



**DEPARTMENT OF EDUCATION
OFFICE OF THE SUPERINTENDENT**

www.gdoe.net

P.O. Box DE, Hagatna, Guam 96932
Telephone: (671) 475-0457 or 300-1547/1536 * Fax: (671) 472-5003
Email: nbunderwood@gdoe.net



Nerissa Bretania Underwood, Ph.D.
Superintendent of Education

October 29, 2010

2010 NOV -4 AM 10:03

Ms. Lourdes Perez
Director
Department of Administration
P.O. Box 884
Hagatna, Guam 96910

Office of the Speaker
Judith T. Moran, Ph.D.
Date: 10/29/10
Time: 10:00
Received by: [Signature]
30-10-8916

RE: PL30-196 Chapter XI Section 7 The Government of Guam Competitive Wage Act of 2011 (Hay Study Implementation)

Hafa Adai Ms. Perez!

Public Law 30-196 Chapter XI Section 7 provides \$13,114,596 to the Department of Administration for the purpose of implementing salary adjustments as recommended by the comprehensive Government-wide Position, Classification, Compensation and Benefits Study Plan conducted by the Hay Group, Inc. (Hay Plan). The Department of Education has performed an analysis and the estimated impact of the implementation is listed below:

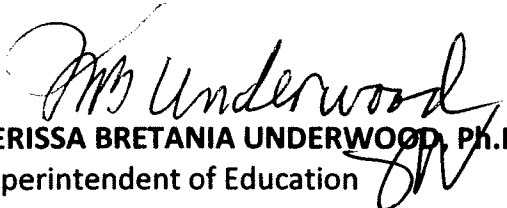
Category	Number of Positions	Estimated Cost
Classified, Locally Funded Positions	2,699	\$3,178,298.00
Unclassified, Locally Funded Positions	322	1,302,758.00
Classified, Federally Funded Positions	410	811,121.00
Unclassified, Federal Funded Positions	138	773,327.00
TOTAL	3,569	\$6,065,504.00

Note that this does not include the impact on increments or other personnel actions that may be in process.

Letters to our employees regarding how the Hay Plan will affect them will be released the week of November 1, 2010. Additionally, the Department of Education is in the process of updating payroll records with the new pay schedule.

It is our understanding that the Department of Administration plans to implement the new pay schedules effective with pay checks issued for pay period ending November 5, 2010. Please confirm that the Department of Education will receive an increase in allotments so that DOE employees are likewise able to receive the pay adjustment.

Si Yu'os Ma'ase!


NERISSA BRETANIA UNDERWOOD, PH.D.
Superintendent of Education

cc: Governor of Guahan
Speaker, 30th Guam Legislature
Chair, Committee on Appropriations, Taxation, Banking, Insurance, Retirement, and Land,
30th Guam Legislature
Director, Bureau of Budget and Management Research
Chairman & Members, Guam Education Board