist IV, or Mr. Sharr G. Ngata, Personnel Specialist IV at 675-1132/1288 or via email at [comparady@dps.guam.gov](mailto:comparady@dps.guam.gov). Thank you to Agadesmudato.

*Cecilia Martinez*  
 CECILIA G. MARTINEZ

Previous Pay Grade, Step and Salary	
M step 09	\$41,584.00
Official Pay Grade	Slotting Pay Grade
I - Righttoed	M
<b>GENERAL PAY PLAN</b>	
<b>PAY GRADE: M</b>	
<i>Step</i>	<i>Salary</i>
1	\$40,762.00
2	\$42,307.00
3	\$43,810.00
4	\$45,373.00
5	\$47,320.00
0	\$49,092.00
MIDPOINT	\$50,353.00
MAXIMUM	\$61,543.00

*Disclaimer: The information contained in this memorandum is subject to change pending legislative approval of Bill 469-30 COR.*

CIVIL SERVICE COMMISSION  
 Unified Pay Schedule  
 Public Law 21-59 / Effective October 1, 1991

1st Line Per Annum Salary  
 2nd Line Per Hour Rate

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	
A	\$15,985	\$16,055	\$16,125	\$16,195	\$16,265	\$16,335	\$16,405	\$16,475	\$16,545	\$16,615	\$16,685	\$16,755	\$16,825	\$16,895	\$16,965	\$17,035	\$17,105	\$17,175	\$17,245	\$17,315	
B	\$16,534	\$16,604	\$16,674	\$16,744	\$16,814	\$16,884	\$16,954	\$17,024	\$17,094	\$17,164	\$17,234	\$17,304	\$17,374	\$17,444	\$17,514	\$17,584	\$17,654	\$17,724	\$17,794	\$17,864	
C	\$17,121	\$17,191	\$17,261	\$17,331	\$17,401	\$17,471	\$17,541	\$17,611	\$17,681	\$17,751	\$17,821	\$17,891	\$17,961	\$18,031	\$18,101	\$18,171	\$18,241	\$18,311	\$18,381	\$18,451	\$18,521
D	\$17,640	\$17,710	\$17,780	\$17,850	\$17,920	\$17,990	\$18,060	\$18,130	\$18,200	\$18,270	\$18,340	\$18,410	\$18,480	\$18,550	\$18,620	\$18,690	\$18,760	\$18,830	\$18,900	\$18,970	\$19,040
E	\$18,050	\$18,120	\$18,190	\$18,260	\$18,330	\$18,400	\$18,470	\$18,540	\$18,610	\$18,680	\$18,750	\$18,820	\$18,890	\$18,960	\$19,030	\$19,100	\$19,170	\$19,240	\$19,310	\$19,380	\$19,450
F	\$18,035	\$18,105	\$18,175	\$18,245	\$18,315	\$18,385	\$18,455	\$18,525	\$18,595	\$18,665	\$18,735	\$18,805	\$18,875	\$18,945	\$19,015	\$19,085	\$19,155	\$19,225	\$19,295	\$19,365	\$19,435
G	\$18,722	\$18,792	\$18,862	\$18,932	\$19,002	\$19,072	\$19,142	\$19,212	\$19,282	\$19,352	\$19,422	\$19,492	\$19,562	\$19,632	\$19,702	\$19,772	\$19,842	\$19,912	\$19,982	\$20,052	\$20,122
H	\$19,314	\$19,384	\$19,454	\$19,524	\$19,594	\$19,664	\$19,734	\$19,804	\$19,874	\$19,944	\$20,014	\$20,084	\$20,154	\$20,224	\$20,294	\$20,364	\$20,434	\$20,504	\$20,574	\$20,644	\$20,714
I	\$19,380	\$19,450	\$19,520	\$19,590	\$19,660	\$19,730	\$19,800	\$19,870	\$19,940	\$20,010	\$20,080	\$20,150	\$20,220	\$20,290	\$20,360	\$20,430	\$20,500	\$20,570	\$20,640	\$20,710	\$20,780
J	\$19,942	\$20,012	\$20,082	\$20,152	\$20,222	\$20,292	\$20,362	\$20,432	\$20,502	\$20,572	\$20,642	\$20,712	\$20,782	\$20,852	\$20,922	\$20,992	\$21,062	\$21,132	\$21,202	\$21,272	\$21,342
K	\$20,456	\$20,526	\$20,596	\$20,666	\$20,736	\$20,806	\$20,876	\$20,946	\$21,016	\$21,086	\$21,156	\$21,226	\$21,296	\$21,366	\$21,436	\$21,506	\$21,576	\$21,646	\$21,716	\$21,786	\$21,856
L	\$20,720	\$20,790	\$20,860	\$20,930	\$21,000	\$21,070	\$21,140	\$21,210	\$21,280	\$21,350	\$21,420	\$21,490	\$21,560	\$21,630	\$21,700	\$21,770	\$21,840	\$21,910	\$21,980	\$22,050	\$22,120
M	\$20,828	\$20,898	\$20,968	\$21,038	\$21,108	\$21,178	\$21,248	\$21,318	\$21,388	\$21,458	\$21,528	\$21,598	\$21,668	\$21,738	\$21,808	\$21,878	\$21,948	\$22,018	\$22,088	\$22,158	\$22,228
N	\$21,054	\$21,124	\$21,194	\$21,264	\$21,334	\$21,404	\$21,474	\$21,544	\$21,614	\$21,684	\$21,754	\$21,824	\$21,894	\$21,964	\$22,034	\$22,104	\$22,174	\$22,244	\$22,314	\$22,384	\$22,454
O	\$21,318	\$21,388	\$21,458	\$21,528	\$21,598	\$21,668	\$21,738	\$21,808	\$21,878	\$21,948	\$22,018	\$22,088	\$22,158	\$22,228	\$22,298	\$22,368	\$22,438	\$22,508	\$22,578	\$22,648	\$22,718
P	\$21,650	\$21,720	\$21,790	\$21,860	\$21,930	\$22,000	\$22,070	\$22,140	\$22,210	\$22,280	\$22,350	\$22,420	\$22,490	\$22,560	\$22,630	\$22,700	\$22,770	\$22,840	\$22,910	\$22,980	\$23,050
Q	\$22,052	\$22,122	\$22,192	\$22,262	\$22,332	\$22,402	\$22,472	\$22,542	\$22,612	\$22,682	\$22,752	\$22,822	\$22,892	\$22,962	\$23,032	\$23,102	\$23,172	\$23,242	\$23,312	\$23,382	\$23,452
R	\$22,242	\$22,312	\$22,382	\$22,452	\$22,522	\$22,592	\$22,662	\$22,732	\$22,802	\$22,872	\$22,942	\$23,012	\$23,082	\$23,152	\$23,222	\$23,292	\$23,362	\$23,432	\$23,502	\$23,572	\$23,642
S	\$22,600	\$22,670	\$22,740	\$22,810	\$22,880	\$22,950	\$23,020	\$23,090	\$23,160	\$23,230	\$23,300	\$23,370	\$23,440	\$23,510	\$23,580	\$23,650	\$23,720	\$23,790	\$23,860	\$23,930	\$24,000
T	\$23,020	\$23,090	\$23,160	\$23,230	\$23,300	\$23,370	\$23,440	\$23,510	\$23,580	\$23,650	\$23,720	\$23,790	\$23,860	\$23,930	\$24,000	\$24,070	\$24,140	\$24,210	\$24,280	\$24,350	\$24,420
U	\$23,217	\$23,287	\$23,357	\$23,427	\$23,497	\$23,567	\$23,637	\$23,707	\$23,777	\$23,847	\$23,917	\$23,987	\$24,057	\$24,127	\$24,197	\$24,267	\$24,337	\$24,407	\$24,477	\$24,547	\$24,617
V	\$23,520	\$23,590	\$23,660	\$23,730	\$23,800	\$23,870	\$23,940	\$24,010	\$24,080	\$24,150	\$24,220	\$24,290	\$24,360	\$24,430	\$24,500	\$24,570	\$24,640	\$24,710	\$24,780	\$24,850	\$24,920
W	\$23,555	\$23,625	\$23,695	\$23,765	\$23,835	\$23,905	\$23,975	\$24,045	\$24,115	\$24,185	\$24,255	\$24,325	\$24,395	\$24,465	\$24,535	\$24,605	\$24,675	\$24,745	\$24,815	\$24,885	\$24,955

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
3.245		EMPLOYMENT PROGRAM ADMINISTRATOR	N	GPP
20.029		ENERGY PROGRAM ADMINISTRATOR	N	GPP
6.260		ENGINEER I	L	GPP
6.261		ENGINEER II	M	GPP
6.262		ENGINEER III	N	GPP
6.264		ENGINEER SUPERVISOR	P	GPP
6.215		ENGINEERING AIDE I	D	GPP
6.216		ENGINEERING AIDE II	E	GPP
6.218		ENGINEERING AIDE III	G	GPP
6.221		ENGINEERING TECHNICIAN I	H	GPP
6.222		ENGINEERING TECHNICIAN II	J	GPP
6.158		ENVIRONMENTAL HEALTH SPECIALIST ADMINISTRATOR	Q	GPP
6.150		ENVIRONMENTAL HEALTH SPECIALIST I	J	GPP
6.151		ENVIRONMENTAL HEALTH SPECIALIST II	K	GPP
6.152		ENVIRONMENTAL HEALTH SPECIALIST III	L	GPP
6.155		ENVIRONMENTAL HEALTH SPECIALIST SUPERVISOR	O	GPP
6.140		ENVIRONMENTAL INSPECTOR I	H	GPP
6.141		ENVIRONMENTAL INSPECTOR II	I	GPP
6.143		ENVIRONMENTAL INSPECTOR SUPERVISOR	J	GPP
7.249	GEPA	ENVIRONMENTAL MONITORING SERVICES ADMINISTRATOR - GUAM ENVIRONMENTAL PROTECTION AGENCY	O	GPP
20.030		ENVIRONMENTAL PLANNER	N	GPP
6.174	PHSS	ENVIRONMENTAL PUBLIC HEALTH OFFICER ADMINISTRATOR	R	GPP
6.170	PHSS	ENVIRONMENTAL PUBLIC HEALTH OFFICER I	L	GPP
6.171	PHSS	ENVIRONMENTAL PUBLIC HEALTH OFFICER II	M	GPP
6.172	PHSS	ENVIRONMENTAL PUBLIC HEALTH OFFICER III	N	GPP
6.173	PHSS	ENVIRONMENTAL PUBLIC HEALTH OFFICER SUPERVISOR	P	GPP
6.130		ENVIRONMENTAL TECHNICIAN I	G	GPP
6.131		ENVIRONMENTAL TECHNICIAN II	I	GPP

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
10.227		PAINTER SUPERVISOR	J	GPP
2.810	LAW	PARALEGAL I	J	GPP
2.811	AG	PARALEGAL II	L	GPP
3.412	GDDE	PARENT VOLUNTEER PROGRAM COORDINATOR	G	GPP
3.841		PARKS ADMINISTRATOR	O	GPP
10.905		PARKS MAINTENANCE SUPERINTENDENT	M	GPP
3.072	GMHA	PASTORAL CARE COORDINATOR	M	GPP
7.275		PATHOLOGIST ASSISTANT	M	GPP
7.273	GMHA	PATHOLOGY ADMINISTRATIVE COORDINATOR (GMH)	J	GPP
7.213		PATIENT COURIER	F	GPP
1.128	GMHA	PATIENT SERVICE REPRESENTATIVE	H	GPP
1.129	GMHA	PATIENT SERVICE SUPERVISOR	I	GPP
0.420		PAYROLL CLERK I	F	GPP
0.421		PAYROLL CLERK II	H	GPP
0.422		PAYROLL CLERK III	I	GPP
0.423		PAYROLL SUPERVISOR	M	GPP
0.428		PAYROLL TECHNICIAN	J	GPP
2.500		PERSONNEL ASSISTANT I	G	GPP
2.501		PERSONNEL ASSISTANT II	G	GPP
2.575		PERSONNEL MANAGEMENT ADMINISTRATOR	Q	GPP
2.570		PERSONNEL MANAGEMENT ANALYST I	K	GPP
2.571		PERSONNEL MANAGEMENT ANALYST II	M	GPP
2.572		PERSONNEL MANAGEMENT ANALYST III	N	GPP
2.540		PERSONNEL OFFICER	M	GPP
2.559		PERSONNEL SERVICES ADMINISTRATOR (AUTONOMOUS AGENCY)	R	GPP
2.588	DOA	PERSONNEL SERVICES ADMINISTRATOR (DEPARTMENT OF ADMINISTRATION)	T	GPP
2.535		PERSONNEL SPECIALIST I	K	GPP
2.538		PERSONNEL SPECIALIST II	M	GPP

**Exhibit 1. General Pay Plan (GPP)**

GENERAL PAY PLAN									
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
X	\$96,175	\$99,819	\$103,602	\$107,527	\$111,601	\$115,830	\$120,219	\$124,033	\$127,969
W	\$91,595	\$95,066	\$98,668	\$102,407	\$106,287	\$110,314	\$114,494	\$118,127	\$121,875
V	\$86,820	\$90,110	\$93,524	\$97,068	\$100,746	\$104,563	\$108,525	\$111,968	\$115,521
U	\$81,522	\$84,611	\$87,816	\$91,144	\$94,597	\$98,182	\$101,902	\$105,135	\$108,471
T	\$76,188	\$79,075	\$82,071	\$85,181	\$88,408	\$91,758	\$95,235	\$98,257	\$101,374
S	\$70,873	\$73,558	\$76,345	\$79,238	\$82,241	\$85,357	\$88,591	\$91,402	\$94,302
R	\$65,623	\$68,110	\$70,690	\$73,369	\$76,149	\$79,034	\$82,029	\$84,632	\$87,317
Q	\$60,482	\$62,773	\$65,152	\$67,620	\$70,183	\$72,842	\$75,602	\$78,001	\$80,476
P	\$55,488	\$57,590	\$59,773	\$62,037	\$64,388	\$66,828	\$69,360	\$71,561	\$73,831
O	\$49,897	\$51,787	\$53,750	\$55,786	\$57,900	\$60,094	\$62,371	\$64,350	\$66,392
N	\$45,014	\$46,720	\$48,490	\$50,328	\$52,235	\$54,214	\$56,268	\$58,053	\$59,895
M	\$40,762	\$42,307	\$43,910	\$45,574	\$47,301	\$49,093	\$50,953	\$52,370	\$54,238
L	\$37,100	\$38,506	\$39,965	\$41,479	\$43,051	\$44,682	\$46,375	\$47,846	\$49,364
K	\$33,911	\$35,196	\$36,530	\$37,914	\$39,350	\$40,841	\$42,389	\$43,734	\$45,122
J	\$31,076	\$32,253	\$33,476	\$34,744	\$36,061	\$37,427	\$38,845	\$40,077	\$41,349
I	\$28,595	\$29,679	\$30,803	\$31,970	\$33,182	\$34,439	\$35,744	\$36,878	\$38,048
H	\$26,520	\$27,525	\$28,568	\$29,650	\$30,774	\$31,940	\$33,150	\$34,202	\$35,287
G	\$24,729	\$25,666	\$26,638	\$27,648	\$28,695	\$29,783	\$30,911	\$31,892	\$32,904
F	\$23,171	\$24,049	\$24,960	\$25,906	\$26,888	\$27,907	\$28,964	\$29,883	\$30,831
E	\$21,095	\$21,895	\$22,724	\$23,585	\$24,479	\$25,406	\$26,369	\$27,206	\$28,069
D	\$19,040	\$19,761	\$20,510	\$21,287	\$22,094	\$22,931	\$23,800	\$24,555	\$25,334
C	\$17,769	\$18,442	\$19,141	\$19,866	\$20,619	\$21,400	\$22,211	\$22,916	\$23,643
B	\$16,694	\$17,326	\$17,983	\$18,664	\$19,371	\$20,105	\$20,867	\$21,529	\$22,212
A	\$15,715	\$16,311	\$16,929	\$17,570	\$18,236	\$18,927	\$19,644	\$20,267	\$20,910

**Note:** The table above contains steps one (1) through nine (9) of the GPP. This pay plan covers all positions not included in the Nurse Pay Plan (NPP), Education Pay Plan (EDU), Attorney Pay Plan (ATTY), and Executive Pay Plan (EXEC).



Benjamin J.F. Cruz &lt;senator@senatorbjcruz.com&gt;

## Hey! What's up with that Hay? 01-31-2014

1 message

.: Anita Arile :. &lt;arile1@teleguam.net&gt;

Fri, Jan 31, 2014 at 3:01 AM

To: senator@toduguan.com

Cc: speaker@judiwonpat.com, senator@senatorbjcruz.com, roryforguam@gmail.com

The OPA has mentioned how many of her HIGHLY SKILLED and CERTIFIED employees are leaving for better opportunities in the autonomous or federal government, and I agree with her. There just isn't any reason for individuals to stay in a job that equates a typical public servant with one who has continued education and gained certifications. When an individual goes "that extra mile" to achieve a Masters Degree or Doctorate AND additional certifications, a mere "one-time bonus" Just will not cut it or make it worthy to stay with an employer who does not recognize those achievements and skills.

This is why the line agencies lose highly skilled and experienced employees, and it will continue to lose these employees until the disparity across ALL GovGuam is resolved and better recognition is applied. That is, **if two employees hold the same title, but one has achieved higher educational degrees and obtained certifications related to their duties, why is there no distinction between these employees?** *Yet, the employee with the higher degree and certification is expected to perform two or three times more than their colleague WITHOUT a sense of self-improvement or continued goal-orientation!* Employees, who work hard to achieve higher degrees and certifications, **while employed by GovGuam (NOT before employment)**, should be recognized for their achievement and determination to continue self-development and growth. A recognition that will "stick" and not be "paid one-time" should be included in the Competitive Wage Act to ENSURE competition is true and just. **These employees should receive an additional 10% to 15% increase in earnings.** There are certain positions that have been sadly minimized to a "commoner" because of the "courtesy promotion" given to preferred individuals who do not have the degrees or certifications. These promotions are typically due to favoritism, or to achieve higher salaries "just before retirement", and are suspiciously given to those on the "old plan".

Another disparity, besides autonomous agencies, is the infamous "untouchables" (Health, Safety and Education) of the Organic Act. To achieve fairness for all public servants, it should be applied throughout. Many times employees will compare (more like threaten to leave) themselves with their **"ahem"** counterparts in the mainland. Will these employees please wake up and smell the REAL COFFEE! In the mainland, pay is not only based on capita, it is also based on the great challenges faced on the mainland versus that on Guam. You don't see bank robberies happening every year or murders every "48 Hours"; or, students who cannot speak English going to school on Guam; or, firefighters working for the public sector; or, nurses battling outbreaks once a year in masses. I'm not saying our local talent cannot achieve the same performance as their mainland counterparts, I'm just say do they face the same challenges as their mainland counterparts. I've read how Colorado applied furloughs to ALL public servants – police officers, teachers too -not just the administrative support. And WHY are administrative support always faced with the axe? Can the untouchables perform without them? Employees will continue to seek "greener grass" until they feel compensation is just.

The biggest difference between the public employee and the private employee (other than "at will" status) is that the public employee has added protection ((Civil Service) to their basic constitutional rights. Gone are the days of the "great benefits" enjoyed by my predecessors and former colleagues of the "DB" plans and (seemingly) monthly holidays. But here to stay is the requirement to work 2 to 3 times harder than those

same predecessors and former colleagues.

Bad apples (whether classified or unclassified) are the stigma of public servants. Then again, who cares about most "great deeds" and "near-impossible accomplishments", when negative or bad acts typically catch and retain the public's attention faster. Media and a TOO WIDE "open government" further fuel this negativity. The government needs to tint some of its windows to allow its employees to perform at peak. In other words, would you like to keep your light turned on and bathroom window open to allow the world to watch you during your bathroom or restroom breaks?

Every election the platform is the same: "Health, Safety and Education" or "Open Government"... how about, "Keeping promises from past platforms" or "YOU are important" or "Equality is our goal"... etcetera etcetera...

*Regards,*

*Anita A.  
Dededo*

"Life is truly known only in those who suffer, lose, endure adversity and struggle from defeat to defeat." - Anita Nita, A. Dededo, 1903-1977





Benjamin J.F. Cruz &lt;senator@senatorbjcruz.com&gt;

## 2014 Wage Act

1 message

annette aguon &lt;aaguon@hotmail.com&gt;

Thu, Jan 30, 2014 at 5:27 PM

To: "speaker@judiwonpat.com" <speaker@judiwonpat.com>, "senator@senatorbjcruz.com" <senator@senatorbjcruz.com>, "senator@tinamunabarnes.com" <senator@tinamunabarnes.com>, "roryforguam@gmail.com" <roryforguam@gmail.com>, "office@senatorada.org" <office@senatorada.org>, "senbenp@guam.net" <senbenp@guam.net>, "senatorrodriguez@gmail.com" <senatorrodriguez@gmail.com>, "aguon4guam@gmail.com" <aguon4guam@gmail.com>, "senatorsannicolas@gmail.com" <senatorsannicolas@gmail.com>, "senatoronyada@guamlegislature.org" <senatoronyada@guamlegislature.org>, "duenasenator@gmail.com" <duenasenator@gmail.com>, "aline4families@gmail.com" <aline4families@gmail.com>, "brantforguam@gmail.com" <brantforguam@gmail.com>, "mike@mikelimtiaco.com" <mike@mikelimtiaco.com>, "tommy@senatormorrison.com" <tommy@senatormorrison.com>

Dear Senator,

**Hafa Adai!** As a classified Government of Guam employee for over 19 years, I am expressing my concerns with the implementation of the "Government of Guam Competitive Wage Act of 2014." My position title is a Communicable Disease Control (CDC) Coordinator III (Supervisor) with the classification grade of N.

The Department of Administration (DOA) has stated there are 5 recommendations in the 2014 proposal that were not part of the original "Government of Guam Competitive Wage Act of 2011." DOA needs to be completely transparent and provide the full list of changes and additions they made from the 2010 Hay Study. It is not clear how DOA will implement the proposed salary increases and how employees will be slotted into their respective pay plans.

Furthermore, issues regarding the re-evaluation or reconsideration of the pay scales for the 2011 Wage Act were never addressed or resolved. My concern, along with numerous colleagues through various agencies, is these unresolved issues will be carried into the 2014 Wage Act. We have waited over 4 years for DOA to implement an appeals process. Following are some of the main concerns from the 2010 Hay Study:

- Within our department, inconsistent and confusing guidelines given to complete the Hay Study Questionnaire for numerous positions, such as the CDC series (Investigators, Coordinator I – III, and Administrator) which negatively impacted our proposed salaries.
  - For example, in the old pay scale, a CDC Coordinator III (Supervisor) is the same grade (N) as Program Coordinator (PC) IV. But in the 2010 pay plan, the PC IV was promoted to grade O while the CDC Coordinator III (Supervisor) stayed the same. The problem is not all PC IV supervise while all CDC Coordinators III supervise (staff size range: 1-11).
  - The CDC series cannot be found in other government agencies but only within the DPHSS so these positions should be considered "specialized." In addition to performing the functions of a Program Coordinator, the CDC series perform work in the surveillance, investigation, prevention, control and treatment of communicable diseases.
- In 2006, the GMHA contracted the Hay Group to conduct a "Government of Guam Healthcare



& Allied Health Position Study." Based on this study, the affected positions to include the CDC series, laboratory, pharmacy, and X-ray staff had a better proposed salary adjustment than what the same consultant determined in the 2010 government wide study. (Please see attachment for a comparison of the various pay scales for these positions).


I do not agree with DOA proposed implementation and recommend they be instructed to provide more detailed information through orientations before passing the 2014 Wage Act.

Thank you for your time and your support. **Senseramenta.**

Annette L. Aguon  
Concerned citizen

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 Hay Study Comparison - 1991, 2006, 2010, 2014.pdf  
72K



Benjamin J.F. Cruz <senator@senatorbjcruz.com>

## Government of Guam Competitive Wage Act of 2014

1 message

oscar miranda <omirandatech30@yahoo.com>

Thu, Jan 30, 2014 at 3:55 PM

Reply-To: oscar miranda <omirandatech30@yahoo.com>

To: "speaker@judiwonpat.com" <speaker@judiwonpat.com>, "senator@senatorbjcruz.com" <senator@senatorbjcruz.com>, "senator@tinamunabarnes.com" <senator@tinamunabarnes.com>, "roryforguam@gmail.com" <roryforguam@gmail.com>, "office@senatorada.org" <office@senatorada.org>, "senben@guam.net" <senben@guam.net>, "senatordrodriguez@gmail.com" <senatordrodriguez@gmail.com>, "aguon4guam@gmail.com" <aguon4guam@gmail.com>, "senatorsannicolas@gmail.com" <senatorsannicolas@gmail.com>, "senatorTonyada@guamlegislature.org" <senatorTonyada@guamlegislature.org>, "duenasenator@gmail.com" <duenasenator@gmail.com>, "aline4families@gmail.com" <aline4families@gmail.com>, "brantforguam@gmail.com" <brantforguam@gmail.com>, "mike@mikelimtiaco.com" <mike@mikelimtiaco.com>, "tommy@senatormorrison.com" <tommy@senatormorrison.com>

Dear Honorable Senator:

As a public servant, I am expressing my grave concern with the implementation of the "Government of Guam Competitive Wage Act of 2014."

I am not clear how the Department of Administration will implement the proposed scale.

My position title is of a Classified Employee, X-ray Technician II with the TB Control Program with current Classification/Step I-15)

Issues regarding the re-evaluation or reconsideration of the pay scales of the 2011 Competitive Wage Act were never addressed or resolved. My concern along with my colleagues is these unresolved issues may be carried into the 2014 Pay Scale. Also, a continuation of issues raised in 2010 compensation plan was never resolved.

More so, there were inconsistent and confusing guidelines in completing the 2010 Compensation Plan. Upon review of the positions based on the Reclassification of the Hay Study, our Communicable Disease Control (CDC) positions were not fairly reviewed based on market value as compared to positions of Program Coordinator (PC) - I-IV classified positions whose salaries will receive a substantial increase.

Respectfully recommending that DOA conduct orientations and detailed instructions regarding this Compensation Plan and how it will impact current Classification and step increments. As a public servant for 25 years, I do not disagree with pay raises, definitely deserved in many cases, but rather, how the proposed 2014 Pay Scale will be implemented and its fairness to my position as a X-ray Technician II. I am the one and only X-ray Technician for the Department. This position requires education, special training and certification.

Furthermore, if the intent of the General Pay Plan (GPP) as proposed by HIR of Department of Administration is to slide the current pay grade of the seasoned employee to the closest pay using the GPP, with due respect Honorable Senator that is just so unfair. It took us seasoned employees 25 years to get to the pay where we are now. Are we then being penalized for serving the community of Guam that long?

Furthermore it has been over 20 years since the last pay adjustment was implemented for my position. Through the years we had to deal with low pay but more responsibilities, whereas the teachers, police/safety officers and nurses got their pay raises even with retroactive pay through legislation and the rest were all left in the dark.

Once again Honorable Senator, I humbly request that you look into this matter very closely.

Very Respectfully Yours,

Oscar Miranda  
X-ray Technician  
Tuberculosis & Leprosy Control Program



Benjamin J.F. Cruz &lt;senator@senatorbjcruz.com&gt;

**GovGuam Competitive Wage Act of 2014**

1 message

**Benett Cruz** <benettcruz@gmail.com>

Thu, Jan 30, 2014 at 4:51 PM

To: speaker@judivonpat.com, senator@senatorbjcruz.com, senator@tinamunabarnes.com, roryforguam@gmail.com, office@senatorada.org, senben@guam.net, senatordrodriguez@gmail.com, aguon4guam@gmail.com, senatorsannicolas@gmail.com, senatortoryada@guamlegislature.org, duenasenator@gmail.com, aline4families@gmail.com, brantforguam@gmail.com, mike@mikelimtiaco.com, tommy@senatormorrison.com

Dear Honorable Senators:

As a public servant, I am expressing my grave concern with the implementation of the "Government of Guam Competitive Wage Act of 2014."

I am not clear how the Department of Administration will implement the proposed scale.

My position title is of a Classified Employee, Community Program Aide II with current Classification/Step F(-8)

Issues regarding the re-evaluation or reconsideration of the pay scales of the 2011 Competitive Wage Act were never addressed or resolved. My concern along with my colleagues is these unresolved issues may be carried into the 2014 Pay Scale. Also, a continuation of issues raised in 2010 compensation plan was never resolved.

More so, there were inconsistent and confusing guidelines in completing the 2010 Compensation Plan. Upon review of the positions based on the Reclassification of the Hay Study, our Communicable Disease Control (CDC) positions were not fairly reviewed based on market value as compared to positions of Program Coordinator (PC) - I-IV classified positions whose salaries will receive a substantial increase.

Respectfully recommending that DOA conduct orientations and detailed instructions regarding this Compensation Plan and how it will impact current Classification and step increments. As a public servant for 10 years, I do not disagree with pay raises, definitely deserved in many cases, but rather, how the proposed 2014 Pay Scale will be implemented and its fairness to my position as a Community Program Aide II. Furthermore, if the intent of the General Pay Plan (GPP) as proposed by HR of Department of Administration is to slide the current pay grade of the seasoned employee to the closest pay using the GPP, with due respect Honorable Senator that is just so unfair. In our program we just recruited a new Community Program Aide II and if the GPP Plan will be implemented that person will be making only 2,223 less than what I will be making when I have worked for 10 years to get to the pay where I am now at. So where is the fairness of the new GPP. Are we then being penalized for serving the community of Guam that long?

Furthermore it has been over 20 years since the last pay adjustment was implemented for my position. Through the years we had to deal with low pay but more responsibilities, whereas the teachers, police/safety officers and nurses got their pay raises even with retroactive pay through legislation and the rest were all left in the dark.

Once again Honorable Senators, I humbly request that you look into this matter very closely.

Very Respectfully Yours,

Benett Cruz  
Community Program Aide II



Benjamin J.F. Cruz &lt;senator@senatorbjcruz.com&gt;

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**2014 Pay scale**

1 message

**Elizabeth Adriatico** <eladriatico25@yahoo.com>

Thu, Jan 30, 2014 at 4:25 PM

Reply-To: Elizabeth Adriatico &lt;eladriatico25@yahoo.com&gt;

To: "senator@senatorbjcruz.com" &lt;senator@senatorbjcruz.com&gt;

Dear Honorable Senator Benjamin J.F. Cruz

As a public servant, I am expressing my concern with the implementation of the "Government of Guam Competitive Wage Act of 2014."

I am not clear how the Department of Administration plans to implement the proposed scale. My position title is of a Classified Employee, Communicable Disease Control Coordinator II (CDC series) with current Classification/Step M-13)

Issues regarding the re-evaluation or reconsideration of the pay scale of the 2011 Competitive Wage Act were never addressed or resolved. My concern along with my colleagues is these unresolved issues may be carried into the 2014 Pay Scale. Also, continuations of issues raised in 2010 compensation plan were never resolved.

More so, there were inconsistent and confusing guidelines in completing the 2010 Compensation Plan. Upon review of the positions based on the Reclassification of the Hay Study, our Communicable Disease Control Coordinator (CDC) positions were not fairly reviewed by DOA based on market value as compared to positions of Program Coordinator (PC) - I-IV classified positions whose salaries will receive a substantial increase.

I recommend that DOA conduct orientations and detailed instructions regarding the proposed 2014 Pay Scale with a detailed Compensation Plan and its impact on current Classification and step increments before approval or passing into law. As a public servant for almost 28 plus years, I do not disagree with pay raises, definitely well deserved in many cases, but rather, how the proposed 2014 Pay Scale will be implemented and its fairness to my position as a Communicable Disease Control Coordinator II.

Elizabeth L. Adriatico

Concerned citizen, public servant and registered voter

Cell: 788-5928



Benjamin J.F. Cruz &lt;senator@senatorbjcruz.com&gt;

**Hay Study**

1 message

Estelle Alig &lt;estelle.alig@gmail.com&gt;

Thu, Jan 30, 2014 at 4:14 PM

To: speaker@judivonpat.com, senator@senatorbjcruz.com, senator@tinamunabarnes.com, roryforguam@gmail.com, office@senatorada.org, senberp@guam.net, senatordrodriguez@gmail.com, aguan4guam@gmail.com, senatorsannicolas@gmail.com, senatortonyada@guamlegislature.org, duenasenator@gmail.com, aline4families@gmail.com, brantforguam@gmail.com, mike@mikelimtiaco.com, tommy@senatormorrison.com

Dear Senator:

As a classified Government employee, I am expressing my concerns with the implementation of the "Government of Guam Competitive Wage Act of 2014."

I am not clear how the Department of Administration will implement the proposed scale.

My position title is Communicable Disease Control Coordinator III (CDC scics) with Classification/Step N-9.

Issues regarding the re-evaluation or reconsideration of the pay scales of the 2011 Competitive Wage Act were never addressed or resolved. My concern along with my colleagues is these unresolved issues will be carried into the 2014 Pay Scale. Also, a continuation of issues raised in 2010 compensation plan was never resolved.

More so, there were inconsistent and confusing guidelines in completing the 2010 Compensation Plan. Upon review of the positions based on the Reclassification of the Hay Study, our Communicable Disease Control (CDC) positions were not fairly reviewed based on market value as compared to positions of Program Coordinator (PC)- I-IV classified positions whose salaries will be increased.

I recommend that DOA conduct orientations regarding this Compensation Plan and how it will impact our current Classification and Step.

Thank you for your time.

Estelle Alig

Concerned citizen



Benjamin J.F. Cruz <senator@senatorbjcruz.com>

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## Government of Guam Competitive Wage Act of 2014

1 message

**Cecilia Teresa Arciaga** <cttarciaga@yahoo.com>

Thu, Jan 30, 2014 at 4:04 PM

Reply-To: Cecilia Teresa Arciaga <cttarciaga@yahoo.com>

To: "speaker@judiwonpat.com" <speaker@judiwonpat.com>, "senator@senatorbjcruz.com" <senator@senatorbjcruz.com>, "senator@tinamunabarnes.com" <senator@tinamunabarnes.com>, "roryforguam@gmail.com" <roryforguam@gmail.com>, "office@senatorada.org" <office@senatorada.org>, "senben@guam.net" <senben@guam.net>, "senatordrodriguez@gmail.com" <senatordrodriguez@gmail.com>, "aguon4guam@gmail.com" <aguon4guam@gmail.com>, "senatorsannicolas@gmail.com" <senatorsannicolas@gmail.com>, "senatorTonyada@guamlegislature.org" <senatorTonyada@guamlegislature.org>, "duenasenator@gmail.com" <duenasenator@gmail.com>, "aline4families@gmail.com" <aline4families@gmail.com>, "brantforguam@gmail.com" <brantforguam@gmail.com>, "mike@mikelimtiaco.com" <mike@mikelimtiaco.com>, "tommy@senatormorrison.com" <tommy@senatormorrison.com>

Dear Honorable Senators:

As a public servant, I am expressing my grave concern with the implementation of the "Government of Guam Competitive Wage Act of 2014."

I am not clear how the Department of Administration will implement the proposed scale.

My position title is of a Classified Employee, Communicable Disease Control III (CDC series) with current Classification/Step N-18)

Issues regarding the re-evaluation or reconsideration of the pay scales of the 2011 Competitive Wage Act were never addressed or resolved. My concern along with my colleagues is these unresolved issues may be carried into the 2014 Pay Scale. Also, a continuation of issues raised in 2010 compensation plan was never resolved.

More so, there were inconsistent and confusing guidelines in completing the 2010 Compensation Plan. Upon review of the positions based on the Reclassification of the Hay Study, our Communicable Disease Control (CDC) positions were not fairly reviewed based on market value as compared to positions of Program Coordinator (PC) - I-IV classified positions whose salaries will receive a substantial increase.

Respectfully recommending that DOA conduct orientations and detailed instructions regarding this Compensation Plan and how it will impact current Classification and step increments. As a public servant for 30 years, I do not disagree with pay raises, definitely deserved in many cases, but rather, how the proposed 2014 Pay Scale will be implemented and its fairness to my position as a Communicable Disease Control III Supervisor for 30 years. Furthermore, if the intent of the General Pay Plan (GPP) as proposed by HR of Department of Administration is to slide the current pay grade of the seasoned employee to the closest pay using the GPP, with due respect Honorable Senator that is just so unfair. It took us seasoned employees 30 years to get to the pay where we are now. Are we then being penalized for serving the community of Guam that long?

Furthermore it has been over 20 years since the last pay adjustment was implemented for my



position. Through the years we had to deal with low pay but more responsibilities, whereas the teachers, police/safety officers and nurses got their pay raises even with retroactive pay through legislation and the rest were all left in the dark.

As the CDC III in-charge of the Tuberculosis & Leprosy Program, I am also tasked as acting CDC III for the Foreign Quarantine and Enteric Disease ( Being a local position funding was lost upon the retirement of the supervisor = no recruitment) I have been dutifully serving the people of Guam half of my life. I am now 61 years of age and have worked 30 years + 2 years of accrued sick leave. As the CDC III for both programs I am responsible for the diligent supervision of the operational, technical, and the administrative monitoring, prevention, and control of Tuberculosis, Leprosy, and preventing the introduction, transmission, or spread of communicable diseases from foreign countries into the Territory of Guam. Our Programs' goal is to ensure early detection, treatment, prevention, control and surveillance of Tuberculosis, Leprosy cases, contacts and suspects thereby preventing transmission, death and disease outbreak in the community.

Once again Honorable Senators, I humbly request that you look into this matter very closely.

Very Respectfully Yours,

Cecilia Teresa T. Arciaga  
CDC III Supervisor  
Tuberculosis & Leprosy Control Program  
Foreign Quarantine and Enteric Control Program



Benjamin J.F. Cruz &lt;senator@senatorbjcruz.com&gt;

**Pay Scale 2014**

1 message

**Laling Pangilinan** <pangilinanlaling@gmail.com>  
To: senator@senatorbjcruz.com

Thu, Jan 30, 2014 at 4:01 PM

Dear Honorable Benjamin J.F.Cruz:

As a public servant, I am expressing my concern with the implementation of the "Government of Guam Competitive Wage Act of 2014."

I am not clear how the Department of Administration plans to implement the proposed scale. My position title is of a Classified Employee, Communicable Disease Control Investigator (CDC series) with current Classification/Step H-7)

Issues regarding the re-evaluation or reconsideration of the pay scale of the 2011 Competitive Wage Act were never addressed or resolved. My concern along with my colleagues is these unresolved issues may be carried into the 2014 Pay Scale. Also, a continuation of issues raised in 2010 compensation plan were never resolved.

More so, there were inconsistent and confusing guidelines in completing the 2010 Compensation Plan. Upon review of the positions based on the Reclassification of the Hay Study, our Communicable Disease Control (CDC) positions were not fairly reviewed by DOA based on market value as compared to positions of Program Coordinator (PC) - I-IV classified positions whose salaries will receive a substantial increase.

I recommend that DOA conduct orientations and detailed instructions regarding the proposed 2014 Pay Scale with a detailed Compensation Plan and its impact on current Classification and step increments before approval or passing into law. As a public servant for almost 7 plus years, I do not disagree with pay raises, definitely well deserved in many cases, but rather, how the proposed 2014 Pay Scale will be implemented and its fairness to my position as a Communicable Disease Control Investigator.

Laling Blas Pangilinan  
Concerned citizen, public servant and registered voter  
Cell: 483-8240



Benjamin J.F. Cruz &lt;senator@senatorbjcruz.com&gt;

**Fwd: Template for your**

2 messages

Bernadette Schumann &lt;schumannbernadette.gu@gmail.com&gt;

Thu, Jan 30, 2014 at 12:42 PM

To: senator@senatorbjcruz.com

Dear Honorable Vice Speaker and Senator Benjamin Cruz:

As a public servant, I am expressing my concern with the implementation of the "Government of Guam Competitive Wage Act of 2014."

I am not clear how the Department of Administration plans to implement the proposed scale. My position title is of a Classified Employee, Communicable Disease Control III (CDC series) with current Classification/Step N-15)

Issues regarding the re-evaluation or reconsideration of the pay scale of the 2011 Competitive Wage Act were never addressed or resolved. My concern along with my colleagues is these unresolved issues may be carried into the 2014 Pay Scale. Also, a continuation of issues raised in 2010 compensation plan were never resolved.

More so, there were inconsistent and confusing guidelines in completing the 2010 Compensation Plan. Upon review of the positions based on the Reclassification of the Hay Study, our Communicable Disease Control (CDC) positions were not fairly reviewed by DOA based on market value as compared to positions of Program Coordinator (PC) - I-IV classified positions whose salaries will receive a substantial increase.

I recommend that DOA conduct orientations and detailed instructions regarding the proposed 2014 Pay Scale with a detailed Compensation Plan and its impact on current Classification and step increments before approval or passing into law. As a public servant for almost 24 plus years, I do not disagree with pay raises, definitely well deserved in many cases, but rather, how the proposed 2014 Pay Scale will be implemented and its fairness to my position as a Communicable Disease Control III (Program Supervisor).

Bernadette Provido Schumann  
Concerned citizen and public servant  
Cell: 777-8412

---

**Bernadette Schumann** <schumannbernadette.gu@gmail.com>  
To: senator@senatorbjcruz.com

Thu, Jan 30, 2014 at 4:01 PM

Dear Senator Cruz:


I've also attached the comparison of pay scales for the grades that cover the Communicable Disease Control (CDC series) including Public Health lab staff, X-ray technician, pharmacy technician:

- G= Medical Lab. Technician I
- H= CDC Investigator and Pharmacy Technician
- I= Medical Lab. Technician II and X-ray Technician II
- K= Microbiologist I
- L= Medical Technologist I, Microbiologist II

Thank you BJ!

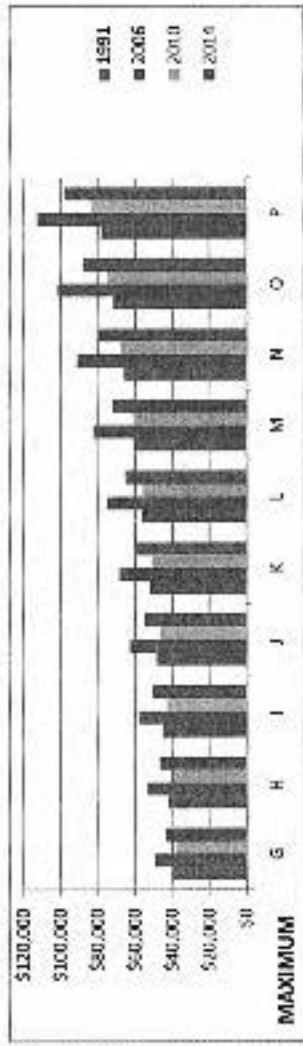
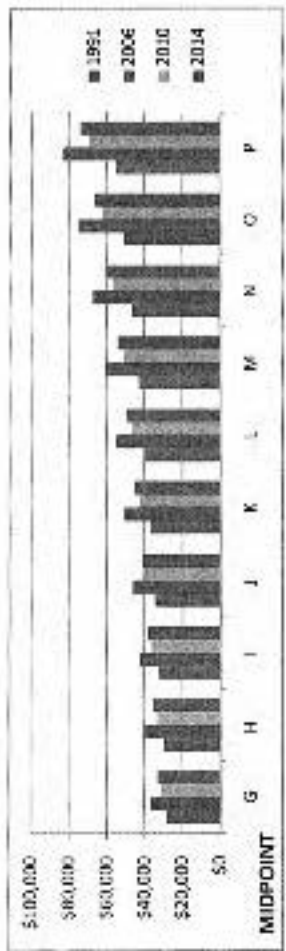
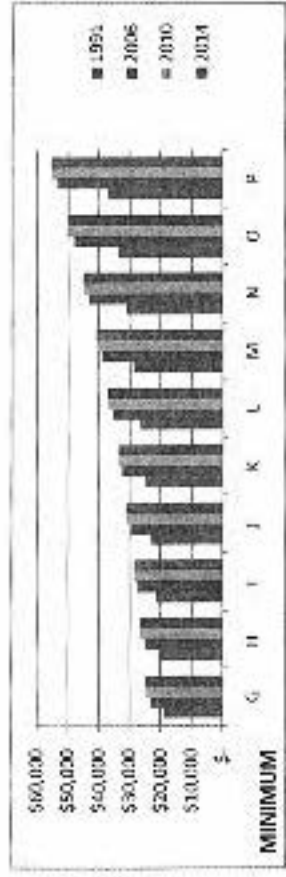
Bernie  
Concerned citizen, public servant and registered voter  
[Quoted text hidden]

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 **Hay Study Comparison - 1991, 2006, 2010, 2014.pdf**  
72K

HAYGROUP COMPARISON OF STUDY FOR YEARS 1991, 2006 (Healthcare & Allied Health- Postion Study), 2010 AND 2014

GRADE	MINIMUM				MIDPOINT				MAXIMUM			
	1991	2006	2010	2014	1991	2006	2010	2014	1991	2006	2010	2014
G	\$ 18,723	\$ 23,236	\$ 24,779	\$ 24,729	\$ 28,085	\$ 30,360	\$ 30,911	\$ 32,904	\$ 39,817	\$ 43,384	\$ 37,003	\$ 43,585
H	\$ 19,974	\$ 25,307	\$ 26,520	\$ 26,520	\$ 29,962	\$ 31,120	\$ 31,150	\$ 35,287	\$ 42,254	\$ 43,133	\$ 39,790	\$ 46,742
I	\$ 21,389	\$ 27,110	\$ 28,595	\$ 28,595	\$ 32,083	\$ 42,240	\$ 35,744	\$ 38,048	\$ 45,256	\$ 57,370	\$ 42,893	\$ 50,399
J	\$ 23,642	\$ 29,574	\$ 31,079	\$ 31,079	\$ 34,414	\$ 46,080	\$ 38,845	\$ 41,349	\$ 48,544	\$ 62,286	\$ 46,614	\$ 54,771
K	\$ 24,656	\$ 32,347	\$ 33,911	\$ 33,911	\$ 36,994	\$ 50,400	\$ 42,389	\$ 45,122	\$ 52,170	\$ 68,453	\$ 50,866	\$ 59,768
L	\$ 26,520	\$ 35,427	\$ 37,100	\$ 37,100	\$ 39,780	\$ 55,200	\$ 46,375	\$ 49,264	\$ 56,114	\$ 74,573	\$ 55,650	\$ 65,589
M	\$ 28,678	\$ 39,067	\$ 40,762	\$ 40,762	\$ 43,018	\$ 60,840	\$ 50,963	\$ 54,238	\$ 60,081	\$ 82,032	\$ 61,143	\$ 71,844
N	\$ 31,064	\$ 43,129	\$ 45,014	\$ 45,014	\$ 46,596	\$ 67,200	\$ 56,268	\$ 59,895	\$ 65,778	\$ 91,271	\$ 67,522	\$ 79,338
O	\$ 33,811	\$ 47,904	\$ 49,897	\$ 49,897	\$ 50,717	\$ 74,640	\$ 62,371	\$ 66,892	\$ 71,541	\$ 101,376	\$ 74,845	\$ 87,943
P	\$ 36,850	\$ 53,295	\$ 55,488	\$ 55,488	\$ 55,274	\$ 82,040	\$ 69,360	\$ 75,831	\$ 77,969	\$ 112,785	\$ 83,232	\$ 97,798





Benjamin J.F. Cruz &lt;senator@senatorbjcruz.com&gt;

**GovGuam Competitive Wage Act of 2014**

1 message

alice manalo &lt;admanalo@gmail.com&gt;

Thu, Jan 30, 2014 at 3:53 PM

To: speaker@judiwonpat.com, senator@senatorbjcruz.com, senator@tinamunabarnes.com, roryforguam@gmail.com, office@senatorada.org, senben@guam.net, senatordrodriguez@gmail.com, aguon4guam@gmail.com, senatorsarnicolas@gmail.com, senatortoryada@guamlegislature.org, duenasenator@gmail.com, aline4families@gmail.com, brantforguam@gmail.com, mike@mikelimtiaco.com, tommy@senatormorrison.com

**Honorable Senators:**

As a concerned citizen and a public servant, I am deeply concern with the implementation of the "Government of Guam Competitive Wage Act of 2014."

Personally, I do not understand and still not clear on how the Department of Administration came up with, with what they are proposing as the pay scale for all GovGuam employees. For example, my position as a Classified Employee, Communicable Disease Control Coordinator I (CDC series) with current Classification/Step L-7), if ever they will implement the proposed pay scale, whoever will come on board with the same position will just have the same pay as myself. I have worked hard to get to my current step and I do not think it is fair for me or to anyone who have worked for many years to get demoted by steps while the new employees will just get the same compensation.

When the Hay pay plan was first implemented, I remember there were issues and concerns that many of us raised, but I do not think they were ever resolved up until now. The concerns and questions we had before are still the same concerns we have now. I totally support the plan of increasing the GovGuam employees pay; however, I feel that DOA should re-visit and review again our positions and duties and make a comparison with the other positions in the Government and see how everyone should be compensated based on their work profile and responsibilities.

Moreover, DOA should provide a detailed guidelines and clear information on the proposed pay scale and their reasons for doing so. The CDC series positions were never reviewed and considered for salary adjustments for many years while the other positions, such as the police officers, nurses, etc. got theirs. As a public servant, I just want to see a fair treatment and justification on the proposed pay scale.

I am asking Senators that you would carefully review all the documents that they are presenting and re-consider my request along with my colleagues to review our position descriptions before passing this into law and see if they are really giving us the pay we definitely deserve.

Respectfully,

Alice Manalo

Concerned citizen and public servant



Benjamin J.F. Cruz &lt;senator@senatorbjcruz.com&gt;

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**2014 Pay Scale**

1 message

**Grace Ibanez** <grace.ibanez216@gmail.com>

Thu, Jan 30, 2014 at 3:30 PM

To: senator@senatorbjcruz.com

Dear Honorable Vice Speaker and Senator Benjamin J.F. Cruz:

As a public servant, I am expressing my concern with the implementation of the "Government of Guam Competitive Wage Act of 2014."

I am not clear how the Department of Administration plans to implement the proposed scale. My position title is of a Classified Employee, Communicable Disease Control Investigator (CDC series) with current Classification/Step H-4).

Issues regarding the re-evaluation or reconsideration of the pay scale of the 2011 Competitive Wage Act were never addressed or resolved. My concern along with my colleagues is these unresolved issues may be carried into the 2014 Pay Scale. Also, a continuation of issues raised in 2010 compensation plan were never resolved.

More so, there were inconsistent and confusing guidelines in completing the 2010 Compensation Plan. Upon review of the positions based on the Reclassification of the Hay Study, our Communicable Disease Control (CDC) positions were not fairly reviewed by DOA based on market value as compared to positions of Program Coordinator (PC) - I-IV classified positions whose salaries will receive a substantial increase.

I recommend that DOA conduct orientations and detailed instructions regarding the proposed 2014 Pay Scale with a detailed Compensation Plan and its impact on current Classification and step increments before approval or passing into law. As a public servant for 3 years, I do not disagree with pay raises, definitely well deserved in many cases, but rather, how the proposed 2014 Pay Scale will be implemented and its fairness to my position as a Communicable Disease Control Investigator.

Grace L. Ibanez

Concerned citizen and public servant





Benjamin J.F. Cruz &lt;senator@senatorbjcruz.com&gt;

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**HAY STUDY**

1 message

**Esther Mallada** <esthermallada@gmail.com>

Thu, Jan 30, 2014 at 3:19 PM

To: senator@senatorbjcruz.com

Dear Senator: BJ CRUZ

As a classified Government of Guam employee, I am expressing my concern with the implementation of the "Government of Guam Competitive Wage Act of 2014."

I am not clear how the Department of Administration will implement the proposed scale.

My position title is of a Classified Employee, Communicable Disease Control Coordinator I (CDC series) with current Classification/Step L-07).

Issues regarding the re-evaluation or reconsideration of the pay scales of the 2011 Competitive Wage Act were never addressed or resolved. My concern along with my colleagues is that these unresolved issues may be carried into the 2014 Pay Scale. Also, a continuation of issues raised in 2010 compensation plan was never resolved.

More so, there were inconsistent and confusing guidelines in completing the 2010 Compensation Plan. Upon review of the positions based on the Reclassification of the Hay Study, our Communicable Disease Control (CDC) positions were not fairly reviewed based on market value as compared to positions of Program Coordinator (PC) - I-IV classified positions whose salaries will receive a substantial increase.

I recommend that DOA conduct orientations and detailed instructions regarding this Compensation Plan and how it will impact current current Classification and step increments. As a government employee for almost 13years, I do not disagree with pay raises, definitely well deserved in many cases, but rather, how the proposed 2014 Pay Scale will be implemented and its fairness to my position as a Communicable Disease Control Coordinator I.

Best Regards,  
Concerned Citizen  
Esther T. Mallada  
Cell: 797-5733



Benjamin J.F. Cruz &lt;senator@senatorbjcruz.com&gt;

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**Hay Study**

1 message

**Daniel Somerfleck** <dss@teleguam.net>

Fri, Jan 24, 2014 at 9:29 AM

To: speaker@judiwonpat.com, senator@senatorbjcruz.com, office@senatorada.org

Dear Senators:

I tried to reach you telephonically this morning regarding concerns with the implementation of the Hay Study. The first concern is for the employees whom are already above Step 18 in the Hay scale. Should not these most senior employees of the Government of Guam be considered up until they retire from the Government of Guam? Second, is not about the Hay Study itself, but related to the implementation of the Hay Study. The concern in the implementation is that employees may lose their current step and simply be placed at the step closest, but not below their current pay. If this is the case, clearly it is an indication that the Government of Guam does not value the years of service of these government employees. Because a majority of these affected employees are over the age of 40, one might consider the Hay Study discriminative based upon their age. Most importantly though is it sends a message that their years of service in the Government of Guam are not valued. I would request at you discussion today regarding the Hay Study that this implementation aspect of the Hay Study be clarified.

Thank you for your time and attention.

Sincerely,

**Daniel S. Somerfleck, Esq.**  
**Somerfleck & Associates, PLLC**

866 Rte. 7, Nelson Bldg, #102

Maina, Guam 96932

Telephone: (671) 477-8020/21

Facsimile: (671) 477-8019

The information contained in this message and any accompanying attachments may contain privileged, private and/or confidential information protected by state and federal law. This message and any attachments are intended for the designated recipient only. If you have received this information in error, please notify the sender immediately and return or destroy the information.

This e-mail transmission and any attachments are believed to have been sent free of any virus or other defect that might affect any computer system into which it is received and opened. It is, however, the recipient's responsibility to ensure that the e-mail transmission and any attachments are virus free, and the sender accepts no responsibility for any damage that may in any way arise from their use.



# COMMITTEE ON RULES

*I Mina'trentai Dos na Liheslaturan Guåhan* • The 32nd Guam Legislature  
155 Healer Place, Hagåtña, Guam 96910 • [www.guamlegislature.com](http://www.guamlegislature.com)  
E-mail: [roryfor Guam@gmail.com](mailto:roryfor Guam@gmail.com) • Tel: (671)472-7679 • Fax: (671)472-3547

Senator  
Rory J. Respicio  
CHAIRPERSON  
MAJORITY LEADER

Senator  
Thomas C. Ada  
VICE CHAIRPERSON  
ASSISTANT MAJORITY LEADER

Senator  
Vicente (Ben) C. Pangelinan  
Member

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Judith T.P. Won Pat, Ed.D.  
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Senator  
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Vice-Speaker  
Benjamin J.F. Cruz  
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Legislative Secretary  
Tina Rose María Barnes  
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Senator  
Frank Blas Aguon, Jr.  
Member

Senator  
Michael F.Q. San Nicolas  
Member

Senator  
V. Anthony Ada  
Member  
MINORITY LEADER

Senator  
Aline Yamashita  
Member

January 27, 2014

## MEMORANDUM

To: **Rennae Meno**  
*Clerk of the Legislature*

**Attorney Therese M. Terlaje**  
*Legislative Legal Counsel*

From: **Senator Rory J. Respicio**  
*Chairperson of the Committee on Rules*

Subject: **Referral of Bill Nos. 266-32(COR), 267-32(COR), and 268-32(COR)**

As the Chairperson of the Committee on Rules, I am forwarding my referral of **Bill Nos. 266-32(COR), 267-32(COR), and 268-32(COR)**.

Please ensure that the subject bills are referred, in my name, to the respective committee, as shown on the attachment. I also request that the same be forwarded to all members of *I Mina'trentai Dos na Liheslaturan Guåhan*.

Should you have any questions, please feel free to contact our office at 472-7679.

*Si Yu'os Ma'åsel*

Attachment



Benjamin J.F. Cruz &lt;senator@senatorbjcruz.com&gt;

**FIRST NOTICE of Public Hearing – January 31, 2014 with attachment [Bill No. 268-32 (COR)]**

1 message

Tessa Weidenbacher &lt;tessa@senatorbjcruz.com&gt;

Sat, Jan 25, 2014 at 3:44 PM

To: phnotice@guamlegislature.org

Cc: clerks@guamlegislature.org, mis &lt;mis@guamlegislature.org&gt;

*(Note: This e-mail is a retransmission of a notice sent out yesterday, for the purpose of attaching the introduced legislation. We have been informed that the Bill 268-32 (COR) will not be available on the Guam Legislature website until Monday. We apologize for the inconvenience.)*

January 24, 2014

**MEMORANDUM****To: All Members/All Senators****From: Vice Speaker Benjamin J.F. Cruz, Chairperson****Re: FIRST NOTICE of Public Hearing – January 31, 2014**

*Håfa Adai!* The Committee on General Government Operations and Cultural Affairs will conduct a Public Hearing of Bills beginning at 12:00PM on **Friday, January 31, 2014**, in / *Liheslatura* Public Hearing Room with the following agenda:

**12:00PM – Public Hearing of Bills**

- **Bill No. 268-32 (COR)** – M.F.Q. San Nicolas – An act to approve the Department of Administration's implementation plans of the "Government of Guam Competitive Wage Act of 2014", to require a performance-based standard for directors and deputy directors of line agencies and / *Maga'låhen* and / *Segundu Maga'låhen*.

Testimonies may be submitted via hand delivery to the Office of Vice Speaker Benjamin J.F Cruz at the Guam Legislature; via postal mail to 155 Hasler Street, Hagåtña Guam 96910; via facsimile to 477-2522; or via e-mail to senator@senatorbjcruz.com. Please submit testimonies at least one day prior to the date of the hearing.

All government activities, programs, and services are accessible for people with disabilities in compliance with Title II of the Americans with Disabilities Act (ADA). Should you or interested parties require assistance or special accommodations to fully participate in this public hearing, please contact Mr. Carlo J. Branch at the Office of the Vice Speaker at 477-2521 or via e-mail at carlo.branch@senatorbjcruz.com.

We look forward to your attendance and participation.

cc: Clerks  
MIS  
Media


...


**Tessa Weidenbacher**  
*Senior Research Analyst*


**Vice Speaker Benjamin J.F. Cruz**  
*I Mina'trental Dos Na Liheslaturan Guåhan*  
T 671-477-2520 | F 671-477-2522  
<http://www.senatorbjcruz.com>

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**3 attachments**

 **FIRST NOTICE Memo PH 01312014.pdf**  
164K

 **FIRST NOTICE PR PH 01312014.pdf**  
151K

 **Bill No. 268-32 (COR) mfqsn HISTORY.pdf**  
721K



Benjamin J.F. Cruz &lt;senator@senatorbjcruz.com&gt;

**SECOND NOTICE of Public Hearing - January 31, 2014 (AMENDED)**

1 message

Tessa Weidenbacher &lt;tessa@senatorbjcruz.com&gt;

Wed, Jan 29, 2014 at 12:11 PM

To: phnotica@guamlegislature.org

Cc: "cor@guamlegislature.org" &lt;cor@guamlegislature.org&gt;, mis &lt;mis@guamlegislature.org&gt;

January 29, 2014

**MEMORANDUM****To: All Members/All Senators****From: Vice Speaker Benjamin J.F. Cruz, Chairman****Re: SECOND NOTICE of Public Hearing – January 31, 2014 (AMENDED)**

*Håfa Adai!* The Committee on General Government Operations and Cultural Affairs will conduct a Public Hearing of Bills beginning at 12:30PM on **Friday, January 31, 2014**, in / *Liheslatura* Public Hearing Room with the following agenda:

**12:30PM - Public Hearing of Bills**

- **Bill No. 268-32 (COR) – M.F.Q. San Nicolas – An act to approve the Department of Administration's implementation plans of the "Government of Guam Competitive Wage Act of 2014", to require a performance-based standard for directors and deputy directors of line agencies and / *Maga'låhen* and / *Segundu Maga'låhen*. (Link directs to Guam Legislature website.)**

Testimonies may be submitted via hand delivery to the Office of Vice Speaker Benjamin J.F. Cruz at the Guam Legislature; via postal mail to 155 Hesler Street, Hagåtña Guam 96910; via facsimile to 477-2522; or via e-mail to [senator@senatorbjcruz.com](mailto:senator@senatorbjcruz.com). Please submit testimonies at least one day prior to the date of the hearing.

All government activities, programs, and services are accessible for people with disabilities in compliance with Title II of the Americans with Disabilities Act (ADA). Should you or interested parties require assistance or special accommodations to fully participate in this public hearing, please contact Mr. Carlo J. Branch at the Office of the Vice Speaker at 477-2521 or via e-mail at [carlo.branch@senatorbjcruz.com](mailto:carlo.branch@senatorbjcruz.com).

We look forward to your attendance and participation.

cc: COR  
MIS  
All Media

--  
**Tessa Weidenbacher**  
Senior Research Analyst

**Vice Speaker Benjamin J.F. Cruz**


*I Mina'trentai Dos Na Liheslaturan Guáhan*


T 671-477-2520 | F 671-477-2522

<http://www.senatorbjcruz.com>

---

**2 attachments**

 **SECOND NOTICE PR PH 01312014.pdf**  
176K

 **SECOND NOTICE Memo PH 01312014.pdf**  
192K

SENATOR BENJAMIN J.F. CRUZ, VICE SPEAKER

Chairman, Committee on General Government Operations  
and Cultural Affairs

Web Address: [www.senatorbjcruz.com](http://www.senatorbjcruz.com)



*I MINA TRENTA DOS NA LIHESLATURA GUAHAN*

The 32nd Guam Legislature • [senator@senatorbjcruz.com](mailto:senator@senatorbjcruz.com)

155 Hester Place, Hagåtña, Guam 96910

Telephone: (671) 477-2531 • Fax: (671) 477-2522

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## PUBLIC HEARING AGENDA

Friday, January 31, 2014

*I Liheslatura* Public Hearing Room • Hagåtña, Guam

### Public Hearing of Bills - 12:30PM

Bill No. 268-32 (COR) - M.F.Q. San Nicolas - An act to approve the Department of Administration's implementation plans of the "Government of Guam Competitive Wage Act of 2014", to require a performance-based standard for directors and deputy directors of line agencies and *I Maga'låhen* and *I Segundu Maga'låhen*.





# Supreme Court of Guam

SUITE 300 GUAM JUDICIAL CENTER  
120 WEST O'BRIEN DRIVE, HAGAÑA, GUAM 96910-5174  
TELEPHONE: +1 (671) 475-3300 • FACSIMILE: +1 (671) 475-3337  
www.guamsupremecourt.com



HON. ROBERT J. TORRES  
CHIEF JUSTICE

January 23, 2014

Ms. Benita Manglona  
Director  
Department of Administration  
ITC Building  
Tamuning, Guam 96913

Subject: Judicial Council Adoption of the 2010 Hay Classification and Compensation Study

Dear Director Manglona,

Although the Judicial Council has expressed support for the adoption of the 2010 Hay Classification and Compensation Study pursuant to its resolutions in 2011, we are concerned with your January 15, 2014 transmittal of a plan to implement the Competitive Wage Act of 2014 pursuant to Public Law 32-068:XI:2 (Sept. 11, 2013).

The Judicial Council maintains autonomy over the administration of classification, pay, and benefits for judicial branch employees, as set forth in Guam law. Specifically, 7 GCA § 5102(d) gives the Judicial Council authority to adopt a unified pay schedule for Judicial Branch employees, and 4 GCA § 6302(a) empowers the Judicial Council to administer a unified pay schedule for the Judicial Branch. The Judicial Council is further authorized to "reassign pay grades" as deemed necessary, pursuant to 4 GCA § 6302(b), and to "establish appropriate policies and procedures for implementing" the classification of positions, pursuant to 4 GCA § 6302(c).

Consequently, the Department of Administration acted without authority – and inconsistent with Guam law – by including judicial branch positions in the implementation plan submitted to the Speaker of *Liheslaturan Guåhan* on January 15, 2014. The plan which you have submitted, which includes Judiciary employees, does not recognize that the Judiciary administers classification and compensation studies for the judicial branch.

Interestingly, the Department of Administration has omitted the autonomous agencies from the January 15, 2014 implementation plan. Likewise, the Judiciary of Guam should be omitted from the submitted plan, pursuant to the Organic Act and statutory authority for the Judicial Council to administer the merit system to its employees.

We urge you to notify *I Liheslaturan Guåhan* that the portions of your plan which relate to Judiciary employees should be deleted.

Best regards,

A handwritten signature in black ink, appearing to read "R. Torres". The signature is written in a cursive, flowing style.

ROBERT J. TORRES  
Chief Justice of Guam

cc: I Maga'lahen Guåhan  
Members, Mina' Trentai Dos Na Liheslaturan Guåhan



## COMMITTEE ON RULES

*I Mina'trentai Dos na Liheslaturan Guåhan* • The 32nd Guam Legislature  
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E-mail: [roryforguam@gmail.com](mailto:roryforguam@gmail.com) • Tel: (671)472-7679 • Fax: (671)472-3547

Senator  
Rory J. Respicio  
CHAIRPERSON  
MAJORITY LEADER

Senator  
Thomas C. Ada  
VICE CHAIRPERSON  
ASSISTANT MAJORITY LEADER

Senator  
Vicente (Ben) C. Pangelinan  
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Speaker  
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Senator  
Dennis G. Rodriguez, Jr.  
Member

Vice-Speaker  
Benjamin J.F. Cruz  
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Legislative Secretary  
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Senator  
Frank Blas Aguon, Jr.  
Member

Senator  
Michael F.Q. San Nicolas  
Member

Senator  
V. Anthony Ada  
Member  
MINORITY LEADER

Senator  
Aline Yamashita  
Member

January 28, 2014

VIA E-MAIL

[john.rios@bbmr.guam.gov](mailto:john.rios@bbmr.guam.gov)

**John A. Rios**  
**Director**  
**Bureau of Budget & Management Research**  
**P.O. Box 2950**  
**Hagåtña, Guam 96910**

**RE: Request for Fiscal Notes– Bill Nos. 264-32(COR) through 268-32(COR)**

*Hafa Adai* Mr. Rios:

Transmitted herewith is a listing of *I Mina'trentai Dos na Liheslaturan Guåhan's* most recently introduced bills. Pursuant to 2 GCA §9103, I respectfully request the preparation of fiscal notes for the referenced bills.

*Si Yu'os ma'åse'* for your attention to this matter.

Very Truly Yours,

**Senator Rory J. Respicio**  
*Chairperson of the Committee on Rules*

Attachment (1)

Cc: Clerk of the Legislature

Bill Nos.	Sponsors	Title
<b>264-32 (COR)</b>	Dennis G. Rodriguez, Jr. Brant T. McCreadie T.C. Ada R. J. Respicio T. R. Muña Barnes V. Anthony Ada Tommy. Morrison Chris M. Dueñas	AN ACT TO RELATIVE TO PROHIBITING THE SALE OR DISTRIBUTION OF ELECTRONIC CIGARETTES TO MINORS, BY ADDING A NEW § 6101(l) TO ARTICLE 1, AND AMENDING § 6400 OF ARTICLE 4, CHAPTER6, TITLE 11 GUAM CODE ANNOTATED.
<b>265-32 (COR)</b>	Vicente (ben) C. Pangelinan	AN ACT TO AUTHORIZE THE CHAMORRO LAND TRUST COMMISSION TO ENTER INTO ECONOMIC LEASES BY ADDING A NEW SECTION 75122, CHAPTER 75, TITLE 21 GUAM CODE ANNOTATED.
<b>266-32 (COR)</b>	Judith T. Won Pat, Ed.D. T.R. Muna Barnes Aline A. Yamashita, Ph.D.	AN ACT ADD A NEW §849.7 OF CHAPTER 8 OF TITLE 1 GUAM CODE ANNOTATED RELATIVE TO THE RENAMING OF THE TIYAN PARKWAY TO THE CHALAN MAG'HÅGA.
<b>267-32 (COR)</b>	Michael F.Q. San Nicolas T.C. Ada	AN ACT TO STRENGTHEN PROVISIONS FOR THE REPAIR OR DEMOLITION OF UNSAFE STRUCTURES IN GUAM'S BUILDING LAW, BY AMENDING §§ 66501, 66503, 66504, 66505, 66507 AND 66508 OF ARTICLE 5 AND § 66701 OF ARTICLE 7, EACH OF CHAPTER 66, TITLE 21, GUAM CODE ANNOTATED.
<b>268-32 (COR)</b>	Michael F.Q. San Nicolas	AN ACT TO APPROVE THE DEPARTMENT OF ADMINISTRATION'S IMPLEMENTATON PLANS OF THE 'GOVERNMENT OF GUAM COMPETITIVE WAGE ACT OF 2014', TO REQUIRE A PERFORMANCE-BASED STANDARD FOR DIRECTORS AND DEPUTY DIRECTORS OF LINE AGENCIES AND I MAGA'LÅHEN AND I SEGUNDU MAGA'LÅHEN.



## COMMITTEE ON RULES

*I Mina'trentai Dos na Liheslaturan Guåhan* • The 32nd Guam Legislature  
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Senator  
Rory J. Respicio  
CHAIRPERSON  
MAJORITY LEADER

Senator  
Thomas C. Ada  
VICE CHAIRPERSON  
ASSISTANT MAJORITY LEADER

Senator  
Vicente (Ben) C. Pangelinan  
Member

Speaker  
Judith T.P. Won Pat, Ed.D.  
Member

Senator  
Dennis G. Rodriguez, Jr.  
Member

Vice-Speaker  
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Legislative Secretary  
Tina Rose Muña Barnes  
Member

Senator  
Frank Blas Aguon, Jr.  
Member

Senator  
Michael F.Q. San Nicolas  
Member

Senator  
V. Anthony Ada  
Member  
MINORITY LEADER


Senator  
Aline Yamashita  
Member

January 27, 2014

### MEMORANDUM

**To: Rennae Meno**  
*Clerk of the Legislature*

**Attorney Therese M. Terlaje**  
*Legislative Legal Counsel*

**From: Senator Rory J. Respicio**   
*Chairperson of the Committee on Rules*

**Subject: Referral of Bill Nos. 266-32(COR), 267-32(COR), and 268-32(COR)**

As the Chairperson of the Committee on Rules, I am forwarding my referral of **Bill Nos. 266-32(COR), 267-32(COR), and 268-32(COR)**.

Please ensure that the subject bills are referred, in my name, to the respective committee, as shown on the attachment. I also request that the same be forwarded to all members of *I Mina'trentai Dos na Liheslaturan Guåhan*.

Should you have any questions, please feel free to contact our office at 472-7679.

*Si Yu'os Ma'åse!*

Attachment

I MINA'TRENTAI DOS NA LIHESLATURAN GUÅHAN  
2014 (SECOND) Regular Session

Bill No. 268-32(COR)

Introduced by:

Michael F.O. San Nicolas

AN ACT TO APPROVE THE DEPARTMENT OF  
ADMINISTRATION'S IMPLEMENTATON PLANS  
OF THE 'GOVERNMENT OF GUAM  
COMPETITIVE WAGE ACT OF 2014', TO REQUIRE  
A PERFORMANCE-BASED STANDARD FOR  
DIRECTORS AND DEPUTY DIRECTORS OF LINE  
AGENCIES AND I MAGA'LÅHEN AND I  
SEGUNDU MAGA'LÅHEN.

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1 BE IT ENACTED BY THE PEOPLE OF GUAM:

2 Section 1. Short Title. This Act shall be referred to as the  
3 "Responsible Competitive Wage Implementation Act".

4 Section 2. Legislative Findings and Intent. I Liheslaturan Guåhan  
5 finds that Section 1 of Chapter XI of Public Law 32-68 required that by  
6 January 15, 2014, I Maga'låhi submit a final, implementable plan to adjust  
7 compensation, classification and benefits to I Liheslatura. I Liheslatura  
8 authorized I Maga'låhi to cover either classified personnel only or classified  
9 and unclassified personnel. On January 15, 2014, I Maga'låhen submitted  
10 the General Pay Plan (GPP), Nurse Pay Plan (NPP), Educator Pay Plan  
11 (EDU), Attorney Pay Plan (ATTY), Executive Pay Plan (EXEC) and Salary  
12 Recommendations for Rate of Pay Positions. The Executive Pay Plan

1 includes many unclassified appointed positions and the Recommendations  
2 for Rate of Pay Positions include recommendations to give substantial  
3 raises to elected officials.

4 *I Liheslatura* finds that classified and unclassified employees of the  
5 government of Guam have patiently awaited their salary adjustments since  
6 Governor Eddie Calvo issued Executive Order 2011-02 on January 14, 2011,  
7 stopping implementation of the compensation study and the  
8 corresponding salary adjustments.

9 It is therefore the intent of *I Liheslaturan Guåhan* that the pay  
10 adjustments to the hard-working employees of the government of Guam  
11 shall be implemented pursuant to Public Law 32-68.

12 **Section 3. Approval of the General Pay Plan (GPP), Nurse Pay Plan**  
13 **(NPP), Educator Pay Plan (EDU) and Attorney Pay Plan (ATTY).**  
14 Pursuant to §1(e) of Chapter XI of Public Law 32-68, *I Liheslatura* hereby  
15 approves the General Pay Plan (GPP) contained in Exhibit 1 appended  
16 hereto, the Nurse Pay Plan (NPP) contained in Exhibit 2 appended hereto,  
17 the Educator Pay Plan (EDU) contained in Exhibit 3 appended hereto, and  
18 the Attorney Pay Plan (ATTY) contained in Exhibit 4 appended hereto.

19 **Section 4. Executive Performance Pay Plan.** The unclassified  
20 positions included in Exhibit 5A appended hereto shall be paid a base  
21 salary which is equal to the current salary for their position and the  
22 remainder of the applicable executive pay, contained in Exhibit 5 appended

1 hereto, shall only be paid pursuant to the provisions of the Performance  
2 Pay Plan (PPP) criteria provided in §6 of this Act.

3 **Section 5. Approval of Salary Recommendations for Rate of Pay**  
4 **Positions.** Pursuant to §1(e) of Chapter XI of Public Law 32-68, *I Liheslatura*  
5 hereby approves the Salary Recommendations for Rate of Pay Positions  
6 contained in Exhibit 6 appended hereto, except that:

7 (a) Senators of *I Liheslatura* shall not receive a salary increase  
8 pursuant to this Act, but shall continue to receive their compensation  
9 as prescribed by §1106 of Chapter 1, Title 2 of the Guam Code  
10 Annotated;

11 (b) The salary for a Mayor shall be raised from forty-six  
12 thousand sixty-two dollars (\$46,062) per annum to fifty-six thousand  
13 sixty-two dollars (\$56,062) per annum and the salary for a Vice  
14 Mayor shall be raised from forty-two thousand two hundred sixty-  
15 four dollars (\$42,264) per annum to fifty-two thousand two hundred  
16 sixty-four dollars (\$52,264) per annum; and

17 (c) *I Maga'låhen, I Segundu Maga'låhen*, the Attorney General,  
18 and the Public Auditor shall, instead, be paid a base salary which is  
19 equal to the current salary for their position and the remainder of the  
20 applicable recommended pay shall only be paid pursuant to the  
21 provisions of the Performance Pay Plan (PPP) criteria provided in §6  
22 of this Act.



1           **Section 6. Performance Pay Plan Reserve Fund.** There is hereby  
2 created a Performance Pay Plan Reserve Fund. The fund shall not be  
3 commingled with other funds nor shall be subject to the transfer authority  
4 of *I Maga'låhen*. Payments shall be remitted to the fund for each pay period  
5 for the total value of Performance Pay which may be made to salaried  
6 officials pursuant to §6 of this Act. If pay in excess of base salaries is not  
7 remitted on a biennial or annual basis, as applicable, pursuant to §6(a) of  
8 this Act, due to the nonfulfillment of the criteria outlined in §6 subsection  
9 (b) all funds not remitted for Performance Pay shall be transferred to the  
10 Supplemental Appropriations Revenue Fund for appropriation by *I*  
11 *Liheslatura*.

12           **Section 7. Performance Pay Plan (PPP).**

13           (a) Pay in excess of the base salaries of *I Maga'låhen*, *I Segundu*  
14 *Maga'låhen*, the Attorney General, the Public Auditor, and Directors,  
15 Deputy Directors or equivalent executive unclassified officers appointed by  
16 *I Maga'låhen*, pursuant to §§ 4 or 5 of this Act, as applicable, shall be  
17 deposited into a Performance Pay Plan (PPP) reserve fund and shall be  
18 paid to the respective parties on an annual basis only upon the  
19 achievement of all the applicable criteria pursuant to Subsection (b) of this  
20 Section.

21           (b) Pay in excess of the base salaries of *I Maga'låhen*, *I Segundu*  
22 *Maga'låhen*, the Attorney General, the Public Auditor, and Directors,  
23 Deputy Directors or equivalent executive unclassified officers appointed by

1 *I Maga'låhen* shall be paid only when the Civil Service Commission  
2 certifies, not later than thirty (30) days after the receipt of all data from the  
3 responsible agencies pursuant to subsection (c) of this section, that the  
4 following criteria has been met for the last calendar year:

5 (1) Guam's quarterly unemployment rate has on average  
6 declined on a year-on-year basis for the previous four (4) quarters or  
7 that Guam's average quarterly unemployment rate for the previous  
8 four (4) quarters is equal to or less than the United States average  
9 quarterly unemployment rate for the four (4) previous quarters; and

10 (2) the current school year's average standardized test scores of  
11 students of the Guam Department of Education have increased  
12 compared to the previous school year; and

13 (3) the cost of medical care has risen at a rate equal to or less  
14 than the Consumer Price Index on a year-on-year basis on average  
15 over the previous four (4) quarters; and

16 (4) Guam's annual per population crime rate has declined  
17 compared to the previous calendar year or is equal to or less than the  
18 national average; and

19 (5) that the Guam Department of Education, the Guam  
20 Community College, the University of Guam, the Department of  
21 Public Health and Social Services, the Guam Memorial Hospital, the  
22 Guam Behavioral Health and Wellness Center, the Guam Police  
23 Department and the Guam Fire Department have received the pro-

1 rated amounts appropriated from the General Fund by *I Liheslatura*  
2 for operations for the preceding four (4) fiscal quarters.

3 (c) Pursuant to subsection (b) of this Section, the Department of Labor  
4 shall submit each of its quarterly reports on the Unemployment Situation  
5 not later than thirty (30) days after its release date, the Guam Department  
6 of Education shall annually submit reports on the average standardized  
7 test scores of students of the Guam Department of Education for the  
8 current and previous school year not later than thirty (30) days after receipt  
9 of standardized test scores, the Guam Police Department shall submit the  
10 Uniform Crime Report for the most recent year not later than thirty (30)  
11 days after its release date and the Bureau of Statistics and Plans shall  
12 submit each of its quarterly reports on Guam's Consumer Price Index not  
13 later than thirty (30) days after its release date, and that the Department of  
14 Administration shall submit its Consolidated Revenue and Expenditure  
15 Report or successor for the end of each fiscal quarter not later than thirty  
16 (30) days after the close of each fiscal quarter, each to the Civil Service  
17 Commission.

18 **Section 8. Salary Increment Schedule.** Every employee covered  
19 under the pay plans adopted in §§ 3 and 4 of this Act shall be entitled to a  
20 one step salary increment for satisfactory performance. Employees at  
21 Steps 1 through 6 shall be entitled to an increment after twelve (12)  
22 months of satisfactory performance. Employees at Steps 7 through 9 shall  
23 be entitled to an increment after eighteen (18) months of satisfactory

1 performance. Employees at Step 10 and thereafter shall be entitled to an  
2 increment after twenty-four (24) months of satisfactory performance.

3 **Section 9. Effective Date.** This Act shall be effective February 12<sup>th</sup>,  
4 2014.

5 **Section 10. Severability.** *If* any provision of this Act or its  
6 application to any person or circumstance is found to be invalid or  
7 contrary to law, such invalidity *shall* not affect other provisions or  
8 applications of this Act which can be given effect without the invalid  
9 provisions or application, and to this end the provisions of this Act are  
10 severable.

**Exhibit 1. General Pay Plan (GPP)**

<b>GENERAL PAY PLAN</b>									
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>
<b>X</b>	\$96,175	\$99,819	\$103,602	\$107,527	\$111,601	\$115,830	\$120,219	\$124,033	\$127,969
<b>W</b>	\$91,595	\$95,066	\$98,668	\$102,407	\$106,287	\$110,314	\$114,494	\$118,127	\$121,875
<b>V</b>	\$86,820	\$90,110	\$93,524	\$97,068	\$100,746	\$104,563	\$108,525	\$111,968	\$115,521
<b>U</b>	\$81,522	\$84,611	\$87,816	\$91,144	\$94,597	\$98,182	\$101,902	\$105,135	\$108,471
<b>T</b>	\$76,188	\$79,075	\$82,071	\$85,181	\$88,408	\$91,758	\$95,235	\$98,257	\$101,374
<b>S</b>	\$70,873	\$73,558	\$76,345	\$79,238	\$82,241	\$85,357	\$88,591	\$91,402	\$94,302
<b>R</b>	\$65,623	\$68,110	\$70,690	\$73,369	\$76,149	\$79,034	\$82,029	\$84,632	\$87,317
<b>Q</b>	\$60,482	\$62,773	\$65,152	\$67,620	\$70,183	\$72,842	\$75,602	\$78,001	\$80,476
<b>P</b>	\$55,488	\$57,590	\$59,773	\$62,037	\$64,388	\$66,828	\$69,360	\$71,561	\$73,831
<b>O</b>	\$49,897	\$51,787	\$53,750	\$55,786	\$57,900	\$60,094	\$62,371	\$64,350	\$66,392
<b>N</b>	\$45,014	\$46,720	\$48,490	\$50,328	\$52,235	\$54,214	\$56,268	\$58,053	\$59,895
<b>M</b>	\$40,762	\$42,307	\$43,910	\$45,574	\$47,301	\$49,093	\$50,953	\$52,570	\$54,238
<b>L</b>	\$37,100	\$38,506	\$39,965	\$41,479	\$43,051	\$44,682	\$46,375	\$47,846	\$49,364
<b>K</b>	\$33,911	\$35,196	\$36,530	\$37,914	\$39,350	\$40,841	\$42,389	\$43,734	\$45,122
<b>J</b>	\$31,076	\$32,253	\$33,476	\$34,744	\$36,061	\$37,427	\$38,845	\$40,077	\$41,349
<b>I</b>	\$28,595	\$29,679	\$30,803	\$31,970	\$33,182	\$34,439	\$35,744	\$36,878	\$38,048
<b>H</b>	\$26,520	\$27,525	\$28,568	\$29,650	\$30,774	\$31,940	\$33,150	\$34,202	\$35,287
<b>G</b>	\$24,729	\$25,666	\$26,638	\$27,648	\$28,695	\$29,783	\$30,911	\$31,892	\$32,904
<b>F</b>	\$23,171	\$24,049	\$24,960	\$25,906	\$26,888	\$27,907	\$28,964	\$29,883	\$30,831
<b>E</b>	\$21,095	\$21,895	\$22,724	\$23,585	\$24,479	\$25,406	\$26,369	\$27,206	\$28,069
<b>D</b>	\$19,040	\$19,761	\$20,510	\$21,287	\$22,094	\$22,931	\$23,800	\$24,555	\$25,334
<b>C</b>	\$17,769	\$18,442	\$19,141	\$19,866	\$20,619	\$21,400	\$22,211	\$22,916	\$23,643
<b>B</b>	\$16,694	\$17,326	\$17,983	\$18,664	\$19,371	\$20,105	\$20,867	\$21,529	\$22,212
<b>A</b>	\$15,715	\$16,311	\$16,929	\$17,570	\$18,236	\$18,927	\$19,644	\$20,267	\$20,910

**Note:** The table above contains steps one (1) through nine (9) of the GPP. This pay plan covers all positions not included in the Nurse Pay Plan (NPP), Education Pay Plan (EDU), Attorney Pay Plan (ATTY), and Executive Pay Plan (EXEC).

GENERAL PAY PLAN									
Grade	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
X	\$132,029	\$136,218	\$140,540	\$144,999	\$149,600	\$154,346	\$159,243	\$164,296	\$169,509
W	\$125,742	\$129,731	\$133,847	\$138,094	\$142,476	\$146,996	\$151,660	\$156,472	\$161,437
V	\$119,186	\$122,968	\$126,869	\$130,895	\$135,048	\$139,333	\$143,753	\$148,314	\$153,020
U	\$111,913	\$115,463	\$119,127	\$122,907	\$126,806	\$130,830	\$134,981	\$139,263	\$143,682
T	\$104,591	\$107,909	\$111,333	\$114,865	\$118,510	\$122,270	\$126,149	\$130,152	\$134,281
S	\$97,294	\$100,381	\$103,566	\$106,852	\$110,242	\$113,740	\$117,349	\$121,072	\$124,913
R	\$90,087	\$92,946	\$95,895	\$98,937	\$102,076	\$105,315	\$108,657	\$112,104	\$115,661
Q	\$83,029	\$85,663	\$88,381	\$91,185	\$94,079	\$97,064	\$100,143	\$103,321	\$106,599
P	\$76,174	\$78,591	\$81,084	\$83,657	\$86,311	\$89,050	\$91,875	\$94,790	\$97,798
O	\$68,498	\$70,671	\$72,914	\$75,227	\$77,614	\$80,077	\$82,617	\$85,239	\$87,943
N	\$61,796	\$63,756	\$65,779	\$67,866	\$70,020	\$72,241	\$74,533	\$76,898	\$79,338
M	\$55,958	\$57,734	\$59,566	\$61,456	\$63,406	\$65,417	\$67,493	\$69,634	\$71,844
L	\$50,931	\$52,547	\$54,214	\$55,934	\$57,709	\$59,540	\$61,429	\$63,378	\$65,389
K	\$46,553	\$48,030	\$49,554	\$51,126	\$52,749	\$54,422	\$56,149	\$57,930	\$59,768
J	\$42,661	\$44,015	\$45,411	\$46,852	\$48,338	\$49,872	\$51,455	\$53,087	\$54,771
I	\$39,255	\$40,501	\$41,786	\$43,112	\$44,480	\$45,891	\$47,347	\$48,849	\$50,399
H	\$36,407	\$37,562	\$38,753	\$39,983	\$41,252	\$42,560	\$43,911	\$45,304	\$46,742
G	\$33,948	\$35,025	\$36,136	\$37,283	\$38,465	\$39,686	\$40,945	\$42,244	\$43,585
F	\$31,809	\$32,819	\$33,860	\$34,934	\$36,043	\$37,186	\$38,366	\$39,583	\$40,839
E	\$28,959	\$29,878	\$30,826	\$31,804	\$32,813	\$33,855	\$34,929	\$36,037	\$37,180
D	\$26,138	\$26,967	\$27,823	\$28,706	\$29,617	\$30,556	\$31,526	\$32,526	\$33,558
C	\$24,393	\$25,167	\$25,965	\$26,789	\$27,639	\$28,516	\$29,421	\$30,354	\$31,318
B	\$22,917	\$23,644	\$24,394	\$25,168	\$25,967	\$26,791	\$27,641	\$28,518	\$29,422
A	\$21,574	\$22,258	\$22,964	\$23,693	\$24,445	\$25,220	\$26,021	\$26,846	\$27,698

**Note:** The table above contains steps ten (10) through eighteen (18) of the GPP. This pay plan covers all positions not included in the Nurse Pay Plan (NPP), Education Pay Plan (EDU), Attorney Pay Plan (ATTY), and Executive Pay Plan (EXEC).

**Exhibit 2. Nurse Pay Plan (NPP)**

<b>NURSE PAY PLAN</b>									
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>
<b>N-U</b>	\$86,317	\$89,587	\$92,982	\$96,505	\$100,162	\$103,957	\$107,896	\$111,247	\$114,703
<b>N-T</b>	\$80,670	\$83,726	\$86,899	\$90,191	\$93,609	\$97,156	\$100,837	\$103,969	\$107,198
<b>N-S</b>	\$75,042	\$77,885	\$80,836	\$83,899	\$87,078	\$90,378	\$93,802	\$96,716	\$99,720
<b>N-R</b>	\$69,483	\$72,116	\$74,849	\$77,685	\$80,628	\$83,683	\$86,854	\$89,552	\$92,333
<b>N-Q</b>	\$64,040	\$66,467	\$68,985	\$71,599	\$74,312	\$77,128	\$80,050	\$82,536	\$85,100
<b>N-P</b>	\$58,752	\$60,978	\$63,289	\$65,687	\$68,176	\$70,759	\$73,440	\$75,721	\$78,073
<b>N-O</b>	\$53,072	\$55,083	\$57,170	\$59,336	\$61,585	\$63,918	\$66,340	\$68,401	\$70,525
<b>N-N</b>	\$48,112	\$49,935	\$51,827	\$53,791	\$55,829	\$57,944	\$60,140	\$62,008	\$63,934
<b>N-M</b>	\$43,792	\$45,451	\$47,174	\$48,961	\$50,816	\$52,742	\$54,740	\$56,440	\$58,193
<b>N-L</b>	\$39,650	\$41,153	\$42,712	\$44,330	\$46,010	\$47,754	\$49,563	\$51,102	\$52,690
<b>N-K</b>	\$36,129	\$37,498	\$38,919	\$40,393	\$41,924	\$43,512	\$45,161	\$46,564	\$48,010
<b>N-J</b>	\$33,172	\$34,429	\$35,733	\$37,087	\$38,493	\$39,951	\$41,465	\$42,753	\$44,081
<b>N-I</b>	\$30,259	\$31,406	\$32,596	\$33,831	\$35,113	\$36,443	\$37,824	\$38,999	\$40,210
<b>N-H</b>	\$27,911	\$28,969	\$30,066	\$31,206	\$32,388	\$33,615	\$34,889	\$35,973	\$37,090
<b>N-G</b>	\$25,911	\$26,893	\$27,912	\$28,970	\$30,067	\$31,207	\$32,389	\$33,395	\$34,432
<b>N-F</b>	\$24,172	\$25,088	\$26,038	\$27,025	\$28,049	\$29,112	\$30,215	\$31,154	\$32,121

<b>NURSE PAY PLAN</b>									
<b>Grade</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>
<b>N-U</b>	\$118,266	\$121,939	\$125,727	\$129,632	\$133,658	\$137,810	\$142,090	\$146,504	\$151,054
<b>N-T</b>	\$110,528	\$113,961	\$117,501	\$121,151	\$124,914	\$128,794	\$132,794	\$136,919	\$141,172
<b>N-S</b>	\$102,817	\$106,011	\$109,303	\$112,699	\$116,199	\$119,808	\$123,530	\$127,367	\$131,323
<b>N-R</b>	\$95,201	\$98,158	\$101,207	\$104,351	\$107,592	\$110,934	\$114,380	\$117,932	\$121,596
<b>N-Q</b>	\$87,743	\$90,469	\$93,279	\$96,176	\$99,164	\$102,244	\$105,419	\$108,694	\$112,070
<b>N-P</b>	\$80,498	\$82,998	\$85,576	\$88,235	\$90,975	\$93,801	\$96,715	\$99,719	\$102,816
<b>N-O</b>	\$72,716	\$74,974	\$77,303	\$79,704	\$82,180	\$84,733	\$87,364	\$90,078	\$92,876
<b>N-N</b>	\$65,920	\$67,967	\$70,079	\$72,255	\$74,500	\$76,814	\$79,200	\$81,660	\$84,196
<b>N-M</b>	\$60,001	\$61,865	\$63,786	\$65,767	\$67,810	\$69,917	\$72,088	\$74,327	\$76,636
<b>N-L</b>	\$54,326	\$56,014	\$57,754	\$59,548	\$61,397	\$63,304	\$65,270	\$67,298	\$69,388
<b>N-K</b>	\$49,501	\$51,039	\$52,624	\$54,259	\$55,944	\$57,682	\$59,473	\$61,321	\$63,225
<b>N-J</b>	\$45,450	\$46,862	\$48,317	\$49,818	\$51,366	\$52,961	\$54,606	\$56,302	\$58,051
<b>N-I</b>	\$41,459	\$42,747	\$44,075	\$45,444	\$46,855	\$48,311	\$49,811	\$51,358	\$52,954
<b>N-H</b>	\$38,242	\$39,430	\$40,655	\$41,917	\$43,219	\$44,562	\$45,946	\$47,373	\$48,845
<b>N-G</b>	\$35,502	\$36,605	\$37,742	\$38,914	\$40,123	\$41,369	\$42,654	\$43,979	\$45,345
<b>N-F</b>	\$33,119	\$34,148	\$35,208	\$36,302	\$37,429	\$38,592	\$39,791	\$41,027	\$42,301

**POSITIONS COVERED BY THE NURSE PAY PLAN (NPP)**

<b>Community Health &amp; Nursing Services Administrator</b>	<b>Infection Control Practitioner</b>
<b>Community Health &amp; Nursing Services Assistant Administrator</b>	<b>Licensed Practical Nurse I</b>
<b>Community Health Nurse I</b>	<b>Licensed Practical Nurse II</b>
<b>Community Health Nurse II</b>	<b>Nurse Anesthetist (CRNA)</b>
<b>Community Health Nurse Supervisor I</b>	<b>Nurse Midwife</b>
<b>Community Health Nurse Supervisor II</b>	<b>Nurse Practitioner</b>
<b>Hospital Assistant Nurse Administrator (Deputy Assistant)</b>	<b>Psychiatric Nurse I</b>
<b>Hospital Charge Nurse</b>	<b>Psychiatric Nurse II</b>
<b>Hospital Licensed Practical Nurse I</b>	<b>Psychiatric Nurse III</b>
<b>Hospital Licensed Practical Nurse II</b>	<b>Psychiatric Nurse Supervisor</b>
<b>Hospital Nurse Administrator</b>	<b>Psychiatric Nursing Administrator</b>
<b>Hospital Nurse Quality Improvement Specialist</b>	<b>School Health Counselor I</b>
<b>Hospital Nurse Risk Management Program Officer</b>	<b>School Health Counselor II</b>
<b>Hospital Nurse Supervisor I</b>	<b>School Health Counselor III</b>
<b>Hospital Nurse Supervisor II</b>	<b>School Health Program Coordinator</b>
<b>Hospital Nurse Utilization Review Specialist</b>	<b>Staff Nurse I</b>
<b>Hospital Nursing Supervisor</b>	<b>Staff Nurse II</b>
<b>Hospital Unit Supervisor</b>	<b>Staff Nurse Training Officer</b>
<b>Hospital Unit Supervisor</b>	
<b>Head Start Health Coordinator</b>	



Exhibit 3. Educator Pay Plan (EDU)

EDUCATOR PAY PLAN (EDU)									
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
ED-12	\$74,669	\$77,498	\$80,435	\$83,482	\$86,645	\$89,929	\$93,336	\$96,297	\$99,353
ED-11	\$67,881	\$70,453	\$73,122	\$75,893	\$78,769	\$81,753	\$84,851	\$87,543	\$90,321
ED-10	\$61,710	\$64,049	\$66,476	\$68,994	\$71,609	\$74,322	\$77,138	\$79,585	\$82,111
ED-9	\$56,100	\$58,226	\$60,432	\$62,722	\$65,098	\$67,565	\$70,125	\$72,350	\$74,645
ED-8	\$51,000	\$52,932	\$54,938	\$57,020	\$59,180	\$61,423	\$63,750	\$65,773	\$67,860
ED-7	\$45,939	\$47,680	\$49,487	\$51,362	\$53,308	\$55,328	\$57,424	\$59,246	\$61,126
ED-6	\$43,752	\$45,410	\$47,130	\$48,916	\$50,770	\$52,693	\$54,690	\$56,425	\$58,216
ED-5	\$40,699	\$42,241	\$43,842	\$45,503	\$47,227	\$49,017	\$50,874	\$52,488	\$54,154
ED-4	\$38,762	\$40,230	\$41,755	\$43,337	\$44,979	\$46,683	\$48,452	\$49,989	\$51,575
ED-3	\$36,057	\$37,423	\$38,841	\$40,313	\$41,840	\$43,426	\$45,071	\$46,501	\$47,976
ED-2	\$34,383	\$35,686	\$37,038	\$38,442	\$39,898	\$41,410	\$42,979	\$44,343	\$45,750
ED-1D	\$32,855	\$34,100	\$35,392	\$36,733	\$38,125	\$39,570	\$41,069	\$42,372	\$43,716
ED-1C	\$31,395	\$32,585	\$33,819	\$35,101	\$36,431	\$37,811	\$39,244	\$40,489	\$41,774
ED-1B	\$30,000	\$31,137	\$32,317	\$33,541	\$34,812	\$36,131	\$37,500	\$38,690	\$39,917
ED-1A	\$28,667	\$29,753	\$30,881	\$32,051	\$33,265	\$34,526	\$35,834	\$36,971	\$38,144

EDUCATOR PAY PLAN (EDU)									
Grade	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
ED-12	\$102,505	\$105,757	\$109,113	\$112,575	\$116,147	\$119,832	\$123,634	\$127,557	\$131,604
ED-11	\$93,187	\$96,143	\$99,194	\$102,341	\$105,588	\$108,938	\$112,395	\$115,961	\$119,640
ED-10	\$84,716	\$87,404	\$90,177	\$93,038	\$95,990	\$99,036	\$102,178	\$105,420	\$108,765
ED-9	\$77,014	\$79,457	\$81,978	\$84,580	\$87,263	\$90,032	\$92,888	\$95,836	\$98,876
ED-8	\$70,013	\$72,234	\$74,526	\$76,890	\$79,330	\$81,847	\$84,444	\$87,123	\$89,888
ED-7	\$63,065	\$65,066	\$67,131	\$69,261	\$71,458	\$73,725	\$76,064	\$78,478	\$80,968
ED-6	\$60,063	\$61,968	\$63,934	\$65,963	\$68,056	\$70,215	\$72,443	\$74,741	\$77,113
ED-5	\$55,872	\$57,644	\$59,473	\$61,360	\$63,307	\$65,316	\$67,388	\$69,526	\$71,732
ED-4	\$53,212	\$54,900	\$56,642	\$58,439	\$60,293	\$62,206	\$64,180	\$66,216	\$68,317
ED-3	\$49,499	\$51,069	\$52,689	\$54,361	\$56,086	\$57,866	\$59,702	\$61,596	\$63,550
ED-2	\$47,201	\$48,699	\$50,244	\$51,838	\$53,483	\$55,180	\$56,930	\$58,737	\$60,600
ED-1D	\$45,104	\$46,535	\$48,011	\$49,534	\$51,106	\$52,727	\$54,400	\$56,126	\$57,907
ED-1C	\$43,099	\$44,467	\$45,878	\$47,333	\$48,835	\$50,384	\$51,983	\$53,632	\$55,334
ED-1B	\$41,184	\$42,491	\$43,839	\$45,230	\$46,665	\$48,145	\$49,673	\$51,249	\$52,875
ED-1A	\$39,354	\$40,603	\$41,891	\$43,220	\$44,592	\$46,006	\$47,466	\$48,972	\$50,526

**POSITIONS COVERED BY THE EDUCATOR PAY PLAN (EDU)**

**School Principal (Elementary and Secondary) - High**

**School Principal (Elementary and Secondary) - Middle**

**School Principal (Elementary and Secondary) - Elementary**

**Assistant School Principal (Elementary and Secondary)**

**School Program Consultant**

**Teacher VI**

**Teacher V**

**Teacher IV**

**Teacher III**

**Teacher II**

**Teacher I - D**

**Teacher I - C**

**Teacher I - B**

**Teacher I - A**

**Vocational Instructor**

**Headstart Teacher**

**Head Start Program Director**

**Head Start Program Assistant Director**

**Chamorro Studies Administrator**

**Note: Teacher I - D through Teacher VI can be reclassified up to two (2) times a year based on meeting the Minimum Qualifications of the next level of Teacher within a given school year. This means that movement through the different pay grades can be done so in an expedited manner.**

Exhibit 4. Attorney Pay Plan (ATTY)

ATTORNEY PAY PLAN (ATTY)					
	Step 1	Step 2	Step 3	Step 4	Step 5
Chief Deputy Attorney General	\$ 97,470	\$ 100,954	\$ 104,563	\$ 108,300	\$ 114,547
Attorney Level 5 (Managing)	\$ 85,950	\$ 89,022	\$ 92,204	\$ 95,500	\$ 101,009
Attorney Level 4	\$ 75,780	\$ 78,489	\$ 81,294	\$ 84,200	\$ 89,057
Attorney Level 3	\$ 66,600	\$ 68,981	\$ 71,446	\$ 74,000	\$ 78,268
Attorney Level 2	\$ 57,375	\$ 59,426	\$ 61,550	\$ 63,750	\$ 67,427
Attorney Level 1	\$ 50,825	-	-	\$ 53,500	-

ATTORNEY PAY PLAN (ATTY)					
	Step 6	Step 7	Step 8	Step 9	Step 10
Chief Deputy Attorney General	\$ 121,154	\$ 128,142	\$ 135,534	\$ 143,351	\$ 151,620
Attorney Level 5 (Managing)	\$ 106,835	\$ 112,997	\$ 119,515	\$ 126,409	\$ 133,700
Attorney Level 4	\$ 94,194	\$ 99,627	\$ 105,373	\$ 111,451	\$ 117,880
Attorney Level 3	\$ 82,783	\$ 87,558	\$ 92,608	\$ 97,950	\$ 103,600
Attorney Level 2	\$ 71,316	\$ 75,430	\$ 79,781	\$ 84,383	\$ 89,250
Attorney Level 1	-	-	-	-	-

POSITIONS COVERED BY THE EDUCATOR PAY PLAN (EDU)
Administrative Counsel (CSC)
Assistant Principal Tax Attorney
Attorney I
Attorney II
Attorney III
Attorney IV
Attorney V
Chief Deputy Attorney General
Legal Advisor
Staff Attorney (Judicial)
Territorial Principal Tax Attorney
Compiler of Laws
Chief Assistant to Compiler of Laws
Public Guardian
Ethics Prosecutor
Note: Attorney General of Guam salary is recommended in the "Rate of Pay" positions. Attorney Level I only includes two steps with the expectation of moving to the Attorney Level 2 upon meeting the minimum requirements.

Exhibit 5. Executive Pay Plan (EXEC)

<b>EXECUTIVE PAY PLAN</b>							
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
<b>E-X</b>	\$96,175	\$99,819	\$103,602	\$107,527	\$111,601	\$115,830	\$120,219
<b>E-W</b>	\$91,595	\$95,066	\$98,668	\$102,407	\$106,287	\$110,314	\$114,494
<b>E-V</b>	\$86,820	\$90,110	\$93,524	\$97,068	\$100,746	\$104,563	\$108,525
<b>E-U</b>	\$81,522	\$84,611	\$87,816	\$91,144	\$94,597	\$98,182	\$101,902
<b>E-T</b>	\$76,188	\$79,075	\$82,071	\$85,181	\$88,408	\$91,758	\$95,235
<b>E-S</b>	\$70,873	\$73,558	\$76,345	\$79,238	\$82,241	\$85,357	\$88,591
<b>E-R</b>	\$65,623	\$68,110	\$70,690	\$73,369	\$76,149	\$79,034	\$82,029
<b>E-Q</b>	\$60,482	\$62,773	\$65,152	\$67,620	\$70,183	\$72,842	\$75,602
<b>E-P</b>	\$55,488	\$57,590	\$59,773	\$62,037	\$64,388	\$66,828	\$69,360
<b>E-O</b>	\$49,897	\$51,787	\$53,750	\$55,786	\$57,900	\$60,094	\$62,371
<b>E-N</b>	\$45,014	\$46,720	\$48,490	\$50,328	\$52,235	\$54,214	\$56,268
<b>E-M</b>	\$40,762	\$42,307	\$43,910	\$45,574	\$47,301	\$49,093	\$50,953

<b>EXECUTIVE PAY PLAN</b>						
<b>Grade</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>
<b>E-X</b>	\$124,033	\$127,969	\$132,029	\$136,218	\$140,540	\$144,999
<b>E-W</b>	\$118,127	\$121,875	\$125,742	\$129,731	\$133,847	\$138,094
<b>E-V</b>	\$111,968	\$115,521	\$119,186	\$122,968	\$126,869	\$130,895
<b>E-U</b>	\$105,135	\$108,471	\$111,913	\$115,463	\$119,127	\$122,907
<b>E-T</b>	\$98,257	\$101,374	\$104,591	\$107,909	\$111,333	\$114,865
<b>E-S</b>	\$91,402	\$94,302	\$97,294	\$100,381	\$103,566	\$106,852
<b>E-R</b>	\$84,632	\$87,317	\$90,087	\$92,946	\$95,895	\$98,937
<b>E-Q</b>	\$78,001	\$80,476	\$83,029	\$85,663	\$88,381	\$91,185
<b>E-P</b>	\$71,561	\$73,831	\$76,174	\$78,591	\$81,084	\$83,657
<b>E-O</b>	\$64,350	\$66,392	\$68,498	\$70,671	\$72,914	\$75,227
<b>E-N</b>	\$58,053	\$59,895	\$61,796	\$63,756	\$65,779	\$67,866
<b>E-M</b>	\$52,570	\$54,238	\$55,958	\$57,734	\$59,566	\$61,456

**Exhibit 5A**

EXECUTIVES COVERED BY THE PERFORMANCE PAY PLAN (PPP)		
Administrative Director (Chamorro Land Trust)	Deputy Director (DYA)	Director (DPR)
Administrator (GEDA)	Deputy Director (GBHWC)	Director (DPW)
Administrator (GEPA)	Deputy Director (GHURA)	Director (DRT)
Assistant General Manager (KGTF)	Deputy Director (Guam Energy Office)	Director (DYA)
Chief of Police (GPD)	Deputy Director (Labor)	Director (GBHWC)
Commissioner of Banking and Insurance (DRT)	Deputy Director (Library)	Director (GDCC)
Deputy Administrative Director of the Courts	Deputy General Manager (GVB)	Director (Guam Energy Office)
Deputy Administrator (GEPA)	Deputy Superintendent - Assessment and Accountability (GDOE)	Director (Labor)
Deputy Director	Deputy Superintendent - Curriculum and Instructional Improvement (GDOE)	Director (Library)
Deputy Director (Agriculture)	Deputy Superintendent - Educational Support and Community Learning (GDOE)	Director (Retirement)
Deputy Director (AHRD)	Deputy Superintendent - Finance and Administrative Services (GDOE)	Director DPHSS
Deputy Director (AHRD)	Director (Agriculture)	Executive Director (Bureau of Women's Affairs)
Deputy Director (Ancestral Lands Commission)	Director (AHRD)	Executive Director (CSC)
Deputy Director (Ancestral Lands Commission)	Director (Ancestral Lands Commission)	Executive Director (GEC)
Deputy Director (Ancestral Lands Commission)	Director (BBMR)	Executive Director (GHURA)
Deputy Director (BBMR)	Director (BSP)	Executive Director (Guahan Commission for Educator Certification)
Deputy Director (CAHA)	Director (CAHA)	Executive Director (Hagatna Restoration)
Deputy Director (DLM)	Director (Chamorro Land Trust)	Executive Director (Mayor's Council of Guam)

**Exhibit 5A**

EXECUTIVES COVERED BY THE PERFORMANCE PAY PLAN (PPP)		
Deputy Director (DOA)	Director (Commission on Persons with Disabilities)	General Manager (GVB)
Deputy Director (DOC)	Director (CQA)	General Manager (KGTF)
Deputy Director (DPHSS)	Director (DISID)	Manager (GHC)
Deputy Director (DPR)	Director (DLM)	President (GHC)
Deputy Director (DPW)	Director (DOA)	President (Kumision I Fino Chamorro)
Deputy Director (DRT)	Director (DOC)	Vice President (Kumision I Fino Chamorro)

**Exhibit 6**

<b>SALARY RECOMMENDATIONS FOR RATE OF PAY POSITIONS</b>		
<b>Position</b>	<b>Current Pay</b>	<b>Recommended Pay</b>
Governor	\$90,000	\$130,000
Lieutenant Governor	\$85,000	\$110,000
Attorney General	\$109,498	\$128,685
Public Auditor	\$85,000	\$110,000