



# 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



33-15-0669

Office of the Speaker  
Judith T. Won Pat, Ed.D

Date: 7/24/15

Time: 1:04 PM

Received By: [Signature]

- Edward J. Baza Calvo**  
Governor of Guam
- Raymond S. Tenorio**  
Lt. Governor of Guam
- David J. Sablan**  
Chairman
- Luis L.G. Paulino**  
Vice Chairman
- John R. Ilao**  
Commissioner
- Rosie Ann Blas**  
Commissioner
- Deanne S.N. Torre**  
Commissioner
- Roland M. Selvidge**  
Resident Commissioner
- Michael J. Duenas**  
Executive Director
- Albert H. Santos**  
Deputy Director (Acting)

July 24, 2015

The Honorable Judith T. Won Pat, Ed.D.  
Speaker  
Thirty-Third Guam Legislature  
155 Hesler Place  
Hagatna, GU 96910

Dear Speaker Won Pat:

In accordance with Public Law 32-181, enclosed is the Authority's FY2015 – 3<sup>rd</sup> Quarter Staffing Pattern (April 1, 2015~June 30, 2015).

This document will also be posted on the Authority's website at [www.ghura.org](http://www.ghura.org).

Should you have any questions, please contact me at 475-1378.

Sincerely,

**MICHAEL J. DUENAS**  
Executive Director

Enclosure

cf. file

KKB/ata

2015 JUL 24 PM 1:21

0669

**Staffing Pattern  
FY2015 - 3rd Quarter  
(April 01, 2015 to June 30, 2015)**

[BBMR SP-1]

FUNCTIONAL AREA:

DEPARTMENT/AGENCY: **GUAM HOUSING AND URBAN RENEWAL AUTHORITY**

PROGRAM: **(199% FEDERALLY FUNDED)**

FUND: **U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT (HUD)**

Input by Department										Input by Department									
(A)	(B)	(C)	(F)	(F)	(G)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)			
No.	Position Number	Position Title	Name of Incumbent	Salary	Overtime	Special	Increment	(E+F+G) Subtotal	Retirement (1% 30.09%)	Retire (DOH) (\$19.04*20PP)	Social Security (6.2% * J)	Medicare (1.45% * J)	Life (10)	Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)	(J + R) TOTAL		
1	01001	Executive Director (Unclassified)	Duonca, Michael J.	\$110,318	0	0	\$6,619	\$116,937	\$35,186	\$0	\$1,596	\$163	\$0	\$4,510	\$403	\$4,913	\$160,850		
2	01003	Special Assistant (Unclassified)	Taitano, Melinda L.	\$67,490	0	0	\$4,046	\$71,536	\$21,507	\$0	\$1,034	\$153	\$0	\$3,510	\$403	\$3,913	\$101,088		
3	01005	Records Management Officer	Camacho, Joann D.	\$64,494	0	0	\$3,270	\$67,764	\$17,381	\$0	\$898	\$132	\$0	\$3,289	\$403	\$3,692	\$83,045		
4	01006	Administrative Assistant	Roberto, Proffia R.S. (Temp-Exp 09/30/15)	\$28,814	0	0	\$28,814	\$28,814	\$8,066	\$495	\$0	\$0	\$0	\$2,510	\$403	\$2,913	\$42,833		
5	01012	Program Coordinator I	Jones, Alice A. (Temp-Exp 09/30/15)	\$28,814	0	0	\$28,814	\$28,814	\$8,071	\$495	\$0	\$0	\$0	\$2,510	\$403	\$2,913	\$45,667		
6	02001	Personnel Services Administrator	Bersamin, Kimberly K.	\$85,537	0	0	\$5,182	\$90,719	\$27,601	\$495	\$0	\$1,330	\$153	\$4,510	\$403	\$5,396	\$127,721		
7	02002	Personnel Specialist III	Aguiro Jr., Artemio T.	\$62,596	0	0	\$3,784	\$66,380	\$19,956	\$495	\$0	\$82	\$153	\$5,510	\$403	\$6,473	\$94,799		
8	03001	Buyer Supervisor II	Rideb, Priscilla G.	\$121,858	0	0	\$1,971	\$123,829	\$37,490	\$495	\$0	\$805	\$153	\$6,510	\$403	\$8,166	\$132,373		
9	03003	Data Control Clerk II	Bamba, Franklin M.	\$34,194	0	0	\$2,050	\$36,244	\$10,497	\$495	\$0	\$528	\$153	\$5,510	\$403	\$6,594	\$55,197		
10	04001	Data Processing Manager	Lujan, Julian G.	\$78,175	0	0	\$4,891	\$83,066	\$24,634	\$495	\$0	\$1,202	\$153	\$6,510	\$403	\$8,367	\$116,563		
11	04002	Systems Programmer	Aguiro, Joycelyn S.	\$68,921	0	0	\$4,135	\$73,056	\$21,983	\$0	\$1,050	\$153	\$0	\$3,510	\$403	\$4,063	\$103,165		
12	04003	Computer Systems Analyst I	Erikson, William W.	\$44,848	0	0	\$2,681	\$47,529	\$14,304	\$495	\$0	\$480	\$153	\$6,510	\$403	\$7,946	\$70,094		
13	05001	Controller	Leon Guerrero, Lucio D.	\$88,235	0	0	\$5,284	\$93,519	\$28,143	\$495	\$0	\$1,356	\$153	\$6,510	\$403	\$8,517	\$130,590		
14	05002	Deputy Controller	DeNorsey, Jildo J.	\$64,499	0	0	\$3,958	\$68,457	\$20,538	\$495	\$0	\$1,298	\$153	\$6,510	\$403	\$8,367	\$102,830		
15	05003	Accountant III	Daniell, Frances T.	\$53,862	0	0	\$3,214	\$57,076	\$17,084	\$495	\$0	\$423	\$153	\$6,510	\$403	\$7,946	\$82,244		
16	05004	Accountant I	Awa, Lunny R.	\$60,633	0	0	\$3,038	\$63,671	\$16,150	\$495	\$0	\$778	\$153	\$6,510	\$403	\$8,440	\$78,160		
17	05005	Accountant I	Santos, Rosa Q.	\$56,344	0	0	\$3,381	\$59,725	\$17,971	\$495	\$0	\$864	\$153	\$6,510	\$403	\$8,399	\$85,123		
18	06007	Administrative Assistant	Laitan, Velma Naputi	\$37,318	0	0	\$2,239	\$39,557	\$11,903	\$495	\$0	\$574	\$153	\$6,510	\$403	\$8,039	\$59,595		
19	06008	Accountant I	Davis, Semjeth Row D. (Temp-Exp 09/30/15)	\$28,817	0	0	\$28,817	\$28,817	\$8,071	\$495	\$0	\$418	\$153	\$5,510	\$403	\$6,884	\$45,667		
20	07001	Chief Planner	Taitano, Katherine T.E.	\$72,532	0	0	\$4,340	\$76,872	\$23,071	\$0	\$1,112	\$153	\$6,510	\$403	\$8,178	\$107,921			
21	07003	Planner II	Gastro, Alina C.	\$69,428	0	0	\$3,984	\$73,412	\$18,955	\$495	\$0	\$913	\$153	\$6,510	\$403	\$8,474	\$90,423		
22	07004	Planner II	Say, Amor M.	\$66,197	0	0	\$3,770	\$69,967	\$14,225	\$495	\$0	\$710	\$153	\$6,510	\$403	\$8,396	\$71,827		
23	07009	General Accounting Supervisor	Rabino, Emiliano G.	\$50,841	0	0	\$3,095	\$53,936	\$16,118	\$495	\$0	\$921	\$153	\$6,510	\$403	\$8,094	\$81,138		
24	08001	Section B Administrator	San Nicolas, Norma P.	\$64,489	0	0	\$3,968	\$68,457	\$20,538	\$495	\$0	\$1,208	\$153	\$6,510	\$403	\$8,399	\$124,830		
25	08003	Housing Specialist Supervisor	Balajadia, Joanne C.	\$65,271	0	0	\$4,098	\$72,369	\$21,775	\$495	\$0	\$1,040	\$153	\$6,510	\$403	\$8,399	\$102,258		
26	08004	Housing Specialist Supervisor	Francisco, Rosie E.	\$61,329	0	0	\$3,680	\$65,009	\$19,564	\$495	\$0	\$843	\$153	\$6,510	\$403	\$8,368	\$93,888		
27	08005	Housing Specialist	Del Rosario, Della U.	\$45,727	0	0	\$2,744	\$48,471	\$14,564	\$495	\$0	\$703	\$153	\$6,510	\$403	\$8,234	\$70,825		
28	08007	Housing Specialist	Quinata, Barbara J.	\$46,197	0	0	\$2,770	\$48,967	\$14,725	\$495	\$0	\$710	\$153	\$6,510	\$403	\$8,201	\$71,438		
29	08008	Housing Specialist	Mendiola, PeardJean J.	\$47,638	0	0	\$2,882	\$50,520	\$15,162	\$495	\$0	\$731	\$153	\$6,510	\$403	\$8,455	\$73,645		
30	08011	Housing Specialist	Nayo-San Nicolas, Antonia	\$39,523	0	0	\$2,371	\$41,894	\$12,606	\$495	\$0	\$607	\$153	\$6,510	\$403	\$7,775	\$62,669		
31	08012	Interviewer Clerk	Quenga Jr., Sebastian R. (Temp-Exp 09/30/15)	\$21,882	0	0	\$21,882	\$21,882	\$6,584	\$495	\$0	\$317	\$153	\$6,510	\$403	\$8,463	\$36,348		
32	08013	Interviewer Clerk	Roberto, Denise M. (Temp-Exp 09/30/15)	\$21,882	0	0	\$21,882	\$21,882	\$6,584	\$495	\$0	\$317	\$153	\$6,510	\$403	\$8,463	\$36,348		
33	08017	Housing Specialist	Castro, Rose C.	\$41,894	0	0	\$2,514	\$44,408	\$13,362	\$495	\$0	\$644	\$153	\$6,510	\$403	\$8,076	\$68,976		
34	08018	Housing Specialist	Cruz, Liza D.	\$38,393	0	0	\$2,304	\$40,697	\$12,240	\$495	\$0	\$590	\$153	\$6,510	\$403	\$7,993	\$61,994		
35	08021	Interviewer Clerk	Quenga, Elizabeth Asano	\$36,821	0	0	\$2,197	\$39,018	\$11,680	\$495	\$0	\$563	\$153	\$6,510	\$403	\$7,910	\$61,128		
36	08028	Housing Specialist	Cortez, Daniel J.C.	\$39,814	0	0	\$2,305	\$42,119	\$12,731	\$495	\$0	\$613	\$153	\$6,510	\$403	\$8,006	\$63,214		
37	08029	Housing Specialist	Perez, Elizabeth G.	\$47,536	0	0	\$2,852	\$50,388	\$15,162	\$495	\$0	\$731	\$153	\$6,510	\$403	\$8,455	\$73,845		
38	08030	Housing Specialist Supervisor	Bamba, Betty C.	\$54,562	0	0	\$3,278	\$57,840	\$17,412	\$495	\$0	\$839	\$153	\$6,510	\$403	\$9,014	\$83,690		
39	09001	A/E Manager	Santos, Albert H.	\$111,824	0	0	\$6,716	\$118,540	\$35,702	\$495	\$0	\$1,750	\$183	\$8,510	\$403	\$10,696	\$167,624		
40	09002	Interviewer Clerk	Sablan, Lisa A.	\$40,344	0	0	\$2,422	\$42,766	\$12,874	\$495	\$0	\$620	\$153	\$6,510	\$403	\$8,056	\$63,842		
41	09003	Planner III	Hess, Robert W.	\$39,821	0	0	\$2,395	\$42,216	\$12,733	\$495	\$0	\$614	\$153	\$6,510	\$403	\$8,028	\$63,224		
42	09004	Planner III	Mangiona, Andrew M.	\$43,957	0	0	\$3,237	\$47,194	\$14,210	\$495	\$0	\$829	\$153	\$6,510	\$403	\$9,001	\$82,795		
43	09010	Building Inspector	Aguiro, Peter B.	\$41,819	0	0	\$3,115	\$44,934	\$13,598	\$495	\$0	\$798	\$153	\$6,510	\$403	\$8,454	\$79,437		
44	09011	Building Inspector	Darlow, Robert B. (Temp - Exp 09/30/15)	\$27,082	0	0	\$27,082	\$27,082	\$8,149	\$495	\$0	\$303	\$153	\$6,510	\$403	\$9,103	\$43,188		
45	09012	Building Inspector	San Agustin, John C.	\$46,721	0	0	\$2,943	\$49,664	\$12,968	\$495	\$0	\$626	\$153	\$6,510	\$403	\$8,376	\$84,340		
46	09014	Wage Compliance Officer	Acuña, Melba S.	\$48,490	0	0	\$3,110	\$51,600	\$15,499	\$495	\$0	\$745	\$153	\$6,510	\$403	\$9,276	\$75,183		
47	09016	Building Maintenance Leader	Francisco, Timothy G.	\$38,030	0	0	\$2,282	\$40,312	\$12,132	\$495	\$0	\$585	\$153	\$6,510	\$403	\$8,078	\$60,596		
48	09017	Building Maintenance Leader	San Nicolas, Joseph L.	\$56,112	0	0	\$3,367	\$59,479	\$17,897	\$495	\$0	\$862	\$153	\$6,510	\$403	\$10,321	\$85,800		
49	09018	Building Maintenance Leader	Lumagay, Dante C.	\$28,707	0	0	\$1,722	\$30,429	\$9,156	\$495	\$0	\$441	\$153	\$6,510	\$403	\$8,159	\$47,588		
50	09019	Maintenance Worker	Charabial, Joseph G. (Temp-Exp 09/30/15)	\$23,345	0	0	\$23,345	\$23,345	\$7,025	\$495	\$0	\$339	\$153	\$6,510	\$403	\$8,424	\$38,269		
51	09021	Maintenance Worker	Gruz, Jr., John	\$38,228	0	0	\$2,300	\$40,528	\$12,224	\$495	\$0	\$589	\$153	\$6,510	\$403	\$8,079	\$60,604		
52	09022	Laborer	Aisek, William M. (Temp-Exp 09/30/15)	\$18,813	0	0	\$18,813	\$18,813	\$5,871	\$495	\$0	\$268	\$153	\$6,510	\$403	\$8,400	\$31,913		
53	09024	Maintenance Worker	Macias, Raymond A.	\$31,544	0	0	\$1,893	\$33,437	\$10,084	\$495	\$0	\$485	\$153	\$6,510	\$403	\$8,111	\$51,558		
54	09028	Maintenance Worker	Guzman, Frank T.M.	\$39,859	0	0	\$2,211	\$42,070	\$11,756	\$495	\$0	\$567	\$153	\$6,510	\$403	\$8,884	\$60,953		
55	09029	Maintenance Worker	Gruz, Robert J.	\$27,626	0	0	\$1,658	\$29,284	\$9,511	\$495	\$0	\$425	\$153	\$6,510	\$403	\$7,937	\$48,041		
56	09030	Maintenance Worker	Anderson, Jesse M.	\$24,513	0	0	\$1,471	\$25,984	\$7,810	\$495	\$0	\$377	\$153	\$6,510	\$403	\$7,741	\$41,741		
57	09039	Building Maintenance Leader	Aguiro, Herbert G.	\$41,124	0	0	\$2,467	\$43,591	\$13,117	\$495	\$0	\$833	\$153	\$6,510	\$403	\$10,015	\$84,407		
58	09041	Maintenance Worker	Manabat, Julie	\$24,513	0	0	\$1,471	\$25,984	\$7,810	\$495	\$0	\$377	\$153	\$6,510	\$403	\$7,741	\$41,741		
59	09036	Data Control Clerk II	Calvo, Christine G. (Temp-Exp 09/30/15)	\$20,611	0	0	\$20,611	\$20,611	\$6,202	\$495	\$0	\$299	\$153	\$6,510	\$403	\$8,062	\$34,673		
60	09030	Data Control Clerk II	Fejeran, Maria L.T. (Temp-Exp 09/30/15)	\$20,611	0	0	\$20,611	\$20,611	\$6,202	\$495	\$0	\$298	\$153	\$6,510	\$403	\$8,062	\$34,673		
61	09039	Data Control Clerk II	Miner, Joann P. (Temp-Exp 09/30/15)	\$20,611	0	0	\$20,611	\$20,611	\$6,202	\$495	\$0	\$298	\$153	\$6,510	\$403	\$8,062	\$34,673		
62	09043	Laborer	Gruz, Joseph Jay (Temp-Exp 09/30/15)	\$18,813	0	0	\$18,813	\$18,813	\$5,871	\$495	\$0	\$268	\$153	\$6,510	\$403	\$8,400	\$31,913		
63	09045	Program Coordinator III	Terlajo, Jo Lyn G																

**Staffing Pattern  
FY2015 - 3rd Quarter  
(April 01, 2015 to June 30, 2015)**

[BMR SP-1]

FUNCTIONAL AREA:

DEPARTMENT/AGENCY: **QUAM HOUSING AND URBAN RENEWAL AUTHORITY**

PROGRAM: **(100% FEDERALLY FUNDED)**

FUND: **U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT (HUD)**

Input by Department								Input by Department									
(A)	(B)	(C)	(E)	(F)	(G)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	
No.	Position Number	Position Title	Name of Incumbent	Salary	Overtime	Special*	Increment Amt	(E+F+G+I) Subtotal	Retirement (J * 30.09%)	Ratire (DD) (\$19.04*25PP)	Social Security (8.2% * J)	Medicare (1.45% * J)	Life (1)	Medical Premium	Dental Premium	Total Benefits (K thru Q)	(J + R) TOTAL
64	10002	Planner III	Manibusan, April Lynn I.	\$35,529	0	0	\$2,132	\$37,661	\$11,332	\$485	\$0	\$546	\$163	\$6,910	\$403	\$19,440	\$ 57,100
67	10003	Program Coordinator I	Charguataf, Wayne T. (Temp-Exp 09/30/15)	\$28,817	0	0		\$28,817	\$8,671	\$495	\$0	\$418	\$183	\$6,910	\$403	\$18,650	\$ 45,467
68	11005	Interviewer Clerk	Bias, Joanna Rosemarie A. (Temp-Exp 09/30/15)	\$21,882	0	0		\$21,882	\$6,584	\$495	\$0	\$317	\$193	\$6,910	\$403	\$14,463	\$ 36,345
69	11006	Property Site Manager	Mesa, Teresa S.	\$70,100	0	0	\$4,298	\$74,398	\$22,359	\$485	\$0	\$1,077	\$153	\$8,910	\$403	\$30,503	\$ 104,899
70	11007	Property Site Manager	Castro, Leman S.	\$49,419	0	0	\$2,985	\$52,404	\$15,762	\$485	\$0	\$760	\$163	\$6,910	\$403	\$24,083	\$ 76,486
71	11008	Property Site Manager	San Nicolas, Philomena C.	\$40,433	0	0	\$4,148	\$44,581	\$13,446	\$485	\$0	\$1,067	\$153	\$6,910	\$403	\$30,280	\$ 84,871
72	11009	Property Site Manager	Nedelogy, Beatrice M.A.	\$45,502	0	0	\$3,830	\$49,332	\$14,882	\$485	\$0	\$1,007	\$163	\$6,910	\$403	\$32,807	\$ 82,239
73	11010	Property Site Manager	Gura, Gina M.	\$50,058	0	0	\$3,363	\$53,421	\$17,979	\$485	\$0	\$952	\$153	\$6,910	\$403	\$35,807	\$ 89,228
74	11012	Laborer	Rechy, Thomas (Temp-Exp 09/30/15)	\$18,513	0	0		\$18,513	\$5,571	\$495	\$0	\$268	\$153	\$6,910	\$403	\$13,406	\$ 31,913
75	11014	Laborer	Parsons, Francis A. (Temp-Exp 09/30/15)	\$18,513	0	0		\$18,513	\$5,571	\$495	\$0	\$268	\$153	\$6,910	\$403	\$13,406	\$ 31,913
76	11015	Interviewer Clerk	Cruz, Maedale Q.	\$30,972	0	0	\$2,388	\$33,360	\$10,248	\$495	\$0	\$614	\$153	\$6,910	\$403	\$20,925	\$ 54,285
77	11016	Program Coordinator III	Bernhart, Teresita C. (Temp-Exp 09/30/15)	\$36,307	0	0		\$36,307	\$10,925	\$498	\$0	\$528	\$163	\$6,910	\$403	\$19,013	\$ 55,320
78	11017	Maintenance Worker	Rodriguez, Chris J.	\$30,441	0	0	\$2,366	\$32,807	\$10,280	\$495	\$0	\$608	\$153	\$6,910	\$403	\$20,252	\$ 53,059
79	11919	Administrative Assistant	Francisco, Florence Ann L.G.	\$35,208	0	0	\$2,112	\$37,320	\$11,229	\$495	\$0	\$541	\$163	\$6,910	\$403	\$19,332	\$ 56,650
80	11021	Housing Specialist	Cruz, Bernadette T. (Temp-Exp 09/30/15)	\$30,996	0	0		\$30,996	\$9,227	\$495	\$0	\$449	\$153	\$6,910	\$403	\$17,338	\$ 48,334
81	11022	Interviewer Clerk	Debbar, Joyleen M. (Temp-Exp 09/30/15)	\$21,882	0	0		\$21,882	\$6,584	\$489	\$0	\$317	\$183	\$6,910	\$403	\$14,463	\$ 36,345
82	11101	Maintenance Worker	Perez, Ignacio C.	\$47,113	0	0	\$2,827	\$49,940	\$15,027	\$485	\$0	\$724	\$153	\$6,910	\$403	\$23,312	\$ 73,252
83	12003	Administrative Aide	Iglesias, Angela K. (Temp-Exp 09/30/15)	\$20,611	0	0		\$20,611	\$6,202	\$495	\$0	\$299	\$153	\$6,910	\$403	\$14,062	\$ 34,673
84	12005	Administrative Assistant	Tataguan, Remedios P. (Temp-Exp 09/30/15)	\$26,814	0	0		\$26,814	\$8,068	\$485	\$0	\$389	\$153	\$6,910	\$403	\$16,019	\$ 42,833
85	12006	Clerk I	Cruz, Frances T. (Temp-Exp 09/30/15)	\$17,687	0	0		\$17,687	\$5,322	\$495	\$0	\$290	\$154	\$6,910	\$403	\$13,141	\$ 30,828
86	12008	Program Coordinator III	Baza, Stephen C.	\$35,084	0	0	\$3,341	\$38,425	\$11,781	\$495	\$0	\$596	\$153	\$6,910	\$403	\$26,178	\$ 64,603
87	12010	Housing Specialist	Rivera, Marie A.	\$36,917	0	0	\$2,215	\$39,132	\$11,778	\$495	\$0	\$567	\$153	\$6,910	\$403	\$19,904	\$ 59,036
88	12011	Maintenance Worker	Iglesias, David J. (Temp-Exp 09/30/15)	\$23,345	0	0		\$23,345	\$7,025	\$485	\$0	\$330	\$153	\$6,910	\$403	\$14,924	\$ 38,269
89	12012	Program Coordinator I	Cruz, Tina Marie C.	\$58,963	0	0	\$3,514	\$62,477	\$18,980	\$485	\$0	\$800	\$153	\$6,910	\$403	\$26,648	\$ 89,125
90	13003	Engineering Technician II	Tambora, Adrian A. (Temp-Exp 09/30/15)	\$31,634	0	0		\$31,634	\$9,519	\$495	\$0	\$450	\$183	\$6,910	\$403	\$17,538	\$ 49,172
<b>Grand Total:</b>				<b>\$3,908,606</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 205,260</b>	<b>\$ 4,200,765</b>	<b>\$ 1,264,010</b>	<b>\$ 34,156</b>	<b>\$ -</b>	<b>\$ 90,911</b>	<b>\$ 13,771</b>	<b>\$ 605,913</b>	<b>\$ 36,384</b>	<b>\$ 1,968,056</b>	<b>\$ 6,168,822</b>

\* Night Differential / Overtime / Worker's Compensation / etc.  
 U: FY 2013 (current) GovCons contributions for Life Insurance @ 11% per annum.