

GOVERNMENT OF GUAM

Fiscal Year 2018 BUDGET CALL



BUREAU OF BUDGET AND MANAGEMENT RESEARCH



BUREAU OF BUDGET & MANAGEMENT RESEARCH

OFFICE OF THE GOVERNOR
Post Office Box 2950, Hagåtña Guam 96932

EDDIE BAZA CALVO
GOVERNOR

JOSE S. CALVO
DIRECTOR

RAY TENORIO
LIEUTENANT GOVERNOR

LESTER L. CARLSON, JR.
DEPUTY DIRECTOR

DEC 05 2016

BBMR Circular: 17-03

To: All Department and Agency Heads
From: Director, Bureau of Budget and Management Research
Subject: Fiscal Year 2018 Budget Call

Hafa Adai yan Saludas! The Bureau is issuing this Circular to begin the process of preparing the Governor's Executive Budget request for FY 2018, which is due to the Legislature by January 31, 2017. All Executive Departments and Agencies are requested to prepare their FY 2018 Budget Requests, using the attached forms presented in this Budget Call.

General budgetary guidelines are as follows:

1. All required budgetary forms must be completed.
2. Where information requested is not applicable, indicate "N/A."
3. All personnel service costs, utilities and fixed costs must be fully covered as a priority.
4. All contractual requirements, equipment and supplies should be listed in order of priority.
5. Personnel service costs should be for currently filled positions and for recruitments in progress.
6. Budgeting for overtime must be justified.
7. A departmental organization chart must be submitted.
8. All anticipated travel should be budgeted and justified.
9. See FY 2018 Budget Call package for additional guidelines.

All budget submissions should be presented at maintenance levels, exercising budgetary and fiscal discipline while maintaining critical service needs.

The Budget Call package, containing appropriate instructions for the budget preparation, will be available for download from BBMR's website (<http://bbmr.guam.gov>). Similar to last year's budget call, various budgetary forms have been electronically linked into one Master file to facilitate the preparation of each department's budget. However, for this fiscal year, BBMR has customized the Master File of each line department or agency, by eliminating unused form sheets and by standardizing the links of various budgetary forms. Please contact your assigned Analyst at

BBMR for your department's version of its Master File, involving these changes and for the need of additional form sheets as required. All Master File departmental versions have the same standard forms consisting of:

1. Budget Digest Form [BBMR BD-1]
2. FY 2018 Proposed Staffing Pattern [BBMR SP-1]
3. FY 2017 Current Staffing Pattern [BBMR SP-1]
4. Travel Authorization Form – Schedule A [BBMR TA-1]
5. Operations Schedules Form – Schedules B~F [BBMR 96A - Revised]

The submission date for all departmental budgets to BBMR is **Thursday, December 22, 2016 (COB)**. This budget submission is to include one hard copy and one CD copy of the electronic format (Excel for spreadsheets and Word for narratives) of your departmental budget. BBMR will review the submissions with the understanding that most, if not all budgets may be adjusted based on the level of funding projected for FY 2018. You will be informed should adjustments be necessary.

Be reminded, that all department budgets must be prepared and submitted using these standard budgetary forms, which are linked electronically in your departmental Master File. Because these forms are electronically linked, they must not be edited or altered in any way (i.e., deletion of worksheets within the Excel file, etc.).

Should you have any questions or require assistance, please contact your assigned Analyst at 475-9412 / 9106.

Thank you for your cooperation and support.



Jose S. Calvo

Attachments

Government of Guam
Bureau of Budget and Management Research
Fiscal Year 2018 Budget Call

TABLE OF CONTENTS

Budget Guidelines

Forms & Instructions (Where applicable):

- ◆ Budget Document Checklist [BDC-1]
- ◆ Agency Budget Certification [BBMR ABC]
- ◆ Department/Agency Narrative Form [BBMR AN-N1]
- ◆ Decision Package [BBMR DP-1]
- ◆ Program Budget Digest Forms [BBMR BD-1, BBMR TA-1, BBMR96A - REVISED]
- ◆ Agency Staffing Pattern Forms [BBMR SP-1]
- ◆ Federal Program Inventory Form [BBMR FP-1]
- ◆ Equipment/Capital Listing & Space Requirement Form [BBMR EL-1]
- ◆ Prior Year Obligation Form [BBMR PYO-1]

APPENDICES:

- * Departmental Organizational Chart [Appendix A]
- * FY 2017 Group Health Insurance Rates [Appendix B]
- * FY 2017 Premium Rates for Survivor Death & Disability Insurance [Appendix C]
- * GovGuam Competitive Wage Act of 2014 [Appendix D] 1/
- * General Pay Plan Increment Schedule [Appendix E] 1/
- * Public Safety & Law Enforcement Increment Schedule [Appendix F] 1/
- * Arrangement of Budget Package [Appendix G]

1/: Download from BBMR's website (<http://bbmr.guam.gov>)

Budget Guidelines

Fiscal Year 2018

1. All Departments and Agencies shall prepare their FY 2018 Budget Requests to cover personnel and operational cost. Personnel services cost should only be **for currently filled positions, for BBMR approved recruitment GG1s authorized in FY 2017 and for salary increments** where applicable annually. All budgets should be reflective of funding for critical needs and, where possible, the implementation of cost-cutting measures in the spirit of efficiency and effectiveness. To ensure budget review completion, agencies should adhere to established guidelines.
2. All agencies shall prepare the FY 2018 Budget using the attached forms. All information requested on the attached form must be completed. Where information requested is not applicable, indicate, "N/A."
3. Each program must complete a Program Budget Digest form (BBMR BD-1) (e.g. one Program Budget Digest form per program). The same method will follow for the Agency Staffing Pattern Form (BBMR SP-1), Federal Program Inventory Form (BBMR FP-1) and Equipment Listing-Space Requirement Form (BBMR EL-1).
4. Attached for use in completing the agency's staffing patterns are the FY 2017 medical and dental insurance rates, salary and increment schedule based on the Competitive Wage Act of 2014 and Public Safety and Law Enforcement Pay Schedule (40%) where applicable. Please note that the insurance rates have yet to be negotiated for FY 2018. The revised schedule will be distributed to all agencies by the Department of Administration. Upon receipt of the revised schedule, amounts in the FY 2018 Staffing Patterns must be adjusted accordingly.
5. A Budget Document Checklist is attached for the department to use as a basic guide before submitting its budget. If the department fails to meet all the requirements contained in the checklist, the budget document will be promptly returned and no further review will be conducted until all requirements have been addressed. If an item is not applicable, indicate "N/A." This checklist must be submitted to the Bureau along with the department's budget document.
6. A Departmental Organizational Chart (Appendix A) must be submitted with the Budget Document.
7. FY 2018 (Proposed) and FY 2017 (Current) Staffing Patterns are required to be completed and submitted for *all* departmental staff. This is inclusive of all positions funded via local, local matching and 100% federal funds. **Staffing patterns must be presented exactly as provided on the standard form available in the Master File. This form is also available on the BBMR website. No variation or substitution to the format, both in presentation and content will be accepted. For departments/agencies with multiple divisions/programs, an overall departmental summary page, using the same staffing pattern format must be included.**

An electronic version of the FY 2018 Budget Call is available at the Bureau's website:
<http://bbmr.guam.gov>.

**Decision Package Form
[BBMR DP-1]
Instructions**

This Form must be summarized and completed for all programs where applicable.

PROGRAM TITLE: Identify division or section name.

ACTIVITY DESCRIPTION: Identify activities associated with divisional program goals for the upcoming fiscal year.

MAJOR OBJECTIVE(S): Identify one or more major activities that would accomplish a specific program goal or goals identified for the fiscal year. The number of objectives is dependent on the number of program goals identified within a division and how many objectives are assigned to that one specific program goal.

SHORT-TERM GOALS: Identify division program goals to be accomplished or achieved during the fiscal year.

WORKLOAD OUTPUT: Identify tasks that quantitatively address the level of accomplishment from the previous fiscal year. To accomplish such objective, a historic review must be made for the number of tasks accomplished for the year and the cost of such tasks based on the following chronology:

- ◆ The increase or decrease of each task using FY 2016 as a baseline.
- ◆ The increase or decrease of each task for FY 2016 from FY 2015 for FY 2017.
- ◆ The increase or decrease of each task for FY 2017 from FY 2016 for FY 2018.
- ◆ The proposed task activities for both costs and quantity of each task in FY 2018 given the historic review made.

Once the workload indicators have been identified quantitatively for the proposed fiscal year, the standard of performance is then identified and must be expressed either as an increase or decrease in percentage, dollars, or task units from the previous fiscal year. Lastly, tasks are the same activities reflected in a department's Citizen Centric Report and are the important factors in the accomplishment of specific objectives identified within a program.

**Program Budget Digest Form
[BBMR BD-1]
Instructions**

A Program Budget Digest Form must be completed for each program.

Column

- A, D, G** Information for this Column should reflect the total expenditures and encumbrances of the program for FY 2016.
- B, E, H** Information for this Column should reflect appropriations for each program for FY 2017. This shall include public law appropriations and subsequent amendments to the General Appropriations Act of 2017.
- C** This Column should reflect the agency's FY 2018 General Fund request for the program inclusive of General Fund matching requirements.
- F** This Column should reflect the agency's FY 2018 Special Fund request for the program and should be specified by fund source.
- I** This Column should reflect the agency's FY 2018 Federal Fund(s) matching requirements. Refer to "New Instructions" below for more detailed information regarding completion of this section.
- J, K, L** This Column should reflect the agency's Grand Total for All Funds for the program. This Grand Total should be the sum of amounts for each respective fiscal year (FY 2016, FY 2017 and FY 2018).

INSTRUCTIONS (FY 2018 BUDGET CALL):

It should be noted that the following budget documents are now electronically linked in one (1) Microsoft Excel "Master File:"

- Budget Digest Form [BBMR BD-1]
 - FY 2018 PROPOSED Staffing Pattern [BBMR SP-1]
 - Travel Authorization Form [BBMR TA-1]
 - Operations Schedules B ~ F [BBMR 96A - REVISED]
- [Note: FY 2017 CURRENT Staffing Patterns are contained in the Master File and, but *are not* linked to the BD-1 Form]

All the downloadable Microsoft Excel files are consistent with the methodology of linking the aforementioned budget documents together. The following is important to note:

- The Budget Digest (BD-1) Form is the main document that contains formulas that link the other (3) Forms together.
- The FY 2018 PROPOSED Staffing Pattern, Travel Authorization Form, and the Operations Schedules B~F [BBMR 96A - REVISED] Form are all linked to the BD-1 Form.

Instructions for Completion of (new / linked) BD-1 Form:

- The BD-1 Form contains links to the aforementioned budget documents **for only FY 2018**
 - o FY 2016 Expenditures & Encumbrances and FY 2017 Authorized Levels must be **manually inputted** by the department.
 - o For FY 2018, the **linked object categories** include:
 - 111 – Salaries
 - 112 – Overtime
 - 113 – Benefits
 - 220 – Off-Island Travel / Local Mileage Reimbursement
 - 230 – Contractual Services
 - 240 – Supplies
 - 250 – Equipment
 - 290 – Miscellaneous
 - 450 – Capital Outlay
 - o Financial information for all other FY 2018 object categories (listed below) must be **manually inputted** by the department:
 - 233 – Office Space Rental
 - 270 – Worker’s Compensation
 - 271 – Drug Testing
 - 280 – Sub-Recipient / Sub-Grant
 - 361 – Power
 - 362 – Water / Sewer
 - 363 – Telephone / Toll
- In order for FY 2018 (linked object category) financial information to be populated in the BD-1 Form, the corresponding PROPOSED FY 2018 Staffing Pattern, Travel Authorization Form, and BBMR 96A - REVISED Forms for the respective Division must be filled out
- Relative to Federal Matching programs, financial information in the BD-1 Form must be manually inputted by the department. The “Master File” *does not* contain links for staffing patterns, etc., for federal matching programs. In order to complete FY 2017 CURRENT and FY 2018 PROPOSED Staffing Patterns for matching programs, a separate file (aside from the “Master File”) must be created and (FY 2018) federal match personnel cost must then be manually inputted on to the corresponding BD-1 form.

An electronic version of this form is available at the Bureau’s website: <http://bbmr.guam.gov>.

Agency Staffing Pattern Form [BBMR SP-1] Instructions

GENERAL Departments are to prepare FY 2018 Proposed Staffing Patterns using the instructions that follow. Additionally, all departments are required to submit FY 2017 Current Staffing Patterns with their FY 2018 budget packages, both in hard copy & electronic (MS Excel) format (see below).

Program A budget entity within an agency that provides services to GovGuam and its citizens. A staffing pattern must be prepared for each program utilizing the electronic (MS Excel) version of the form available in the Master File and at the Bureau's website: <http://bbmr.guam.gov>.

Fund Identify source of funding by fund type. If a program has more than one fund source, a summary and subsidiary staffing patterns shall be prepared.

Columns: A through J is to be inputted by the agency.

- A **Position Number:** Identify all positions with a corresponding position number.
- B **Position Title:** Identify all positions with the corresponding position title. Indicate "(LTA)" or "(Temp.)" next to the Position Title (where applicable).
- C **Name:** Identify names of employees.
- D **Grade/Step:** Identify all positions with the corresponding Pay Grade/Step as required under the Competitive Wage Act of 2014 and Public Safety and Law Enforcement Pay Schedule (40%).
- E **Salary:** Indicate salary for all positions as required under the Competitive Wage Act of 2014 and Public Safety and Law Enforcement Pay Schedule (40%).
- F **Overtime:** Indicate amount of overtime estimated to be incurred by employee in accordance with Executive Order No. 2005-28, DOA Circulars 05-22 and 07-32 and BBMR Circular 07-06.
- G **Special:** Includes night differential, hazardous pay, etc.
- H **Increment Date:** Indicate date increment is due to employee as required under the Competitive Wage Act of 2014 and Public Safety and Law Enforcement Pay Schedule (40%).
- I **Increment Amount:** Indicate increment amount due to employee as required under the Competitive Wage Act of 2014 and Public Safety and Law Enforcement Pay Schedule (40%).
- J **Subtotal:** The sum total of Columns E, F, G and I.

Columns K and N: These columns are based on formulas. If the employee is not receiving benefits under these columns, input "0.00" in each respective column on the staffing pattern.

- K **Retirement:** Government of Guam's contribution rate for retirement benefits is: 27.41% (FY 2017 Current SP) and **27.67% (confirmation pending)** (FY 2018 Proposed SP). The FY 2018 retirement rate is subject to change.
- L **Retirement (D.D.I.):** The Government of Guam's contribution for retirement benefits for the Death and Disability Insurance rate is **\$19.01(confirmation pending)** bi-weekly, which is subject to change. For applicable (Defined Contribution) employees, budget **\$495.00** for FY 2018, which is subject to change. Retirement contributions for other than non-base should be calculated appropriately.

- M Social Security:** If applicable, the social security rate of **6.2%** shall be applied to Column J.
- N Medicare:** The Government of Guam's contribution for Medicare is 1.45%. The Medicare rate shall be calculated based on the employee's gross salary and applicable to all employees hired after March 31, 1986.
- O Life Insurance:** Life Insurance annual premium is \$178.00. Please budget for all employees.

Columns P and Q are to be inputted by the agency.

- P Medical:** Medical costs shall reflect the employee's appropriate medical annual premium. Provided below are the annualized costs (Government of Guam / Employer share) for FY 2017:

Select Care HSA2000 / TakeCare HSA2000 / NetCare HSA2000

Class 1	\$1,321
Class 2	\$2,145
Class 3	\$1,806
Class 4	\$2,981

Select Care 1500 / TakeCare 1500 / NetCare 1500

Class 1	\$2,473
Class 2	\$4,489
Class 3	\$3,773
Class 4	\$6,235

Note: In the FY 2018 Proposed SP-1, for Vacant/Funded positions, budget \$6,235 for Medical (where applicable).

(Refer to Appendix B for detailed rates)

- Q Dental:** Dental costs shall reflect the employee's appropriate dental annual premium. Provided below are the annualized costs (Government of Guam / Employer share) for FY 2017:

Class 1	\$224
Class 2	\$299
Class 3	\$240
Class 4	\$404

Note: In the FY 2018 Proposed SP-1, for Vacant/Funded positions, budget \$404 for Dental (where applicable).

(Refer to Appendix B for detailed rates)

- R Total Benefits:** The sum total of Columns K through Q.
- S Grand Total:** The sum total of Columns J and R.

NOTE: The "Master File" being utilized in the FY 2018 Budget Call does not contain links for staffing patterns, etc., for federal matching programs. In order to complete FY 2017 CURRENT and FY 2018 PROPOSED Staffing Patterns for matching programs, a separate file (aside from the "Master File") must be created and (FY 2018) federal match personnel cost would then be manually inputted on to the corresponding BD-1 form.

Special Pay Category Spreadsheet (Applicable to Departments with Special Pay Expenditures)

Below the staffing pattern form SP-1 is a spreadsheet to determine the various types of special pay that applies to those departments incurring special pay expenditures. In order to complete this form, you will need to do the following:

1. Manually input the following information required in the primary staffing pattern: a) the Position Number, b) Position Title, and c) Employee's Name. (A link has been established between the primary staffing pattern spreadsheet and Special Pay Category Spreadsheet to reflect the information in the Special Pay Category Spreadsheet as it is being typed.)
2. Fill in the appropriate special pay category as it applies to the department.

Column K of this spreadsheet is formulated to total the special pay categories that you have completed. The total amount per employee is then linked to the corresponding Special Pay Column G on the Primary Staffing Pattern Spreadsheet.

Federal Program Inventory Form
[BBMR – FP-1]
Instructions

Column

- A Federal Catalog No:** Identify the section from the CFDA (Catalog of Federal Domestic Assistance) or enabling authority applicable to the program.
- B Grant Award Number:** Reflect the grant award number for each respective grant.
- C Match Ratio:** Reflect the approved ratio of Federal and Local funds as a percentage based on CFDA or match ratio authorized by the grantor agency.
- D Total Program Funds FY 2017:** Reflect the agency's total program funding request for FY 2017. This is the aggregate amount of local and federal funds.
- E Total Estimated Funds FY 2018:** Reflect the agency's total program funding request for FY 2018. This is the aggregate amount of local and federal funds.
- F Local Matching Funds:** Reflect the total local match fund request.
- G Federal Matching Funds:** Reflect the total federal match fund request.
- H 100% Federal Grants:** Reflect the program's 100% federally funded amount.
- I Grant Period:** Reflect the authorized grant period.

For more information on the Catalog of Federal Domestic Assistance and programs which may be available to your agency, visit their website at <https://www.cfda.gov>.

An electronic version of this form is available at the Bureau's website: <http://bbmr.guam.gov>.

Equipment / Capital Listing & Space Requirement Form **[BBMR EL-1] Instructions**

Equipment / Capital Listing:

Description: Provide a description of *each* equipment / capital item assigned and / or used by each department or agency program.

Quantity: Reflect the number of each type of item(s).

Percentage of Use: Reflect the percentage of use per equipment / capital whether the item(s) is (are) to be partially or fully used by the program. For example, if a computer is to be used exclusively by Program A, reflect "100%" in the respective field. If the said computer is to be shared equally by Program A and B, "50%" should be reflected in the respective field for each program.

Comments: This column is available to provide specific details on respective items. Use if necessary.

Equipment Threshold: Pursuant to Title 5, Ch. IV, §4117, Equipment is defined as, "items having a purchase price of \$5,000 or less." Items having a purchase price in excess of \$5,000 are defined as Capital Outlay.

Space Requirement (Sq. Ft.):

Description: Provide a description of personnel and / or equipment / capital requiring occupancy of department / agency space. Include rental space.

Total Program Space: Reflect each program's total occupied and unoccupied space (in square feet).

Total Program Space Occupied: Reflect the total program occupied space defined as workspace used for personnel, computers, copiers, file cabinets, library, break/lounge rooms and other work-related areas to include parking space. Unoccupied space may be defined as space used for storage, vacant rooms and other non work-related areas.

Square Feet: Reflect total space requirement (in square feet) for personnel and / or office equipment / capital items. Total square footage is computed by multiplying width by length. For example, an office 10 feet in width and 10 feet in length occupies a total area of 100 square feet (10 ft. X 10 ft. = 100 sq. ft.).

Percent of Total Program Space: This percent is computed by dividing the square feet for each item listed by the total program space. For example, if total program space is 1,000 sq. ft. and the item occupies 100 sq. ft., the Percent of Total Program Space value is .10 or 10% (100 sq. ft. ÷ 1,000 sq. ft.)

Comments: This column is available to provide additional information. Use if necessary.

An electronic version of this form is available at the Bureau's website: <http://bbmr.guam.gov>.

**BUREAU OF BUDGET AND MANAGEMENT RESEARCH
FISCAL YEAR 2018
BUDGET DOCUMENT CHECKLIST**

Department/Agency: _____
Division/Program: _____

Date Received by BBMR: _____
Date Reviewed: _____

<u>Department/Agency</u>		<u>BBMR</u>	
<u>Yes</u>	<u>No</u>	<u>Yes</u>	<u>No</u>

General

Is the department/agency request within the Governor's established ceiling?
Does the SUMMARY digest totals equal the totals on the detail pages?

Are the required budget forms attached?

- a. Agency Budget Certification [BBMR ABC]
- b. Agency Narrative Form [BBMR AN-N1]
- c. Decision Package [BBMR DP-1]
- d. Program Budget Digest Forms [BBMR BD-1, BBMR TA-1, BBMR 96A - REVISED]
- e. FY 2017 (Proposed) Agency Staffing Pattern [BBMR SP-1] - **All Fund Sources**
- f. FY 2016 (Current) Agency Staffing Pattern [BBMR SP-1] - **All Fund Sources**
- g. Federal Program Inventory Form [BBMR FP-1]
- h. Equipment/Capital Listing & Space Requirement Form [BBMR EL-1]
- i. Prior Year Obligation Form [BBMR PYO-1]

Are the E-Files attached for all budget forms?

- I. **Agency Budget Certification [BBMR ABC]**
 1. Is the budget certified as to its accuracy and BBMR requirements.
- II. **Agency Narrative Form [BBMR AN-N1]**
 1. Is the mission statement correct and consistent with the department/ agency's enabling act?
 2. Are the goals and objectives correct and consistent with the department/ agency's mission?

- iii. Decision Package [BBMR DP-1]
1. Is activity description correct?
 2. Is major objective correct?
 3. Are short term goals correct?
 4. Is workload output reflected correctly?

- IV. Program Budget Digest Forms (BBMR BD-1, BBMR TA-1, BBMR 96A - REVISED)

A.) Budget Digest Form (BBMR BD-1)

Personnel Services

1. Are figures reflected consistent with the attached staffing pattern(s)?
2. Are amounts reflected in each column accurate?
3. Are computations correct?

Operations

- Are the amounts reflected under columns, "Governor's Request," for each object category consistent with respective schedules (Schedule A - E) as detailed in the budget digest subforms (BBMR TA-1 & BBMR 96A - REVISED)?
- Are amounts reflected in each column accurate?
- Are computations correct?

Utilities

Are amounts reflected in each column correct?

Capital Outlay

Are amounts reflected under columns, "Governor's Request," consistent with schedule F as detailed in the budget digest subform. (BBMB 96A - REVISED)?

Full Time Equivalencies (FTEs)

Are the number of FTEs for both "Unclassified" and "Classified" accurately reflected under each column?

- B.) Off-Island Travel Form [BBMR TA-1] (Schedule A)
1. Is the purpose/justification for travel defined?
 2. Is/Are the travel date(s) and number of travelers reflected?
 3. Is/Are the position title(s) of the traveler(s) reflected?
 4. Are all columns (Air Fare, Per Diem, Registration, and Total Cost) accurate?

- C.) Operations Schedules Form [BMMR 96A - REVISED] (Schedules B-F)
1. Are "Items" under schedules B - F listed in detail?
 2. Is the "Quantity" and "Unit Price" under schedules B - F reflected for respective items?
 3. Are corresponding FY 2017 authorized levels under schedules B - F indicated?

- V. Agency Staffing Pattern Forms [BBMR SP-1]
1. Are position titles correct?
 2. Are all LTA and Temp. positions properly identified?
 3. Are position numbers reflected?
 4. Are the salary levels consistent with the Government of Guam Competitive Wage Act of 2014 and/or Public Safety and Law Enforcement Pay Schedule (40%)?
 5. Are filled positions funded?
 6. Are increment amounts reflected?
 7. Are rates reflected under "Benefits" correct?
 8. Are computations correct?

- VI. Federal Program Inventory Form [BBMR FP-1]
Is the form complete and accurate?

- VII. Equipment/Capital Listing & Space Requirement Form [BBMR EL-1]
1. Is the description of the equipment and/or capital item(s) detail?
 2. Is the "quantity" and "percentage of use" reflected?
 3. Are space requirements descriptive and total space reflected and accurate?

- ### VIII. Prior Year Obligation Form [BBMR PYO-1]

CERTIFIED AS TO COMPLETENESS AND ACCURACY

DEPARTMENT:

Prepared By:

Denton

Approved By:

(Signature of Dept./Agency Head)

Data

BBMR ACTION:**Recommendation**

Approval
Disapproval

Analyst

Date: _____

**Government of Guam
Fiscal Year 2018**

Agency Budget Certification

Agency: _____

Agency Head: _____

I certify that the attached budget, submitted herewith, has been reviewed for accuracy and that all requirements by the Bureau of Budget & Management Research (BBMR) have been met. I also acknowledge that this budget document will be returned to this department if any of the **BBMR requirements** is not met and/or if there are **inaccuracies** contained therein.

Agency Head: _____ Date: _____
(Signature)

**Government of Guam
Fiscal Year 2018 Budget
Department / Agency Narrative**

FUNCTION: _____

DEPT. / AGENCY: _____

MISSION STATEMENT:

GOALS AND OBJECTIVES:

Division/Section:

Activity Description:**Major Objective(s):**

Short-term Goals:

[illegible]

Fiscal Year 2018 Budget Digest

[illegible]

Schedule A - Off-Island Travel

Department/Agency: _____

Division: _____

Program: _____

Purpose / Justification for Travel				
Travel Date: _____		No. of Travelers: _____ 1/		
Position Title of Traveler(s)	Air Fare	Per diem 2/	Registration	Total Cost
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -

Purpose / Justification for Travel				
Travel Date: _____		No. of Travelers: _____ 1/		
Position Title of Traveler(s)	Air Fare	Per diem 2/	Registration	Total Cost
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -

Purpose / Justification for Travel				
Travel Date: _____		No. of Travelers: _____ 1/		
Position Title of Traveler(s)	Air Fare	Per diem 2/	Registration	Total Cost
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -

1/ Provide justification for multiple travelers attending the same conference / training / etc.

2/ Rates must be consistent with Title 5 GCA, Div.2, Ch.23, §23104 and federal Joint Travel Regulations

Schedule B - Contractual

Item	Quantity	Unit Price	FY 2018 Request	FY 2017 Authorized	Variance Increase/(Decrease)
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
Total Contractual			\$ -		

Schedule C - Supplies & Materials

Item	Quantity	Unit Price	FY 2018 Request	FY 2017 Authorized	Variance Increase/(Decrease)
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
Total Supplies & Materials			\$ -		

Schedule D - Equipment

Item	Quantity	Unit Price	FY 2018 Request	FY 2017 Authorized	Variance Increase/(Decrease)
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
Total Equipment			\$ -		

Schedule E - Miscellaneous

Item	Quantity	Unit Price	FY 2018 Request	FY 2017 Authorized	Variance Increase/(Decrease)
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
Total Miscellaneous			\$ -		

Schedule F - Capital Outlay

Item	Quantity	Unit Price	FY 2018 Request	FY 2017 Authorized	Variance Increase/(Decrease)
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
Total Capital Outlay			\$ -		

[BBMR EL-1]

Function :
Department/Agency:
Program:

[illegible][illegible]

FUNCTIONAL AREA:

DEPARTMENT/AGENCY:

PROGRAM:

FUND:

Input by Department																			Input by Department				
(A)		(B)	(C)		(D)	(E)	(F)	(G)		(H)		(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	
No.	Position Number	Position Title	Name of Incumbent	Grade/ Step	Salary	Overtime	Special*	Increment		(E+F+G+I) Subtotal	Retirement (J + 27.41 %) 1/	Retire (DD1) (\$19.01*26PP) 2/	Social Security (6.2% * J)	Benefits			Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)	(J + R) TOTAL			
								Date	Ann.					Life 3/	Medicare (1.45% * J)	Life 3/							
1	----	Division	-----	-----	\$0	\$0	\$0	----	-----	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
2	----		-----	-----				-----															
3	----		-----	-----				-----															
4	----		-----	-----				-----															
5	----		-----	-----				-----															
6	----		-----	-----				-----															
7	----		-----	-----				-----															
8	----		-----	-----				-----															
9	----		-----	-----				-----															
10	----		-----	-----				-----															
11	----		-----	-----				-----															
12	----		-----	-----				-----															
13	----		-----	-----				-----															
14	----		-----	-----				-----															
15	----		-----	-----				-----															
16	----		-----	-----				-----															
17	----		-----	-----				-----															
18	----		-----	-----				-----															
19	----		-----	-----				-----															
20	----		-----	-----				-----															
GRAND TOTAL			-----	-----	\$0	\$0	\$0	-----		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	

* Night Differential / Hazards / Worker's Compensation / etc.
1/ FY 2017 (Proposed) GovGuam contribution rate of 27.41 % for the Government of Guam Retirement is subject to change.
2/ FY 2017 (Proposed) GovGuam contribution rate of \$19.01 (16-weekly) for DD1 is subject to change.
3/ FY 2017 (Proposed) GovGuam contribution rate of \$178 (per annum) for Life Insurance is subject to change.

FUNCTIONAL AREA:
DEPARTMENT/AGENCY:
PROGRAM:
FUND:

Input by Department																				Input by Department			
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)		(I)	(J)	(K)	(L)	(M)	(N)		(O)	(P)	(Q)	(R)	(S)			
No	Position Number	Position Title /	Name of Incumbent	Grade/ Step	Salary	Overtime	Special*	Increment		(E+F+G+I) Subtotal	Retirement (J * 27.67%) 2/	Retire (DDI) (\$19.01*26P) 3/	Social Security (6.2% * J)	Benefits		Life 4/	Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)	(J + R) TOTAL			
								Date	Ann.					Medicare (1.45% * J)									
1					\$0	\$0	\$0			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0			
2					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
3					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
4					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
5					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
6					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
7					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
8					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
9					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
10					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
11					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
12					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
13					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
14					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
15					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
16					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
17					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
18					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
19					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
20					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
21					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
22					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
23					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
24					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
25					0	0	0			0	0	0	0	0	0	0	0	0	0	0			
Grand Total:						\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0			

* Night Differential / Hazardous / Worker's Compensation / etc.
1/ Indicate "(LTA)" or "(Temp.)" next to Position Title (where applicable).
2/ FY 2017 (Proposed) GovGuam contribution rate of 27.67% for the Government of Guam Retirement is subject to change.
3/ FY 2017 (Proposed) GovGuam contribution rate of \$19.01 (bi-weekly) for DDI is subject to change.
4/ FY 2017 (Proposed) GovGuam contribution rate of \$178 (per annum) for Life Insurance is subject to change.

Government of Guam
Fiscal Year 2018
Agency Staffing Pattern
(PROPOSED)

Input by Department											
Special Pay Categories											
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	
No.	Position Number	Position Title	Name of Incumbent	Holiday Pay	Night Differential Pay 10%	Hazard 10%	Hazard 8%	Nurse Sunday Pay 1.5	Nurse Pay 1.5	EMT Pay 15%	(D+E+F+G+H+I+J) Subtotal
1	0	0	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0	0	0	0
Grand Total:				\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

- 1/ 10% of reg. rate, applicable from 6pm-6am, employees must work 4 hours consecutive after 6pm for entitlement of the pay
- 2/ Applies to law enforcement personnel
- 3/ Applies to solid waste employees
- 4/ 1 ½ of reg. rate of pay from 12am Friday to 12 midnight Sunday
- 5/ 1 ½ of reg. rate of pay on daily work exceeding 8 hours
- 6/ Applicable only to GFD ambulatory service personnel. 15% of reg. rate of pay

FUNCTIONAL AREA:

DEPARTMENT/AGENCY:

PROGRAM:

FUND:

Input by Department																			Input by Department			
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)		(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)			
Position No.	Position Title	Name of Incumbent	Grade/ Step	Salary	Overtime	Special*	Increment		(B+F+G+I) Subtotal	Retirement (J * 27.41%)	Retire (DDI) (\$19.01*26PP)	Social Security (6.2% * J)	Benefits			Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)	(J + R) TOTAL			
							Date	Am't.					Life	Life	Life							
1	FUND SOURCE																					
2	Division	---	---	\$0	\$0	\$0	---	---	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0			
3	---	---	---				---	---														
4	---	---	---				---	---														
5	---	---	---				---	---														
6	---	---	---				---	---														
7	---	---	---				---	---														
8	---	---	---				---	---														
9	---	---	---				---	---														
10	---	---	---				---	---														
11	---	---	---				---	---														
12	---	---	---				---	---														
13	---	---	---				---	---														
14	---	---	---				---	---														
15	---	---	---				---	---														
16	---	---	---				---	---														
17	---	---	---				---	---														
18	---	---	---				---	---														
19	---	---	---				---	---														
20	---	---	---				---	---														
Grand Total:				---	\$0	\$0	\$0	---	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0			

* Night Differential / Hazards / Worker's Compensation / etc.

I/ FY 2017 GovGuam contribution for Life Insurance is \$178 per annum

Government of Guam
Fiscal Year 2017
Agency Staffing Pattern
(CURRENT)

[BBMR SP-1]

FUNCTIONAL AREA:
DEPARTMENT/AGENCY:
PROGRAM:
FUND:

Input by Department														Input by Department								
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)		(I)	(J)	(K)			(L)	(M)	(N)		(O)	(P)	(Q)	(R)	(S)
Position Number	Position Title 1/	Name of Incumbent	Grade / Step	Salary	Overtime	Special**	Increment		(E+F+G+I) Subtotal	Retirement (J = 27.41%)	Retire (DDI) (\$19.01*26FP)	Social Security (6.2% * J)	Benefits		Life 2/	Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)	(J + R) TOTAL			
							Date	Ann.					Medicare (1.45% * J)	2/								
1				\$0	\$0	\$0			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
2				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
3				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
4				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
5				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
6				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
7				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
8				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
9				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
10				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
11				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
12				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
13				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
14				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
15				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
16				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
17				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
18				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
19				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
20				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
21				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
22				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
23				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
24				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
25				0	0	0			0	0	0	0	0	0	0	0	0	0	0	0		
Grand Total:				----	\$0	\$0	\$0	----	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		

* Night Differential / Hazardous / Worker's Compensation / etc.
1/ Indicate "(LTA)" or "(Temp.)" next to Position Title (where applicable)
2/ FY 2017 GovGuam contribution for Life Insurance is \$178 per annum

Government of Guam
Fiscal Year 2017
Agency Staffing Pattern
(CURRENT)

Input by Department											
Special Pay Categories											
(A)	(B)	(C)	(D)	(E)		(F)	(G)	(H)	(I)	(J)	(K)
No.	Position Number	Position Title	Name of Incumbent	Holiday Pay	Night	Hazard 10%	Hazard 8%	Nurse Sunday Pay 1.5	Nurse Pay 1.5	EMT Pay 15%	D+E+F+G+H+I+J Subtotal
					1/ Differential Pay 10%						
1	0	0	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0	0	0	0
Grand Total:				\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

- 1/ 10% of reg. rate, applicable from 6pm-6am, employee must work 4 hours consecutive after 6pm for entitlement of the pay
- 2/ Applies to law enforcement personnel
- 3/ Applies to solid waste employees
- 4/ 1 ½ of reg. rate of pay from 12am Friday to 12 midnight Sunday
- 5/ 1 ½ of reg. rate of pay on daily work exceeding 8 hours
- 6/ Applicable only to CRTD ambulatory service personnel. 15% of reg. rate of pay

[illegible]

Bureau of Budget Management Research
Prior Year Obligations (FY 2017 and Prior FYs)

BBMR PYO-1

A	B	C	D	E	F	G
Transaction/ Obligation Date	Transaction Type	Vendor	General Fund (\$)	Special Fund (\$)	Federal Fund (\$)	Reasons for Nonsubmittal or Nonpayment
Total			\$0.00	\$0.00	\$0.00	

Note:

Column A: Completion date of transaction or event prior to October 1, 2017.

Column B: Transaction Type such as personnel action, contracts, etc.

Column C: Vendor or Party owed

Column D, E, & F: Identify funding source and dollar amount inclusive of associated penalties or fees; if more than one transaction, need to total all transactions.

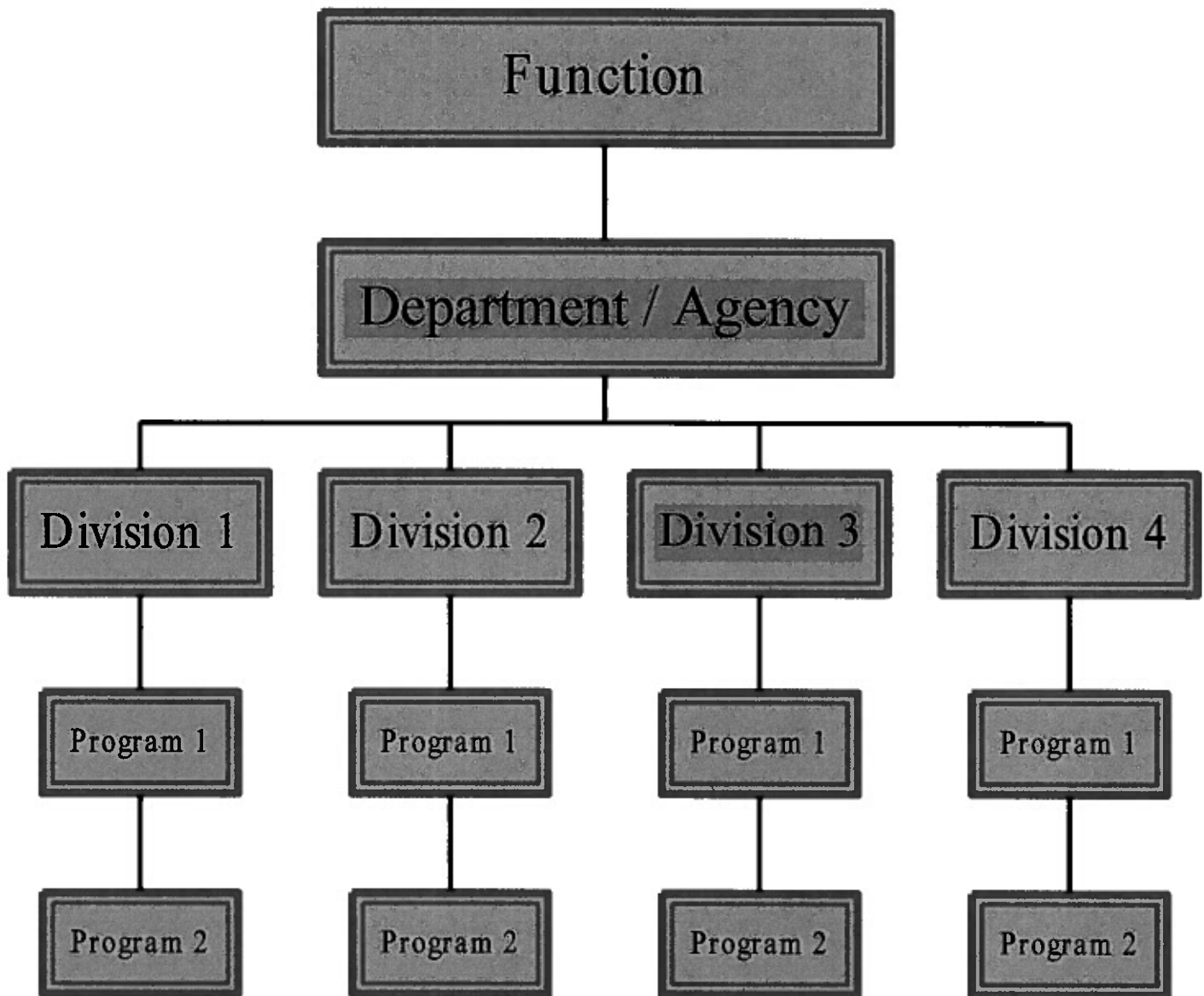
Column G: Note item of concern.

APPENDICES

[APPENDIX A]

Government of Guam

Departmental Organizational Chart



[APPENDIX B]

Government of Guam
FY2017 GROUP HEALTH INSURANCE PROGRAM
MEDICAL & DENTAL RATES (bi-weekly rates)

Active	CLASS	SELECTCARE 2000			TAKECARE 2000			NETCARE 2000		
		GOV	EMP	TOTAL	GOV	EMP	TOTAL	GOV	EMP	TOTAL
Bi-Weekly	I	\$50.77	\$4.00	\$50.77	\$50.77	\$4.17	\$50.94	\$50.77	\$1.90	\$52.67
	II	\$62.50	\$21.45	\$106.15	\$62.50	\$21.37	\$105.77	\$62.50	\$24.94	\$109.34
	III	\$68.46	\$38.42	\$88.08	\$68.46	\$38.09	\$88.05	\$68.46	\$32.50	\$92.65
	IV	\$14.05	\$11.50	\$148.15	\$14.65	\$32.53	\$148.98	\$14.05	\$37.30	\$151.95
Retiree	I	\$325.00	\$4.00	\$325.00	\$263.46	\$1.18	\$263.96	\$203.75	\$2.48	\$206.62
Spouse Monthly	I	\$682.00	\$28.62	\$682.50	\$575.71	\$24.31	\$580.92	\$618.27	\$39.08	\$647.25
	II	\$438.25	\$71.35	\$469.50	\$471.59	\$21.22	\$492.81	\$406.38	\$24.48	\$430.85
	IV	\$740.20	\$38.30	\$778.50	\$737.80	\$34.43	\$802.53	\$685.78	\$40.42	\$807.20
SELECTCARE 1500										
Active	CLASS	GOV	EMP	TOTAL	GOV	EMP	TOTAL	GOV	EMP	TOTAL
Bi-Weekly	I	\$65.11	\$33.20	\$128.31	\$65.11	\$33.78	\$118.89	\$65.11	\$28.59	\$120.50
	II	\$172.64	\$64.99	\$268.23	\$172.64	\$72.98	\$245.62	\$172.64	\$77.53	\$258.17
	III	\$145.80	\$74.75	\$223.45	\$145.10	\$62.19	\$207.29	\$145.10	\$65.42	\$210.62
	IV	\$239.77	\$331.77	\$571.54	\$239.77	\$342.53	\$582.27	\$239.77	\$187.80	\$427.57
Retiree	I	\$424.54	\$24.96	\$469.50	\$388.04	\$24.78	\$413.80	\$404.04	\$27.51	\$432.45
Spouse Monthly	I	\$975.53	\$602.47	\$978.00	\$795.88	\$80.15	\$808.13	\$831.42	\$33.09	\$895.41
	II	\$582.89	\$45.31	\$648.00	\$659.73	\$87.57	\$748.10	\$679.71	\$70.80	\$750.69
	IV	\$948.75	\$142.75	\$1,091.50	\$1,002.57	\$114.32	\$1,116.89	\$1,151.83	\$118.90	\$1,289.73
RETIREE SUPPLEMENTAL PLAN (Must Meet Medicare Eligibility Requirements)										
SELECTCARE (RSP)										
CLASS	GOV	EMP	TOTAL	GOV	EMP	TOTAL	GOV	EMP	TOTAL	NETCARE (RSP)
Retiree	I	\$200.50	\$8.00	\$200.50	\$200.04	\$0.00	\$200.04	\$273.34	\$0.00	\$273.34
Spouse Monthly	II	\$401.00	\$8.00	\$401.00	\$550.50	\$0.00	\$550.50	\$585.08	\$0.00	\$585.08
SELECTCARE DENTAL										
CLASS	GOV	EMP	TOTAL	GOV	EMP	TOTAL	GOV	EMP	TOTAL	NETCARE DENTAL
Active	I	\$8.59	\$7.11	\$15.69	\$8.59	\$4.09	\$15.57	\$8.59	\$7.16	\$15.73
Bi-Weekly	II	\$11.47	\$24.07	\$35.54	\$11.47	\$24.59	\$35.87	\$11.47	\$24.59	\$35.76
	III	\$3.21	\$18.94	\$28.15	\$9.22	\$18.42	\$28.64	\$9.21	\$18.39	\$28.80
	IV	\$15.51	\$32.03	\$47.54	\$15.51	\$32.72	\$48.23	\$15.51	\$32.84	\$48.65
Retiree	I	\$9.50	\$7.26	\$17.00	\$9.50	\$7.67	\$16.67	\$9.50	\$7.74	\$17.04
Spouse Monthly	II	\$12.43	\$28.07	\$38.50	\$12.43	\$28.22	\$38.55	\$12.43	\$28.31	\$38.74
	III	\$3.06	\$20.52	\$23.58	\$3.06	\$21.04	\$24.10	\$3.06	\$21.47	\$24.59
	IV	\$18.81	\$34.09	\$51.50	\$18.81	\$35.44	\$54.25	\$18.81	\$35.58	\$54.17

Class I - Employees/Retirees/Spouse - No Dependent
 Class II - Employees/Retirees/Spouse + spouse (domestic partner) only
 Class III - Employees/Retirees/Spouse + Child(ren) Only - No Spouse
 Class IV - Employees/Retirees/Spouse & Family (Spouse/Domestic Partner and/or Ex-Spouse via Court Order + Children)

CHRISTINE W. BAILEY, Director
 Department of Administration

Date: 9/8/16

[APPENDIX C]



GOVERNMENT OF GUAM
RETIREMENT FUND
STABILITY · SECURITY · REWARDS

Eddie Baza Calvo
Governor

Ray Tenorio
Lieutenant Governor

Paula M. Blas
Director

Trustees:

Joe T. San Agustin
Chairman

Wilfred P. Leon Guerrero, Ed.D.
Vice-Chairman
Investment Committee, Chairman

Antolina S. Leon Guerrero
Secretary

Gerard A. Cruz
Treasurer
Audit & Operations Committee,
Chairman

Katherine T.E. Taitano
Trustee

David M. O'Brien
Trustee

Albert H. Santos
Trustee

September 23, 2016

MEMORANDUM

To: All Department & Agency Heads
From: Director, Retirement Fund
Subject: FY 2017 Government Rate of Contribution and
Premium Rates for Survivor Death & Disability Insurance

Relative to the new rates which take effect on pay period ending October 15, 2016, please note the following:

1. In accordance with Public Law 33-185, Chapter XIII, Section 3, the government's rate of contribution to the Retirement Fund for Fiscal Year 2017 is 27.41%.
2. The survivor death and disability insurance premium rates for members of the Defined Contribution Retirement System, remains unchanged, as follows:

Benefit	Premium Rate Per Member
Survivor Death	\$5.77
Long Term Disability	\$13.24
Total Per Pay Period	\$19.01

If a DC Plan member is receiving long-term disability benefits, only the survivor death premium of \$5.77 per pay period, is due for that member.

Please be reminded that in accordance with the Fund's Board Policy and Public Law 33-185, Chapter XII, Section 1, members who meet the minimum eligibility requirements for retirement will be allowed to retire, only upon the complete remittance of outstanding employee and employer contributions for the member, including any and all fees, interest, and penalties. All contributions for the present fiscal year must also be current. In addition, outstanding contributions will be assessed interest and penalties in accordance with 4GCA Chapter 8 §8137 (c).

Should you have any questions regarding this matter, please contact Ms. Ceria Magdalera at 475-8931.

Paula M. Blas

2:15 PM
VIA
RECEIVED
SEP 23 2016
Bureau of Budget and
Management Research

424 Route 8
Maite, Guam 96910
Tel: 671.475.8900
Fax: 671.475.8922
www.ggrf.com

[APPENDIX D]



Eddie Baza Calvo
Governor
Ray Tenorio
Lieutenant Governor

GOVERNMENT OF GUAM
(GUBERNAMENTON GUAM)

DEPARTMENT OF ADMINISTRATION
(DIPATTAMENTON ATHENESTRASION)

DIRECTOR'S OFFICE
(Ufisinan Direktor)
Post Office Box 824 • Hagåtña, Guam 96932
TEL: (671) 475-1101/1250 • FAX: (671) 477-6788



Benita A. Manglona
Director
Anthony Blaz
Deputy Director

HRD NO.: OG-14-0160

JAN 15 2014

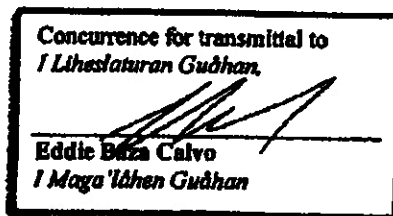
MEMORANDUM

To: Governor of Guam
From: Director, Department of Administration
Subject: Transmittal of Plan
RE: Competitive Wage Act of 2014
(New)

32-14-1170
Office of the Speaker
Judith T. Won Pat, Ed. D.
Date 1.15.14
Time 4:32pm
Received by: [Signature]

Buenas yan Hafa Adai! This is the transmittal of a plan pursuant to Public Law 32-068 Chapter XI, Section 2 titled as "*Government of Guam Competitive Wage Act of 2014*". P.L. 32-068 appropriated \$7,055,357 for salary increases pursuant to the recommendations contained herein. These recommendations were developed after a thorough analysis of the current compensation environment of Guam's government as a whole, information collected pursuant to P.L. 29-52 and Executive Order 2006-21. I fully endorse this plan, and recommend that it be transmitted to *I Liheslaturan Guåhan* in compliance with P.L. 32-068, and I will do so upon your concurrence. *Dangkolo na Agradesimiento!*

Benita Manglona
BENITA A. MANGLONA
Director of Administration



1170

2014 JAN 16 AM 8:51

**DEPARTMENT
OF
ADMINISTRATION**

***GOVERNMENT OF GUAM
COMPETITIVE WAGE ACT OF 2014***

P.L. 30-196

AS AMENDED BY

P.L. 32-068

[APPENDIX D]

Government of Guam Competitive Wage Act of 2014

DEPARTMENT OF ADMINISTRATION REPORT

SUBJECT: Public Law 30-196 as amended by Public Law 32-068 appropriates funding for the Government of Guam Competitive Wage Act of 2014 of which precedes a final, implementable plan to adjust compensation, classification and benefits by *I Mags'lahi* to *I Liheslatura* for approval.

I. PURPOSE:

Because of the changes set forth in P.L. 28-68, the Department of Administration (DOA) is mandated with the responsibility of all non-adjudicatory functions, to include compensation. Additionally, the DOA is also mandated with the responsibility of insuring that the Government of Guam's compensation policy is both internally equitable and externally competitive. It is also tasked with the responsibility of insuring that compensation policies are administered equitably and uniformly. With this, DOA puts forth this report and recommendations as mandated in P.L. 32-068 for transmittal by *I Mags'ldhen Gudhan* to *I Liheslaturan Gudhan*.

II. AUTHORITY:

Public Law 28-68, Chapter IV, MISCELLANEOUS PROVISIONS, Section 45. Transfer of Authority of the Civil Service Commission to the Department of Administration. (a) All Guam statutes and regulations not specifically mentioned in this enactment which refer to the non-adjudicatory authority of the Civil Service Commission or which purport to create such authority in the Civil Service Commission are hereby amended to reflect the transfer of said authority to the Director of Administration, who shall henceforward perform all functions regarding rulemaking, the creation of new positions, pay scales, personnel rules and the like which formerly were performed by the Commission. The Civil Service Commission shall retain its duties under the Mini-Hatch Act and Ethics in Public Contracting laws except as may be provided herein.

4 GCA, §6301. Compensation Policy. (a) Employee compensation shall be based on internal equity and external competitiveness; (b) to the extent practical, compensation will be targeted at the U.S. National Average levels compared to the appropriate labor markets and account taken of the relevant economic factors; (c) Internal equity should be reviewed annually and external competitiveness at least every three (3) years; (d) compensation structures and administrative policies should also recognize and reward individual employees commensurate with performance; (e) all aspects of compensation (base salaries, benefits, pay differentials, and other factors) will be considered as a total reward and incentive package for employees and shall be

[APPENDIX D]

Government of Guam Competitive Wage Act of 2014

consistent and uniformly administered throughout the government; and (f) a program of ongoing communications and training shall be a critical component of compensation administration.

4GCA, §6302 Administration. The Department of Administration shall adopt and apply the unified pay schedule and the Hay methodology of positions classification and salary administration to the extent and manner it deems appropriate...[cited in part] as amended by PL 28-68 section 45.

III. BACKGROUND:

On August 31, 2006, Executive Order 2006-21 ordered the DOA to begin efforts in obtaining the services of a private firm to conduct a comprehensive compensation review to update the Unified Pay Schedule and to conduct compensation training to Human Resources staff. It also ordered the DOA to begin gathering all resources necessary to conduct the comprehensive review and to work collaboratively with autonomous, semi-autonomous, public corporations, instrumentalities, etc..., within the Executive Branch, as well as the Judicial Council of Guam, to complete said review.

On January 3, 2008, Public Law 29-52, Section 13 appropriated Five Hundred Thousand Dollars (\$500,000) for the purpose of contracting with a consultant who is an expert on classification and compensation in public employment to conduct a study of all government of Guam positions, including those in autonomous, semi-autonomous, and non-autonomous agencies, public corporations and all instrumentalities, and the Judiciary, to update the Unified Pay Schedule.

On September 1, 2010, Public Law 30-196, Section 7 appropriated the sum of Thirteen Million One Hundred Fourteen Thousand Five Hundred Ninety-six Dollars (\$13,114,596) 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. pursuant to Section 13 of Public Law No. 29-52, and the Governor's Executive Order No. 2006-21. This appropriation preceded transmittal by *I Maga'lahi* to *I Liheslatura Gudhan* of a final, implementable Plan to adjust compensation, classification and benefits and only effective upon formal adoption by *I Maga'lahi* of the Plan consistent with the Hay Group, Inc. recommendations and consistent with provisions the same law. However, *I Liheslaturan Gudhan* restricted the use of appropriated funds authorized in this section for salary adjustments of permanent classified personnel filling authorized full-time equivalent (FTE) positions approved in the department or agency's Fiscal year 2010 budget, or under this Act, and as recommended by the study authorized by P.L. 29-52, and E.O. 2006-21. It was not the intent of *I Liheslaturan Gudhan* to include unclassified or non-permanent employees.

[APPENDIX D]

Government of Guam Competitive Wage Act of 2014

On September 23, 2010 and October 29, 2010, Executive Orders 2010-24 & 25 were promulgated respectively. These ordered the DOA to implement the provisions of P.L. 30-196 specific to the adoption of the Government of Guam Competitive Wage Act of 2011 in line with appropriated amounts. Executive Orders Nos. 2010-24 and 25 also adopted policies and procedures for said implementation to replace all existing pay policies, rules and regulations.

On January 14th, 2011, Executive Order 2011-02 was signed and promulgated relative to rescinding Executive Order No. 2010-24 and Executive Order No. 2010-25 effective 12:00a.m., Sunday, January 30, 2011. This was done on the basis that the adoption of the salary increases authorized by said Executive Orders were done so upon the "availability of funding" and that the DOA's Cash Flow Projection for FY 2011 submitted to the Transition Committee's Finance Subcommittee on December 21, 2010, reflected negative cash balances substantially to the end of the fiscal year. DOA had identified potential liabilities that were not programmed into the cash flow projection which had contributed to the negative cash balance which prevented further administration of salary increases. These negative cash balances resulted in delays of payments to vendors as well as for in-home adult care services provided by DPHSS and other non-profit organizations, and limited or eliminated the government's ability to pay tax refunds. It was recommended that immediate action be taken to reduce cash outflows to restore the Government of Guam's financial stability. Citing all reasons mentioned above, Executive Order 2011-02 temporarily suspended the adoption and implementation of the "Hay Study" until sufficient funds become available and the relative financial stability of the Government of Guam was restored.

On September 11, 2013, Public Law 32-068 was signed into law. Chapter XI, Section 2 of Public Law 32-068 repealed in its entirety Section 7 & of Chapter XI of Public Law 30-196. This Section also appropriated the sum of (\$7,055,357) from the General Fund to fund the implementation of the Government-wide Position Classification, Compensation & Benefits Study. The appropriation in Section 2 precedes transmittal by the *I Maga'låhen Gudhan* to the *I Liheslaturan Gudhan* of a final, implementable plan to adjust compensation, classification and benefits for approval by the *I Liheslaturan Gudhan*. This section gave the *I Maga'låhen Gudhan* the option to submit a plan to cover either (a) *Classified Personnel only*; or (b) *Unclassified and Classified Personnel*. The use of funds appropriated by this section of the law is only intended for salary adjustments of those personnel filling authorized full-time equivalent positions funded by the department or agency's Fiscal Year 2014 budget or as recommended in the study conducted pursuant to Section 13 of Public Law 29-52, and Executive Order 2006-21, or as submitted by *I Maga'låhen Gudhan* to *I Liheslaturan Gudhan* and modified by *I Liheslaturan Gudhan*, if necessary, prior to its adoption. This section also details the breakdown of allocation of the appropriated \$7,055,357 to include the Unified Judiciary, GDOE, UOG, GCC, MCOG, OPA, OAG, PDSC, and finally the Executive Branch Line Agencies.

[APPENDIX D]

Government of Guam Competitive Wage Act of 2014

IV. COMPENSATION REVIEW PROCESS:

The DOA reviewed the information collected during the study that was conducted pursuant to P.L. 29-52 and E.O. 2006-21, as well as the findings presented to then Governor Felix Camacho for approval via Executive Orders Nos. 2010-24 and 2010-25 which gave salary increases to all personnel covered by the plan effective October 1, 2010. The DOA also reviewed the Department of Administration *Gubetnamenton Gudhan* Compensation Study Implementation Policies and Procedures and took into consideration feedback received regarding the implementation of the Government of Guam Competitive Wage Act of 2011. Feedback was received from line agency employees, department/agency heads, and from the general public or any stakeholders.

V. FACTS:

The Government of Guam Unified Pay Schedule was implemented on October 1, 1991 pursuant to P.L. 21-59 which enacted §6201, Title 4 of the Guam Code Annotated. Section 6301 of the same title provides that employee compensation shall be based on internal equity and external competitiveness and that to the extent practical, compensation will be targeted at the U.S. National Average levels compared to the appropriate labor markets and account taken of the relevant economic factors.

It has been nearly two decades since the Government of Guam has conducted a comprehensive classification, job evaluation and compensation study for positions covered under the Unified Pay Plan, as well as elected and appointed positions prior to the study conducted pursuant to P.L. 29-52. Section 13 of P.L. 29-52 and E.O. 2006-21 enabled DOA to contract with Hay Group Inc. to conduct a comprehensive government-wide compensation, classification, and benefits study.

The compensation study focused on relevant comparators as a basis for salary comparison, reviewed existing salary structures and recommended changes based on an analysis of internal and external data, making recommendations for appropriate levels of compensation for all positions; and recommendations to update and administer the classification, job evaluation and compensation plan including training in the use of any new aspects of the overall program. The study found that when the Unified Pay Plan was developed in 1991, it was originally designed with steps 1-10 with Step 5 being the market target policy position. Subsequently, steps 11-20 were added. After comparison to approximately 10 relevant market sources, Hay Group Inc. found that our salary structure was on average 59% behind market. This and other reasons prompted the recommendation of multiple pay plans to address specific occupational groups which historically received attention from the *I Liheslaturan Gudhan* through piece-meal legislation. A pragmatic approach was taken when increases to the pay structure were recommended. Recommendations were made after a thorough comparative analysis was

[APPENDIX D]

Government of Guam Competitive Wage Act of 2014

completed with all relevant pay factors taken into consideration. It resulted in a recommendation of a General Pay Plan (GPP), which was equivalent to the Unified Pay Plan, being constructed at approximately 85% of market average. A total of six (6) pay plans were recommended.

The recommended six (6) pay plans were as follows:

- o A General Pay Structure (GPP) (Equivalent of the Unified Pay Plan);
- o A Nursing Pay Structure (NPP);
- o A Law Enforcement Pay Structure (LEO);
- o An Education Pay Plan (EDU);
- o An Attorney Pay Structure (ATTY); and
- o An Executive Pay Structure (EPP).

As indicated above, these pay plans were recommended to specifically address certain occupational groups as had been done historically by previous legislatures. This along with the fact that positions covered by these pay plans are considered critical to the health, safety, and education of the people of Guam, makes them high priority (e.g. Nurse Pay Plan [NPP], Law Enforcement Pay Plan [LEO], and Education Pay Plan [EDU]). Throughout the years, these pay plans have seen increases for their respective occupational groups while other plans lacked any movement which widened the gap between the "general" positions and "critical" positions. Essentially, this made it increasingly difficult to maintain any internal equity within the Government of Guam compensation policy.

The problem was further compounded with legislation such as public laws 28-112, 28-113, 28-159, 29-24, and 29-154 which delineated the authority of compensation plan development and implementation to autonomous agencies and public corporations with governing boards. This had the effect of further diluting the internal equity of compensation within the government as a whole. This was especially seen by the increase of compensation for "like" positions in those agencies causing the migration of many line agency employees to non-line agencies. This migration along with the uncompetitive salaries of those positions under the UPP had a resounding effect on the staffing of line agencies and departments. The DOA acknowledges that these autonomous agencies and public corporations may have the need and the means to increase salaries in a somewhat consistent fashion, but cannot ignore the fact that this has caused a competitive struggle between agencies of the government to keep key staff, and that the inability to remain competitive with these agencies has had an adverse effect on operations. Agencies with similar authorities like the Port Authority of Guam, the Guam Housing and Urban Renewal Authority (GHURA) and the Guam International Airport Authority (GIAA) were able to increase salaries in the same manner which escalated the problem for any line agencies trying to retain key staff. *I Liheslaturan Guåhan* has set the tone for the compensation environment within the government. This makes it even more imperative that the recommendations herein pursuant to

[APPENDIX D]

Government of Guam Competitive Wage Act of 2014

PL 32-068 be implemented without any further delay. It is understood that the line agencies and departments will not be able to close the gap on other agency pay plans which have increased substantially, but that this is a first-step to making some improvements.

After reviewing salaries of positions covered within the individual pay plans listed above, it was found that salaries of incumbents in the GPP were lagging the furthest behind market. It was for this reason that the largest increases in salaries were experienced by incumbents within the GPP. Positions within the NPP had seen an increase upwards of 39% and 44% due to prior legislation. Positions within the EDU plan had received a 14% increase in prior years. Incumbents in the LEO plan had received two increases of 10% prior to implementation the new LEO plan. Incumbents had not yet received the "30%" and "40%" pay adjustments authorized by law until recently when payouts were made retroactive pursuant to effective dates prescribed in P.L. 29-105. Attorneys that were covered on the ATTY plan had salaries increased pursuant to a pay scale codified in 4 GCA, Chapter 6, §6208. Many positions on the Executive Pay Plan which consist of Directors, Deputy Directors, and other executive management positions that oversee departments and agencies had not been addressed or properly sized according to the increasing number of mandates.

After implementation of the new pay plans via Executive Orders Nos. 2010-24 and 2010-25, employees were slotted into respective pay grades and steps according the implementation policies and procedures. Plans were administered accordingly until the execution of E.O. 2011-02 which ordered the suspension of the plan that was implemented.

VI. FINDINGS and RECOMMENDATIONS:

Pursuant to P.L. 32-068, the DOA reviewed details of the government-wide study that was suspended via E.O. 2011-02 and took into consideration the current fiscal policy of the *I Maga'låhen Gudhan* to come up with a final, implementable plan as dictated in the law. Also taken into consideration was feedback from employees, department heads, policy makers, and any other persons who wished to express their concerns or make recommendations for any future re-implementation of the salary increases rescinded by E.O. 2011-02. After consideration of the above-mentioned factors, the DOA recommends the following classification and compensation plans to be transmitted to *I Liheslaturan Gudhan* for approval:

- o General Pay Plan (GPP)
- o Nurse Pay Plan (NPP)
- o Education Pay Plan (EDU)
- o Attorney Pay Plan (ATTY)
- o Executive Pay Plan (EXEC)

There is no recommendation for the Law Enforcement Officer (LEO) pay plan due to the full implementation of P.L. 29-105 which gave Law Enforcement and Public Safety officers 30%

[APPENDIX D]

Government of Guam Competitive Wage Act of 2014

and 40% adjustments. The recent adjustments have brought salaries of incumbents covered by this pay plan in relative parity with market pay. These adjustments have widened the gap in salaries between positions in the GPP and LEO (40%) plans substantially which is consistent with legislative intent. The pay adjustments pursuant to P.L. 29-105 have addressed external competitiveness from a compensation structure standpoint; therefore, the recommendation is to leave incumbents who hold positions covered by the LEO (40%) pay plan under the pay plan. The DOA will assess the pay plan again in approximately three (3) years to see if there is a need to roll the current LEO (40%) pay plan under the new Executive Branch pay plans recommended herein. Details of the individual plans will be described below.

GENERAL PAY PLAN (GPP)

The General Pay Plan consists of all positions not included in the NPP, LEO, EDU, ATTY, and EXEC pay plans. These positions include your general administrative and support positions, environmental positions, professional level financial and management positions, mechanical positions, analysts, advisors, federal and local program coordinators, and many other positions. This pay plan also contains "Market Premium" positions which are those positions which are typically paid much more than their job-size would dictate. These types of positions include medical doctors (physicians), psychologists of all levels, pharmacists, some engineer positions, and other similar positions that will be addressed on a case-by-case basis. Market typically pays more for these types of positions.

This pay plan has a majority of the positions in the classified service within the government of Guam. This pay plan has also been ignored when assessing the compensation of employees holding these positions. There were a few laws passed that addressed some occupational groups within the GPP, but no actions taken that would address the lag in pay for the plan as a whole. When taken into consideration, the positions covered under this plan are responsible for keeping most of the Executive Branch agencies running and operational.

Many of the positions covered under this plan are critical in nature to the specific departments and agencies that they function in. A lot of them may not provide direct service to the external customers of the government, or the general public, but are essential in the operations and support functions to those positions which do. These positions share a symbiotic relationship to those included in the other pay plans typically enabling the "critical" positions to function or perform their duties. A clear example of this relationship would be the Bus Operations Division of the Department of Public Works. The division shares a symbiotic relationship to the teaching positions in the Guam Department of Education (GDOE). The mechanic positions repair and maintain the buses which the bus drivers use to transport children to our public schools. In turn, because of the efforts of both the mechanics and bus drivers, the children whom they transport are able to receive guidance and instruction from the teachers in our public school system. The

[APPENDIX D]

Government of Guam Competitive Wage Act of 2014

teacher positions within the GDOE have received a pay adjustment of 14% or 17.5% in recent years. This was done based on the "non-competitive" nature of our compensation structure. However, the ability for teachers to perform their duties relies partly on the work of mechanics, and subsequently, the ability of bus drivers to operate road worthy vehicles to transport children to school. This is one example of many that exist between "general" positions and "critical" positions. This is very important to remember when considering the increases in salaries within the GPP. The pay scale associated with the GPP can be viewed in Exhibit 1, which is attached to this report. Exhibit 1 will display the new pay ranges associated to pay grades used hereafter. Due to the impact of implementation of the GPP, it is recommended that the implementation of the GPP be phased in throughout the remainder of Fiscal Year 2014.

NURSE PAY PLAN (NPP)

Positions covered under the NPP were previously covered by a recruitment and retention policy originally authorized by P.L. 24-325 "Nurse and Other Health Care Professional Recruitment and Retention Incentives Act of 1998". This new compensation plan for nurse positions within the government of Guam was approved by the Civil Service Commission (CSC) on January 31, 2002. The CSC approved a 39% adjustment from the UPP for nurses within the Government of Guam and a separate 49% adjustment from the UPP specifically for registered nurse positions within the Guam Memorial Hospital Authority and the then Department of Mental health and Substance Abuse. The pay increases authorized for nurse positions within the Government of Guam had addressed the issue of "competitive" pay relative to national averages within the United States mainland. It is worth noting that a separate review done by Hay Group Inc. in 2006 found that those incumbents holding nurse positions receiving the 44% adjustment (specifically at GMHA and DMHSA) were ahead of market averages for similar work done in the mainland. The initial findings were that there should be no further movement of the "nurse" pay plan until the expiration of three (3) years after the review was conducted. Essentially, the pay plan was three (3) years "ahead" of market.

The events above resulted in average salaries of incumbents covered by this pay plan to be relatively close to what was recommended in the Competitive Wage Act of 2011. Simply put, these incumbents were close to "market" pay of similar nurse positions in 2010. This explains the smaller increases received by incumbents covered in this plan. It is also worth mentioning that incumbents who were not registered nurses but rather held the position of Licensed Practical Nurse I and Licensed Practical Nurse II were added to the pay plan without consideration to the difference in both qualifications and duties of actual Registered Nurses (RN). Exhibit 2 attached to this report has the correlating pay scale for positions covered by this plan. This exhibit also displays the list of positions covered by the NPP.

[APPENDIX D]

Government of Guam Competitive Wage Act of 2014

EDUCATION PAY PLAN (EDU)

Positions covered under this pay plan were previously covered under the "Teacher" pay plan authorized by P.L. 28-36, as amended by P.L. 28-68. The DOA conducted a study and found that educator pay was lagging behind national averages and recommended a pay adjustment based on the UPP of 14%. This pay adjustment brought GDOE educator salaries to a more competitive level. The "Teacher" pay plan covered approximately 2,000 teachers in GDOE, therefore making it the most populated pay plan for a single occupational group in the government of Guam's overall compensation scheme. With this taken into consideration, recommendations were made to the pay plan to ensure that it would be a sustainable plan. This was demonstrated when the plan was updated approximately three (3) years later by the CSC pursuant to P.L. 29-02. An additional 3.5% was authorized for those teachers who taught in the classroom, served as a guidance counselor, or served as librarians. The pay adjustments authorized were only for those teachers who were certificated personnel. The GDOE would not authorize the pay adjustment for those who did not maintain their teacher certification in GDOE. It is recommended that the same salary levels recommended in the Government of Guam Competitive Wage Act of 2011 be maintained with a few adjustments. The pay scales and positions associated with the EDU pay plan can be viewed in Exhibit 3 attached to this report.

ATTORNEY PAY PLAN (ATTY)

Prior to the implementation of the Government of Guam Competitive Wage Act of 2011, attorneys who worked for the government were paid according to the 4 GCA, Chapter 6, §6208. All attorneys who worked for the Executive Branch line agencies, semi-autonomous and autonomous, public corporations, the Unified Judiciary (to include Public Defender Services Corporation), in both the classified and unclassified service (including contractual hires), were to be paid on this schedule. This schedule was based on years of creditable working experience as a means of establishing what level of attorney an incumbent was slotted to and what step in that level an attorney would finally slot to. When developing the recommendations in the Government of Guam Competitive Wage Act of 2011 regarding a new attorney compensation structure, DOA collaborated with both the Office of the Attorney General (OAG) and the Judicial Council to come up with new job descriptions which would be used to determine the level of slotting for attorneys in addition to their years of service. Information gathered was used to clarify certain concerns that both the OAG and the Judicial Council had with the current classification and compensation schedule for attorneys. As a result, a new set of job descriptors and new range of salaries were recommended. After review, DOA has determined that there is no need to deviate from the original recommendations in the Government of Guam Competitive Wage Act of 2011. The related pay ranges, job descriptions, and positions covered by this pay

[APPENDIX D]

Government of Guam Competitive Wage Act of 2014

plan are included in Exhibit 4 attached to this report.

EXECUTIVE PAY PLAN (EPP)

The Executive Pay Plan (EPP) covers all heads of departments and agencies of the Executive Branch. This plan was designed to allow flexibility to the Governor or proper appointing authority to set the pay for department heads in a reasonable manner. It allows for a range of pay associated to each position's assigned pay grade. Review of past practices of executive compensation has shown that compensation for these executive level positions has been a hindrance in the recruitment of the most qualified individuals tasked with running departments and agencies. This new EPP is based on the GPP and allows for the Governor to set pay based function of the department, depth of its specialties or mandates, and width of its impact on overall government operations and the people or organizations it serves. Each position will have a unique set of mandates and responsibilities prescribed in law and assigned by the Governor that will be used to determine the appropriate salary for each cabinet-level position. Consultation with DOA for appropriate salary setting for these positions is expected and encouraged before any final decisions are to be made concerning executive-level positions. Exhibit 5 has the correlating pay ranges for department heads and positions which are covered by this plan.

RATE OF PAY POSITIONS

Rate of pay positions are those for which it is typical market practice not to have a grade and salary range assigned to these positions. They are not usually included in specific pay plans or ranges, but pay for these types of positions are normally set by the legislature so that it is consistently in line with norms found in organizations of similar size. The types of positions included in "rate of pay" positions are usually the Governor, Lieutenant Governor, Judges, Justices, Attorney General, and Senators. The DOA has made recommendations for these types of positions not only based on market norms, but on the lack of movement in salary for these positions. Incumbents in these positions don't typically make recommendations for salary increases, so the DOA has included some recommended salaries for these types of positions for consideration and approval. Positions covered by this part of the plan and the recommended salaries for each position is included in Exhibit 6.

OTHER PERSONNEL-RELATED RECOMMENDATIONS

Exhibit 7 includes other recommendations concerning different aspects of implementation and personnel policy.

[APPENDIX D]

Government of Guam Competitive Wage Act of 2014

SUMMARY OF RECOMMENDATIONS

In summary, the DOA presents these recommendations to *I Maga'ldhen Gudhan* as an implementable plan to be transmitted to *I Liheslaturan Gudhan* pursuant to P.L. 32-068 with all its attached exhibits. The exhibits give details of the plan and its individual parts to be used as compensation schedules for all positions covered by each plan respectively; and for overall implementation of the plan. The DOA recommends full implementation of the Nurse Pay Plan (NPP), Education Pay Plan (EDU), Attorney Pay Plan (ATTY), inclusive of all employees who are both in the Classified and Unclassified service, effective upon approval by *I Liheslaturan Gudhan* or upon the expiration of thirty (30) days after transmittal to *I Liheslaturan Gudhan*. The DOA recommends a phased-in approach to the full implementation of the GPP because of its impact and to remain consistent with priority given to "critical" positions. This plan is historically consistent with prior legislation that has given priority to "critical" positions dealing with health, education, public safety and law enforcement. This recommendation is made to insure that "critical" positions are addressed first with full implementation of the GPP to be completed prior to the expiration of Fiscal Year 2014.

BENITA A. MANGLONA
Director of Administration

[APPENDIX D]

[APPENDIX D]

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).

[APPENDIX D]

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).

[APPENDIX D]

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-D	\$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-D	\$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

[APPENDIX D]

POSITIONS COVERED BY THE NURSE PAY PLAN (NPP)	
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	

[APPENDIX D]

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

[APPENDIX D]

POSITIONS COVERED BY THE EDUCATION PAY PLAN
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.

[APPENDIX D]

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 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.	

[APPENDIX D]

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 (CONT.)						
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

[APPENDIX D]

POSITIONS COVERED BY THE EXECUTIVE PERSONNEL		
Adjutant General	Deputy Director (Library)	Director (Labor)
Administrative Director of the Courts	Deputy Director (GBHWC)	Director (Library)
Administrator (GMHA)	Deputy Director (Parks and Recreation)	Director (GBHWC)
Administrator (GEPA)	Deputy Director (DPHSS)	Director (Parks and Recreation)
Administrator (GEDA)	Deputy Director (Retirement)	Director (PHSS)
Administrative Director (Public Defender)	Deputy Director (Revenue & Taxation)	Director (Retirement)
Assistant General Manager (KGTF)	Deputy Fire Chief	Director (Revenue & Taxation)
Assistant General Manager (GRTA)	Deputy General Manager (GVB)	Education Suruhanu
Associate Administrator (GMHA)	Deputy Superintendent - Assessment and Accountability	Executive Director (Bureau of Women's Affairs)
Chief Medical Examiner	Deputy Superintendent - Curriculum and Instructional Improvement	Executive Director (CSC)
Chief of Police	Deputy Superintendent - Educational Support and Community Learning	Executive Director (Guahan Commission for Educator Certification)
Commissioner of Banking and Insurance	Deputy Superintendent - Finance and Administrative Services	Executive Director (GHURA)
Deputy Administrative Director of the Courts	Director (GDDC)	Executive Director (Public Defender Corp.)
Deputy Administrator (GEPA)	Director (Agriculture)	Executive Director (Hagatna Restoration)
Deputy Chief of Police (GPD)	Director (AHRD)	Executive Director (Mayor's Council)
Deputy Director (Agriculture)	Director (Ancestral Lands Commission)	Executive Manager (GRTA)
Deputy Director (AHRD)	Director (BBMR)	Executive Secretary Registrar (CLB)
Deputy Director (Ancestral Lands Commission)	Director (BOSP)	Fire Chief (GFD)
Deputy Director (BBMR)	Director (CAHA)	General Manager (GVB)
Deputy Director (CAHA)	Director (Chamorro Land Trust)	General Manager (KGTF)
Administrative Director (Chamorro Land Trust)	Director (Commission on Persons with Disabilities)	Manager (GHC)
Deputy Director (Corrections)	Director (Corrections)	President (GHC)
Deputy Director (DLM)	Director (Customs)	President (Kumision I Fino Chamorro)
Deputy Director (DOA)	Director (DISID)	Superintendent of Education
Deputy Director (DPW)	Director (DLM)	Vice President (Kumision I Fino Chamorro)
Deputy Director (DYA)	Director (DOA)	
Deputy Director (GHURA)	Director (DPW)	
Deputy Director (DEC)	Director (DYA)	
Deputy Director (Guam Energy Office)	Executive Director (Guam Election Commission)	
Deputy Director (Labor)	Director (Guam Energy Office)	

[APPENDIX D]

Exhibit 6. Rate of Pay Positions

SALARY RECOMMENDATIONS FOR RATE OF PAY POSITIONS		
Position	Current Pay	Recommended Pay
Governor	\$90,000	\$130,000
Lieutenant Governor	\$85,000	\$110,000
Senators	\$65,000	\$85,000
Supreme - Chief Justice	\$138,200	\$138,320**
Supreme Court - Associate Justice	\$136,200	\$136,240**
Superior Court - Presiding Judge	\$135,200	\$135,200**
Superior Court - Judge	\$121,664	\$128,685
Superior Court - Magistrate Judge	\$109,498	\$109,499**
Attorney General	\$109,498	\$128,685
Public Auditor	\$100,000	\$110,000
Mayor	\$46,062	\$75,000
Vice Mayor	\$42,264	\$68,000

Note: The salaries listed above are recommendations based on information collected pursuant to P.L. 29-52 and E.O. 2006-21. "Rate of Pay" positions are not typically assigned a pay range or grade.

**Adjustments were made to salaries assigned to these positions by the Judicial Branch of government, therefore, they are considered to be current. No further adjustment is recommended at this time for these positions.

[APPENDIX D]



Government of Guam Competitive Wage
Act of 2014 - Classification List



CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
4.438	GFD	911 EMERGENCY MEDICAL DISPATCHER	I	GPP
4.439	GFD	911 EMERGENCY MEDICAL DISPATCHER SUPERVISOR	J	GPP
6.269	GHURA	A/E MANAGER	P	GPP
2.330		ACCOUNTANT I	K	GPP
2.331		ACCOUNTANT II	M	GPP
2.332		ACCOUNTANT III	N	GPP
0.400		ACCOUNTING CLERK	E	GPP
2.376	GHC	ACCOUNTING MANAGER	O	GPP
2.320		ACCOUNTING TECHNICIAN I	H	GPP
2.321		ACCOUNTING TECHNICIAN II	I	GPP
2.322		ACCOUNTING TECHNICIAN III	J	GPP
2.325		ACCOUNTING TECHNICIAN SUPERVISOR	K	GPP
	GEDA	ADMINISTRATION AND OPERATIONS MANAGER	M	GPP
1.100		ADMINISTRATIVE AIDE	F	GPP
1.135		ADMINISTRATIVE ASSISTANT	J	GPP
	GEDA	ADMINISTRATIVE ASSISTANT	H	GPP
2.831	CSC	ADMINISTRATIVE COUNSEL (CSC)	R	ATTY
2.010		ADMINISTRATIVE OFFICER	K	GPP
20.001	GBHWC	ADMINISTRATIVE OFFICER (CMHI)	J	GPP
0.225		ADMINISTRATIVE SECRETARY I	F	GPP
0.226		ADMINISTRATIVE SECRETARY II	G	GPP
2.606	DOA	ADMINISTRATIVE SERVICES AND BENEFITS SUPERVISOR	N	GPP
	JUDICIAL	ADMINISTRATIVE SERVICES ASSISTANT	I	GPP
2.030		ADMINISTRATIVE SERVICES OFFICER	N	GPP
1.163	LAW	ADMINISTRATIVE SUPERVISOR (ATTORNEY GENERAL)	L	GPP

[APPENDIX D]

1.456	GSA-DOA	ADMINISTRATOR, CENTRAL PURCHASING (GSA)	M	GPP
1.454	GSA-DOA	ADMINISTRATOR, CONTROL DIVISION (GSA)	M	GPP
20.003	GMHA	ADMINISTRATOR, FOOD SERVICES	O	GPP
		ADMINISTRATOR, GUAM MUSEUM	O	GPP
20.004	GMHA	ADMINISTRATOR, HOSPITAL DIETARY SERVICES (HCA)	M	GPP
2.114	GMHA	ADMINISTRATOR, HOSPITAL FOOD SERVICES (HCA)	O	GPP
7.261	GMHA	ADMINISTRATOR, HOSPITAL LABORATORY SERVICES	O	GPP
8.196	GMHA	ADMINISTRATOR, HOSPITAL NURSING SERVICE (HCA)	S	GPP
6.320	GOVERNOR'S OFFICE	ADMINISTRATOR, OFFICE OF CIVIL DEFENSE (PUBLIC LAW 24-288)	R	GPP
1.455	GSA-DOA	ADMINISTRATOR, OPERATIONS DIVISION (GSA)	M	GPP
2.036	GVB	ADMINISTRATOR, RESEACH AND EVALUATION	N	GPP
		ADMINISTRATOR, RESEARCH, PUBLICATIONS & TRAINING (ATMENESTRADOT/DORA INALIGAO, TINIGE' YAN FINA'NA'GUE)	Q	GPP
7.149		AGRICULTURAL DEVELOPMENT CHIEF	O	GPP
7.125		AGRICULTURAL DIVISION CHIEF	O	GPP
11.003		AGRICULTURAL EXPERIMENT STATION MANAGER	M	GPP
9.408		AGRICULTURAL GARDENER	F	GPP
9.412		AGRICULTURAL GARDENER SUPERVISOR	H	GPP
7.146		AGRICULTURAL MANAGEMENT SPECIALIST I	J	GPP
7.147		AGRICULTURAL MANAGEMENT SPECIALIST II	J	GPP
7.148		AGRICULTURAL MANAGEMENT SPECIALIST III	K	GPP
7.143		AGRICULTURAL MANAGEMENT TECHNICIAN I	E	GPP
7.144		AGRICULTURAL MANAGEMENT TECHNICIAN II	H	GPP
9.435		AGRICULTURAL RESEARCH TECHNICIAN	G	GPP
9.436		AGRICULTURAL TECHNICIAN LEADER	H	GPP
9.437		AGRICULTURAL TECHNICIAN SUPERVISOR	I	GPP
7.120		AGRICULTURIST I	J	GPP
7.121		AGRICULTURIST II	L	GPP
7.122		AGRICULTURIST III	N	GPP

[APPENDIX D]

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
6.160		AIR & LAND PROGRAMS ADMINISTRATOR	R	GPP
20.005		ALIEN LABOR AND PROCESSING CERTIFICATION ADVISER	J	GPP
	JUDICIAL	ALTERNATIVE SENTENCING OFFICER	J	GPP
	JUDICIAL	ALTERNATIVE SENTENCING SUPERVISOR	L	GPP
6.110		ANIMAL CONTROL OFFICER I	F	GPP
6.111		ANIMAL CONTROL OFFICER II	H	GPP
6.112		ANIMAL CONTROL SUPERVISOR	J	GPP
7.150		ARCHAEOLOGICAL TECHNICIAN I	H	GPP
7.151		ARCHAEOLOGICAL TECHNICIAN II	I	GPP
7.155		ARCHAEOLOGIST	M	GPP
20.006	GMHA	ASSISTANT ADMINISTRATOR OF PROFESSIONAL SUPPORT SERVICES	R	GPP
2.181	GHURA	ASSISTANT ADMINISTRATOR SECTION 8	N	GPP
2.158	GMHA	ASSISTANT ADMINISTRATOR, ADMINISTRATIVE SERVICES - GUAM MEMORIAL HOSPITAL AUTHORITY	R	GPP
7.134		ASSISTANT AQUATICS AND WILDLIFE RESOURCES	R	GPP
3.468	GDOE	ASSISTANT ASSOCIATE SUPERINTENDENT (ELEMENTARY EDUCATION)	ED-11	EDU
3.471	GDOE	ASSISTANT ASSOCIATE SUPERINTENDENT (SECONDARY EDUCATION)	ED-11	EDU
20.007	GMHA	ASSISTANT CHIEF FINANCIAL OFFICER	R	GPP
1.458	GSA-DOA	ASSISTANT CHIEF PROCUREMENT OFFICER (GSA)	O	GPP
7.277	GMHA	ASSISTANT CHIEF, HOSPITAL RADIOLOGY SERVICES	N	GPP
	JUDICIAL	ASSISTANT CLERK OF COURT	N	GPP
2.049	GDOE	ASSISTANT COMPTROLLER (DOE)	P	GPP
2.731		ASSISTANT ECONOMIST	K	GPP
	GEDA	ASSISTANT INDUSTRY DEVELOPMENT MANAGER	P	GPP
3.640	PARKS AND RECREATION	ASSISTANT PARKS ADMINISTRATOR	N	GPP
2.567	DOA	ASSISTANT PERSONNEL SERVICES ADMINISTRATOR (DOA)	R	GPP
2.558	GDOE	ASSISTANT PERSONNEL SERVICES ADMINISTRATOR (DOE)	P	GPP
	REVENUE AND TAXATION	ASSISTANT PRINCIPAL TAX ATTORNEY		ATTY
	JUDICIAL	ASSISTANT PROCUREMENT ADMINISTRATOR	M	GPP

[APPENDIX D]

3.635		ASSISTANT RECREATION ADMINISTRATOR	M	GPP
10.925	DPW	ASSISTANT SCHOOL BUS OPERATIONS SUPERINTENDENT	K	GPP
3.443	GDOE	ASSISTANT SCHOOL PRINCIPAL (ELEMENTARY AND SECONDARY)	ED-8	EDU
3.476	GDOE	ASSISTANT SUPERINTENDENT (SPECIAL EDUCATION)	T	GPP
3.478	GDOE	ASSISTANT SUPERINTENDENT VOCATIONAL TECHNICAL ED	S	GPP
1.450		ASSISTANT SUPPLY MANAGEMENT ADMINISTRATOR (AUTONOMOUS)	M	GPP
	JUDICIAL	ASSISTANT TO COMPILER OF LAWS	L	GPP
2.315	DOA	ASSISTANT TREASURER OF GUAM	O	GPP
3.024		ASSISTANT VETERANS AFFAIRS ADMINISTRATOR	L	GPP
2.170	GMHA	ASSOCIATE ADMINISTRATOR HOSPITAL ADMINISTRATIVE SERVICES	R	GPP
20.010		ASSOCIATE ECONOMIC PLANNER	N	GPP
2.732		ASSOCIATE ECONOMIST	L	GPP
20.011	GMHA	ASSOCIATE HOSPITAL ADMINISTRATOR MEDICAL SERVICES	S	GPP
20.012	GMHA	ASSOCIATE HOSPITAL ADMINISTRATOR OPERATIONS SERVICES	R	GPP
4.212	GDOE	ATTENDANCE OFFICER SUPERVISOR	I	GPP
2.825		ATTORNEY I	ATY-1	ATTY
2.826		ATTORNEY II	ATY-2	ATTY
2.827		ATTORNEY III	ATY-3	ATTY
2.828	LAW	ATTORNEY IV	ATY-4	ATTY
2.820	LAW	ATTORNEY TRAINEE	K	GPP
2.830	LAW	ATTORNEY V	ATY-5	ATTY
8.325		AUDIOLOGIST	M	GPP
8.326		AUDIOLOGIST SUPERVISOR	N	GPP
8.305		AUDIOMETRIST	G	GPP
2.360		AUDITOR I	K	GPP
2.361		AUDITOR II	M	GPP
2.362		AUDITOR III	N	GPP
10.157		AUTOMOTIVE BODY SHOP SUPERVISOR	L	GPP

[APPENDIX D]

10.155		AUTOMOTIVE BODY WORKER	I	GPP
10.161		AUTOMOTIVE MECHANIC I	H	GPP
10.162		AUTOMOTIVE MECHANIC II	I	GPP
10.165		AUTOMOTIVE MECHANIC LEADER	J	GPP
10.167		AUTOMOTIVE MECHANIC SUPERVISOR	L	GPP
1.153		AUTOMOTIVE REPAIR CONTROLLER	I	GPP
9.427		AUTOMOTIVE SERVICE SUPERVISOR	F	GPP
9.421		AUTOMOTIVE SERVICE WORKER I	D	GPP
9.425		AUTOMOTIVE SERVICE WORKER II	E	GPP
0.102		AUXILIARY WORKER	B	GPP
9.130		BAKER	E	GPP
9.456		BIOLOGICAL AIDE	G	GPP
7.130		BIOLOGIST I	L	GPP
7.131		BIOLOGIST II	M	GPP
7.132		BIOLOGIST III	N	GPP
7.133		BIOLOGIST IV	O	GPP
10.921	GMHA	BIO-MEDICAL ELECTRONICS SUPERINTENDENT	N	GPP
20.013	GMHA	BIO-TERRORISM HOSPITAL PREPAREDNESS COORDINATOR	L	GPP
7.271		BLOOD BANK RECRUITER	H	GPP
4.320	PEALS	BOARD INVESTIGATOR	N	GPP
20.014		BOARD SECRETARY	J	GPP
20.014	GMHA	BOARD SECRETARY GMHA	J	GPP
10.405		BOILER OPERATOR	I	GPP
10.408		BOILER REPAIRER	J	GPP
10.410		BOILER SUPERVISOR	L	GPP
9.537		BOOKMOBILE DRIVER	E	GPP
1.139		BOOKSTORE MANAGER	L	GPP
7.118	AGRICULTURE	BOTANIST	R	GPP

[APPENDIX D]

5.210		BROADCAST TECHNICIAN	G	GPP
2.040	BBMR	BUDGET & MANAGEMENT ANALYST I	K	GPP
2.041	BBMR	BUDGET & MANAGEMENT ANALYST II	M	GPP
2.042	BBMR	BUDGET & MANAGEMENT ANALYST III	N	GPP
2.043	BBMR	BUDGET & MANAGEMENT ANALYST IV	N	GPP
2.005		BUDGET ANALYST	M	GPP
2.045	BBMR	BUDGET AND MANAGEMENT ADMINISTRATOR	P	GPP
2.044	BBMR	BUDGET AND MANAGEMENT ANALYST SUPERVISOR	O	GPP
9.305		BUILDING CUSTODIAN	C	GPP
9.308		BUILDING CUSTODIAN LEADER	G	GPP
9.309		BUILDING CUSTODIAN SUPERVISOR	H	GPP
6.239	GHURA	BUILDING INSPECTION ASSISTANT	G	GPP
6.255		BUILDING INSPECTION/PERMITS ADMINISTRATOR	P	GPP
10.213	GHURA	BUILDING INSPECTOR - HOUSING INSPECTOR	J	GPP
6.240		BUILDING INSPECTOR I	H	GPP
6.241		BUILDING INSPECTOR II	J	GPP
6.245		BUILDING INSPECTOR SUPERVISOR	L	GPP
10.215		BUILDING MAINTENANCE LEADER	J	GPP
10.972		BUILDING MAINTENANCE MANAGER	M	GPP
10.971		BUILDING MAINTENANCE SUPERINTENDENT	M	GPP
10.217		BUILDING MAINTENANCE SUPERVISOR	K	GPP
9.539	VIP	BUS DRIVER - VOLUNTEERS ARE IMPORTANT PEOPLE AGENCY	D	GPP
9.540		BUS DRIVER FOR INDIVIDUALS WITH DISABILITIES	H	GPP
2.057	GEDA	BUSINESS DEVELOPMENT OFFICER	N	GPP
1.142	GMHA	BUSINESS OFFICE ASSISTANT MANAGER	L	GPP
1.143		BUSINESS OFFICE MANAGER	M	GPP
2.404		BUSINESS TAX SERVICE SPECIALIST I	H	GPP
2.405		BUSINESS TAX SERVICE SPECIALIST II	I	GPP

[APPENDIX D]

2.406	REVENUE AND TAXATION	BUSINESS TAX SERVICE SUPERVISOR	K	GPP
1.445		BUYER I	H	GPP
1.446		BUYER II	I	GPP
1.448		BUYER SUPERVISOR I	J	GPP
1.449		BUYER SUPERVISOR II	L	GPP
10.271		CABINET MAKER-MASON	I	GPP
9.160		CAFETERIA MANAGER	L	GPP
5.208		CAMERA OPERATOR	F	GPP
10.964		CAPITAL IMPROVEMENT PROGRAM ADMINISTRATOR	N	GPP
6.258		CAPITAL IMPROVEMENTS PROJECTS COORDINATOR	N	GPP
8.113		CARDIAC MONITORING TECHNICIAN	G	GPP
8.112	GMHA	CARDIAC REHABILITATION SPECIALIST I	M	GPP
8.114	GMHA	CARDIAC REHABILITATION SPECIALIST II	N	GPP
20.015	GBHWC	CARE COORDINATOR	M	GPP
10.261		CARPENTER I	H	GPP
10.262		CARPENTER II	I	GPP
10.265		CARPENTER LEADER	J	GPP
10.267		CARPENTER SUPERVISOR	L	GPP
6.223		CARTOGRAPHIC SUPERVISOR	L	GPP
	JUDICIAL	CASE MANAGER	L	GPP
0.410		CASHIER I	E	GPP
0.411		CASHIER II	F	GPP
8.174	GMHA	CENTRAL SERVICE & SUPPLY SUPERVISOR	N	GPP
2.033	MAYORS COUNCIL	CEO-COMMISSIONERS COUNCIL	M	GPP
3.490		CHAMORRO LANGUAGE AND CULTURE SPECIALIST	N	GPP
3.467	GDOE	CHAMORRO STUDIES ADMINISTRATOR	ED-10	EDU
2.142	DIPATTAMENTION I KAOHAO CHUMMAN	CHAMORRO VILLAGE MANAGER	N	GPP
3.102		CHEMICAL DEPENDENCY TREATMENT SPECIALIST I	L	GPP

[APPENDIX D]

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
3.103		CHEMICAL DEPENDENCY TREATMENT SPECIALIST II	M	GPP
3.105		CHEMICAL DEPENDENCY TREATMENT SPECIALIST III	N	GPP
7.230		CHEMIST I	K	GPP
7.231		CHEMIST II	M	GPP
7.232		CHEMIST III	N	GPP
7.195	AGRICULTURE	CHIEF AQUATICS AND WILDLIFE RESOURCES	S	GPP
	JUDICIAL	CHIEF ASSISTANT TO COMPILER OF LAWS	N	ATTY
2.365		CHIEF AUDITOR	O	GPP
6.250		CHIEF BUILDING INSPECTOR	O	GPP
7.328		CHIEF CRIMINALIST	O	GPP
20.016	LAW	CHIEF DEPUTY ATTORNEY GENERAL	ATY-C	ATTY
	JUDICIAL	CHIEF DEPUTY CLERK	P	GPP
2.740	GEDA	CHIEF ECONOMIC PLANNER	P	GPP
2.738		CHIEF ECONOMIST	Q	GPP
6.267		CHIEF ENGINEER	S	GPP
6.175	PHSS	CHIEF ENVIRONMENTAL PUBLIC HEALTH OFFICER	S	GPP
20.017	GMHA	CHIEF FINANCIAL OFFICER	S	GPP
	GEDA	CHIEF FINANCIAL OFFICER (CFO)	S	GPP
	PUBLIC DEFENDER	CHIEF FISCAL OFFICER	N	GPP
7.224	GMHA	CHIEF HOSPITAL PHARMACIST (HEALTH CARE ADMINISTRATOR)*	P0	GPP
8.347	GMHA	CHIEF HOSPITAL PHYSICAL THERAPY	P	GPP
3.081		CHIEF HUMAN SERVICES ADMINISTRATOR	S	GPP
	PUBLIC DEFENDER	CHIEF INVESTIGATOR	P	GPP
2.032		CHIEF OF ADMINISTRATION	N	GPP
1.131	GMHA	CHIEF OF ADMISSION (GMH)	L	GPP
6.235		CHIEF OF CADASTRE	Q	GPP
9.333	GMHA	CHIEF OF ENVIRONMENTAL SERVICES	M	GPP
2.136	DPW	CHIEF OF OPERATIONS (PUBLIC WORKS/PUAG)	S	GPP

[APPENDIX D]

3.039		CHIEF OF PUBLIC WELFARE INVESTIGATION	O	GPP
20.019	GMHA	CHIEF OF RADIOLOGY SERVICES	O	GPP
8.346	GMHA	CHIEF OF REHABILITATIVE SERVICES (GMHA)	Q	GPP
4.135	DPW	CHIEF OF SAFETY & SECURITY OPERATIONS	L	GPP
0.429		CHIEF PAYROLL OFFICER	O	GPP
7.226	PHSS	CHIEF PHARMACIST*	O()	GPP
6.325		CHIEF PLANNER	Q	GPP
1.459	GSA-DOA	CHIEF PROCUREMENT OFFICER (GSA)	T	GPP
8.415		CHIEF PUBLIC HEALTH DENTAL OFFICER	Q	GPP
2.140		CHIEF PUBLIC HEALTH OFFICER	S	GPP
20.021	GMHA	CHIEF RESPIRATORY THERAPIST	Q	GPP
3.054		CHILD SUPPORT ENFORCEMENT OFFICER I	I	GPP
3.055		CHILD SUPPORT ENFORCEMENT OFFICER II	J	GPP
3.056		CHILD SUPPORT ENFORCEMENT SUPERVISOR	L	GPP
8.229		CHILDRENS HOME TRAINING ADMINISTRATOR	N	GPP
1.151		CIVIL DEFENSE COORDINATOR	J	GPP
1.150		CIVIL DEFENSE OFFICER	L	GPP
	JUDICIAL	CJIS PROJECT COORDINATOR	K	GPP
3.238		CLAIMS INVESTIGATOR	J	GPP
3.057		CLAIMS PROCESSING & UTILIZATION REVIEW OFFICER	M	GPP
3.026		CLAIMS SPECIALIST I	F	GPP
3.027		CLAIMS SPECIALIST II	G	GPP
3.028		CLAIMS SPECIALIST III	H	GPP
0.140		CLERK I	C	GPP
0.141		CLERK II	D	GPP
0.142		CLERK III	E	GPP
	JUDICIAL	CLERK OF COURT	Q	GPP
0.215		CLERK STENOGRAPHER I	D	GPP

[APPENDIX D]

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
0.216		CLERK STENOGRAPHER II	E	GPP
0.217		CLERK STENOGRAPHER III	F	GPP
0.145		CLERK SUPERVISOR I	G	GPP
0.146		CLERK SUPERVISOR II	H	GPP
0.200		CLERK TYPIST I	D	GPP
0.201		CLERK TYPIST II	E	GPP
0.202		CLERK TYPIST III	F	GPP
	JUDICIAL	CLIENT SERVICES & FAMILY COUNSELING ADMINISTRATOR	S	GPP
3.092	GMHA	CLINICAL ADMINISTRATOR	S	GPP
8.213	GMHA	CLINICAL DIETITIAN I	L	GPP
8.214	GMHA	CLINICAL DIETITIAN II	M	GPP
	JUDICIAL	CLINICAL PSYCHOLOGIST	P	GPP
6.331		COASTAL PROGRAM ADMINISTRATOR	O	GPP
6.330		COASTAL PROGRAM ASSISTANT ADMINISTRATOR	M	GPP
1.105		COLLECTION AGENT	H	GPP
1.108		COLLECTION AGENT SUPERVISOR	J	GPP
2.147		COMMISSION COORDINATOR	M	GPP
8.140		COMMUNICABLE DISEASE CONTROL COORDINATOR I	L	GPP
8.141		COMMUNICABLE DISEASE CONTROL COORDINATOR II	M	GPP
8.142		COMMUNICABLE DISEASE CONTROL COORDINATOR III (SUPERVISOR)	N	GPP
8.143		COMMUNICABLE DISEASE CONTROL PROGRAM ADMINISTRATOR	O	GPP
8.134		COMMUNICABLE DISEASE INVESTIGATOR	H	GPP
8.195		COMMUNITY HEALTH & NURSING SERVICES ADMINISTRATOR	N-R	NPP
8.194		COMMUNITY HEALTH & NURSING SERVICES ASSISTANT ADMINISTRATOR	N-Q	NPP
8.180		COMMUNITY HEALTH NURSE I	N-L	NPP
8.181		COMMUNITY HEALTH NURSE II	N-M	NPP
8.190		COMMUNITY HEALTH NURSE SUPERVISOR I	N-N	NPP
8.191		COMMUNITY HEALTH NURSE SUPERVISOR II	N-O	NPP

[APPENDIX D]

8.215		COMMUNITY NUTRITIONIST I	M	GPP
8.216		COMMUNITY NUTRITIONIST II	N	GPP
3.005		COMMUNITY PROGRAM AIDE I	E	GPP
3.006		COMMUNITY PROGRAM AIDE II	G	GPP
	GVB	COMMUNITY PROGRAMS OFFICER	L	GPP
20.022	GUAM HEALTH PLANNING	COMMUNITY RELATIONS OFFICER	J	GPP
2.829	JUDICIAL	COMPILER OF LAWS	P	ATTY
	GEDA	COMPLIANCE OFFICER	M	GPP
	GEDA	COMPLIANCE SUPERVISOR	O	GPP
2.050	GDOE	COMPTROLLER	R	GPP
0.510		COMPUTER DATA LIBRARIAN	G	GPP
0.523		COMPUTER IMAGE RECORDER	H	GPP
0.530	DOA	COMPUTER OPERATIONS ADMINISTRATOR (DOA)	M	GPP
0.521		COMPUTER OPERATIONS SUPERVISOR	L	GPP
0.512		COMPUTER OPERATOR I	H	GPP
0.515		COMPUTER OPERATOR II	I	GPP
0.518		COMPUTER OPERATOR III	J	GPP
2.615		COMPUTER PROGRAMMER I	J	GPP
2.616		COMPUTER PROGRAMMER II	K	GPP
2.617		COMPUTER PROGRAMMER III	K	GPP
2.619	GEDA	COMPUTER SPECIALIST	N	GPP
2.635	DOA	COMPUTER SYSTEMS ADMINISTRATOR	P	GPP
2.621		COMPUTER SYSTEMS ANALYST I	K	GPP
2.622		COMPUTER SYSTEMS ANALYST II	M	GPP
10.800		COMPUTER TECHNICIAN I	H	GPP
10.801		COMPUTER TECHNICIAN II	J	GPP
10.802		COMPUTER TECHNICIAN LEADER	J	GPP
10.803		COMPUTER TECHNICIAN SUPERVISOR	L	GPP

[APPENDIX D]

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
6.209	GHC	CONSTRUCTION INSPECTOR	K	GPP
6.205		CONSTRUCTION INSPECTOR I	H	GPP
6.206		CONSTRUCTION INSPECTOR II	I	GPP
6.209		CONSTRUCTION INSPECTOR III	J	GPP
2.118		CONSUMER ADVOCATE ADMINISTRATOR	L	GPP
4.208		CONTRACTORS LICENSE DEPUTY REGISTRAR	M	GPP
4.206		CONTRACTORS LICENSE INVESTIGATION SUPERVISOR	K	GPP
4.205		CONTRACTORS LICENSE INVESTIGATOR	I	GPP
2.372	DOA	CONTROLLER (DOA)	R	GPP
2.373	GEDA	CONTROLLER (GEDA)	P	GPP
2.377	GHC	CONTROLLER (GHC)	P	GPP
2.375	GHURA	CONTROLLER (GHURA)	P	GPP
2.377	GVB	CONTROLLER (GVB)	P	GPP
	JUDICIAL	CONTROLLER (JUDICIAL)	R	GPP
2.370	RETIREMENT	CONTROLLER (RETIREMENT)	P	GPP
9.143		COOK I	E	GPP
9.144		COOK II	G	GPP
9.141		COOKS ASSISTANT	D	GPP
3.048	CORRECTIONS	CORRECTIONS SOCIAL WORK ADMINISTRATOR	Q	GPP
3.041	CORRECTIONS	CORRECTIONS SOCIAL WORKER I	L	GPP
3.042	CORRECTIONS	CORRECTIONS SOCIAL WORKER II	M	GPP
3.043	CORRECTIONS	CORRECTIONS SOCIAL WORKER III	N	GPP
3.047	CORRECTIONS	CORRECTIONS SOCIAL WORKER SUPERVISOR	O	GPP
	JUDICIAL	COURT ARCHIVIST	N	GPP
	JUDICIAL	COURT BAILIFF	H	GPP
	JUDICIAL	COURT EXPEDITOR	E	GPP
	JUDICIAL	COURT FISCAL ASSISTANT	I	GPP
	JUDICIAL	COURT FISCAL OFFICER I	K	GPP

[APPENDIX D]

	JUDICIAL	COURT FISCAL OFFICER II	M	GPP
	JUDICIAL	COURT FISCAL OFFICER III	N	GPP
	JUDICIAL	COURT FISCAL SUPERVISOR	O	GPP
	JUDICIAL	COURT INFORMATION SYSTEMS ANALYST I	K	GPP
	JUDICIAL	COURT INFORMATION SYSTEMS ANALYST II	L	GPP
	JUDICIAL	COURT PARALEGAL I	J	GPP
	JUDICIAL	COURT PROCUREMENT ASSISTANT	D	GPP
	JUDICIAL	COURT PROCUREMENT OFFICER I	H	GPP
	JUDICIAL	COURT PROCUREMENT OFFICER II	I	GPP
	JUDICIAL	COURT PROCUREMENT OFFICER III	J	GPP
	JUDICIAL	COURT PROGRAMS ADMINISTRATOR	P	GPP
	JUDICIAL	COURT REPORTER SUPERVISOR	M	GPP
	JUDICIAL	COURT TRANSCRIBER	J	GPP
	JUDICIAL	COURTROOM/CHAMBER CLERK	L	GPP
1.144	GMHA	CREDIT AND COLLECTIONS SUPERVISOR	J	GPP
7.323		CRIME ANALYST	L	GPP
7.320		CRIME SCENE TECHNICIAN	G	GPP
7.325		CRIMINALIST I	K	GPP
7.326		CRIMINALIST II	L	GPP
7.327		CRIMINALIST III	N	GPP
3.104	GBHWC	CRISIS HOTLINE COUNSELING SUPERVISOR	N	GPP
3.100	GBHWC	CRISIS HOTLINE COUNSELOR I	K	GPP
3.101	GBHWC	CRISIS HOTLINE COUNSELOR II	L	GPP
1.101	GBHWC	CRISIS HOTLINE PROGRAM AIDE	F	GPP
1.198	GVB	CULTURAL HERITAGE OFFICER (FEBRUARY 22, 1991)	N	GPP
2.037		CUSTOMER SERVICE MANAGER	M	GPP
1.117		CUSTOMER SERVICE REPRESENTATIVE	H	GPP
1.118		CUSTOMER SERVICE SUPERVISOR	J	GPP

[APPENDIX D]

7.254		CYTOTECHNOLOGIST	L	GPP
2.639	UOG	DATA BASE SPECIALIST	M	GPP
0.180		DATA CONTROL CLERK I	E	GPP
0.181		DATA CONTROL CLERK II	F	GPP
0.183		DATA CONTROL CLERK SUPERVISOR	L	GPP
0.182	GHC	DATA CONTROL TECHNICIAN	H	GPP
	JUDICIAL	DATA ENTRY CLERK	D	GPP
0.502	GHC	DATA ENTRY OPERATOR/CASHIER	F	GPP
0.521	GHC	DATA OPERATIONS COORDINATOR	L	GPP
2.630		DATA PROCESSING MANAGER (AUTONOMOUS AGENCY)	Q	GPP
2.636	DOA	DATA PROCESSING MANAGER (DOA)	R	GPP
2.625		DATA PROCESSING SUPERVISOR	N	GPP
2.635	DOA	DATA PROCESSING SYSTEM ADMINISTRATOR	O	GPP
20.024	GBHWC	DATA/ADMINISTRATIVE CLERK	G	GPP
	JUDICIAL	DATABASE ADMINISTRATIVE SPECIALIST	I	GPP
8.135		DENTAL ASSISTANT	G	GPP
8.136		DENTAL HEALTH SPECIALIST I	H	GPP
8.137		DENTAL HEALTH SPECIALIST II	I	GPP
8.138		DENTAL HEALTH SPECIALIST III	J	GPP
8.410		DENTAL OFFICER I	M	GPP
8.411		DENTAL OFFICER II	O	GPP
	GEDA	DEPUTY ADMINISTRATOR	P	GPP
	JUDICIAL	DEPUTY ADMINISTRATOR, FINANCIAL AFFAIRS	O	GPP
	GMHA	DEPUTY ASSISTANT, NURSING SERVICES	P	GPP
1.239		DEPUTY CIVIL REGISTRAR	N	GPP
	JUDICIAL	DEPUTY CLERK ASSISTANT	G	GPP
	JUDICIAL	DEPUTY CLERK I	H	GPP
	JUDICIAL	DEPUTY CLERK II	I	GPP

[APPENDIX D]

	JUDICIAL	DEPUTY CLERK III	K	GPP
	JUDICIAL	DEPUTY CLERK SUPERVISOR	L	GPP
2.450	REVENUE AND TAXATION	DEPUTY COMMISSIONER OF REVENUE & TAXATION	S	GPP
2.381	GHURA	DEPUTY CONTROLLER (GHURA)	O	GPP
2.371	DOA	DEPUTY FINANCIAL MANAGER - DEPARTMENT OF ADMINISTRATION	T	GPP
3.340		DEVELOPMENTAL DISABILITIES ADMINISTRATOR	O	GPP
3.310		DEVELOPMENTAL DISABILITY AIDE I	F	GPP
3.311		DEVELOPMENTAL DISABILITY AIDE II	G	GPP
3.312		DEVELOPMENTAL DISABILITY AIDE III	I	GPP
3.339		DEVELOPMENTAL DISABILITY PROGRAM SPECIALIST	L	GPP
7.287	GMHA	DIAGNOSTIC MEDICAL SONOGRAPHER I	L	GPP
7.288	GMHA	DIAGNOSTIC MEDICAL SONOGRAPHER II	M	GPP
8.207	GMHA	DIETETIC TECHNICIAN I	J	GPP
8.208	GMHA	DIETETIC TECHNICIAN II	K	GPP
	JUDICIAL	DIRECTOR OF COMMUNICATIONS	L	GPP
	GMHA	DIRECTOR OF RADIOLOGY	M	GPP
3.328		DISABILITY CLAIMS PROGRAM COORDINATOR	M	GPP
2.480	REVENUE AND TAXATION	DISCLOSURE OFFICER	P	GPP
1.570		DRIVERS LICENSE EXAMINER I	F	GPP
1.571		DRIVERS LICENSE EXAMINER II	H	GPP
1.573		DRIVERS LICENSE EXAMINER III	I	GPP
1.575		DRIVERS LICENSE EXAMINER SUPERVISOR	J	GPP
	JUDICIAL	DRUG COURT COORDINATOR	N	GPP
2.506	DOA	DRUG-FREE WORKPLACE PROGRAM COORDINATOR	K	GPP
4.440		E911 ADMINISTRATOR	M	GPP
8.355		ECHOCARDIOGRAM TECHNOLOGIST	K	GPP
20.027		ECONOMIC PLANNING ANALYST	K	GPP
3.414		EDUCATION CERTIFICATION OFFICER	M	GPP

[APPENDIX D]

10.281		ELECTRICIAN I	I	GPP
10.282		ELECTRICIAN II	J	GPP
10.285		ELECTRICIAN LEADER	K	GPP
10.287		ELECTRICIAN SUPERVISOR	L	GPP
2.412		ELECTRONIC DATA PROCESSING SUPERVISOR (TAX)	M	GPP
20.028	DLM	ELECTRONIC REPORTER (SECRETARY)	F	GPP
10.751		ELECTRONICS TECHNICIAN I	H	GPP
10.752		ELECTRONICS TECHNICIAN II	I	GPP
10.755		ELECTRONICS TECHNICIAN LEADER	J	GPP
10.757		ELECTRONICS TECHNICIAN SUPERVISOR	K	GPP
3.093		ELIGIBILITY SPECIALIST I	G	GPP
3.094		ELIGIBILITY SPECIALIST II	H	GPP
3.095		ELIGIBILITY SPECIALIST SUPERVISOR	K	GPP
8.121	GMHA	EMERGENCY MEDICAL SERVICES (EMS) COORDINATOR (GMHA)	O	GPP
2.135		EMERGENCY MEDICAL SERVICES ADMINISTRATOR	N	GPP
8.120		EMERGENCY ROOM TECHNICIAN	H	GPP
2.585		EMPLOYEE DEVELOPMENT SPECIALIST I	J	GPP
2.586		EMPLOYEE DEVELOPMENT SPECIALIST II	L	GPP
2.587		EMPLOYEE DEVELOPMENT SPECIALIST III	N	GPP
2.556	GDOE	EMPLOYEE MANAGEMENT RELATIONS OFFICER (DOE)	N	GPP
2.547	DOA	EMPLOYEE MANAGEMENT RELATIONS OFFICER I (DOA)	L	GPP
2.548	DOA	EMPLOYEE MANAGEMENT RELATIONS OFFICER II (DOA)	O	GPP
3.225		EMPLOYER RELATIONS REPRESENTATIVE	L	GPP
3.215		EMPLOYMENT COUNSELOR	L	GPP
3.235		EMPLOYMENT DEVELOPMENT SUPERVISOR	M	GPP
3.230		EMPLOYMENT DEVELOPMENT WORKER I	H	GPP
3.231		EMPLOYMENT DEVELOPMENT WORKER II	I	GPP
3.232		EMPLOYMENT DEVELOPMENT WORKER III	J	GPP

[APPENDIX D]

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
6.156		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

[APPENDIX D]

	JUDICIAL	EQUAL EMPLOYMENT OPPORTUNITY OFFICER	M	GPP
2.530		EQUAL EMPLOYMENT OPPORTUNITY OFFICER	M	GPP
2.525		EQUAL EMPLOYMENT OPPORTUNITY SPECIALIST	O	GPP
9.521		EQUIPMENT OPERATOR I	D	GPP
9.522		EQUIPMENT OPERATOR II	F	GPP
9.523		EQUIPMENT OPERATOR III	G	GPP
9.524		EQUIPMENT OPERATOR IV	H	GPP
9.525		EQUIPMENT OPERATOR LEADER I	I	GPP
9.526		EQUIPMENT OPERATOR LEADER II	J	GPP
9.527		EQUIPMENT OPERATOR SUPERVISOR	K	GPP
1.136	GEDA	EXECUTIVE ASSISTANT	J	GPP
2.031	PEALS	EXECUTIVE BOARD ADMINISTRATOR - PROFESSIONAL ENGINEERS, ARCHITECTS, AND LAND SURVEYORS (PEALS)	O	GPP
	JUDICIAL	EXECUTIVE CHAMBER ASSISTANT	L	GPP
	JUDICIAL	EXECUTIVE SECRETARY	I	GPP
	GHC	EXECUTIVE SECRETARY	J	GPP
	GEDA	EXECUTIVE SECRETARY	I	GPP
20.032	MILITARY AFFAIRS	EXECUTIVE SECRETARY TO THE ADJUTANT GENERAL (UNCLASSIFIED)	J	GPP
1.152	CIVIL DEFENSE	EXERCISE PLANNING OFFICER	I	GPP
0.105	GEDA	EXPEDITOR	E	GPP
10.965	GDOE	FACILITIES & MAINTENANCE MANAGER - DEPARTMENT OF EDUCATION	O	GPP
20.033	DPW	FACILITIES COORDINATOR(DPW)	J	GPP
10.980	GHURA	FACILITIES MAINTENANCE & ENGINEERING MANAGER (GUAM HOUSING & URBAN RENEWAL AUTHORITY)	Q	GPP
	JUDICIAL	FACILITIES MAINTENANCE SUPERINTENDENT	N	GPP
	JUDICIAL	FACILITIES MAINTENANCE SUPERVISOR	L	GPP
	JUDICIAL	FACILITIES MAINTENANCE WORKER	H	GPP
3.247		FAIR EMPLOYMENT PRACTICE OFFICER	N	GPP
2.105	MILITARY AFFAIRS	FAMILY SUPPORT GROUP COORDINATOR (DEPARTMENT OF MILITARY AFFAIRS)	N	GPP
	PUBLIC DEFENDER	FAMILY VIOLENCE PROGRAM SPECIALIST	K	GPP

[APPENDIX D]

2.185		FEDERAL PROGRAMS ADMINISTRATOR	Q	GPP
2.124		FEDERAL PROGRAMS EXAMINER I	K	GPP
2.125		FEDERAL PROGRAMS EXAMINER II	M	GPP
9.546		FIELD OPERATIONS BUS SUPERVISOR	K	GPP
5.206		FILM SUPERVISOR	H	GPP
5.205		FILM TECHNICIAN	G	GPP
2.039	GVB	FINANCE-BUDGET OFFICER	O	GPP
	GEDA	FINANCIAL ASSISTANCE OFFICER	P	GPP
2.370	DOA	FINANCIAL MANAGER (DOA)	U	GPP
7.330	GPD	FINGERPRINT EXAMINER I	I	GPP
7.331	GPD	FINGERPRINT EXAMINER II	J	GPP
7.332		FINGERPRINT SPECIALIST	L	GPP
7.333		FINGERPRINT SUPERVISOR	M	GPP
7.137		FISH AND WILDLIFE TECHNICIAN I	H	GPP
7.138		FISH AND WILDLIFE TECHNICIAN II	I	GPP
2.115	GDOE	FOOD SERVICE ADMINISTRATOR	M	GPP
9.105		FOOD SERVICE WORKER	D	GPP
7.140		FORESTER I	I	GPP
7.141		FORESTER II	L	GPP
7.142		FORESTER III	N	GPP
9.450		FORESTRY AIDE I	E	GPP
9.453		FORESTRY AIDE II	G	GPP
7.145		FORESTRY DIVISION CHIEF	Q	GPP
	GEDA	GEDA BOARD RECORDING SECRETARY	J	GPP
2.335		GENERAL ACCOUNTING SUPERVISOR	P	GPP
6.238		GEOGRAPHIC INFORMATION SYSTEM MAPPING TECHNICIAN	I	GPP
6.237		GEOGRAPHIC INFORMATION SYSTEM/LAND INFORMATION SYSTEM MANAGER	N	GPP
4.132	LABOR	GOSH ADMINISTRATOR	O	GPP

[APPENDIX D]

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
8.130		GRADUATE NURSE (NON-LICENSED)	J	GPP
5.115		GRAPHIC ARTIST TECHNICIAN I	G	GPP
5.116		GRAPHIC ARTIST TECHNICIAN II	H	GPP
5.117		GRAPHIC ARTIST TECHNICIAN III	I	GPP
9.433		GROUPS MAINTENANCE SUPERVISOR	H	GPP
9.431		GROUPS WORKER	D	GPP
2.503		GROUP INSURANCE SPECIALIST I	H	GPP
2.504		GROUP INSURANCE SPECIALIST II	I	GPP
		GUAM ARCHIVIST (ATMENESTRADOT/DOR SAGAN RIKUETDO)	L	GPP
7.158	PARKS AND RECREATION	GUAM HISTORIC PRESERVATION OFFICER	R	GPP
3.022	VETERANS AFFAIRS	GUAM VETERANS CEMETERY ADMINISTRATION OFFICER	N	GPP
9.489	VETERANS AFFAIRS	GUAM VETERANS CEMETERY MAINTENANCE SUPERVISOR	K	GPP
9.488	VETERANS AFFAIRS	GUAM VETERANS CEMETERY WORKER	H	GPP
2.128	GMHA	GUEST RELATIONS COORDINATOR	N	GPP
6.319	CIVIL DEFENSE	HAZARD MITIGATION OFFICER (CIVIL DEFENSE/GUAM EMERGENCY SERVICES OFFICE)	O	GPP
3.612		HEAD LIFEGUARD	I	GPP
3.410	GDOE	HEAD START AIDE	G	GPP
8.225	GDOE	HEAD START HEALTH COORDINATOR	N-L	NPP
3.449	GDOE	HEAD START PROGRAM ASSISTANT DIRECTOR	ED-7	EDU
3.450	GDOE	HEAD START PROGRAM DIRECTOR	ED-9	EDU
3.411	GDOE	HEAD START TEACHER	ED-1A	EDU
3.089	GBHWC	HEALING HEARTS PROGRAM MANAGER (DEPARTMENT OF MENTAL HEALTH & SUBSTANCE ABUSE)	N	GPP
8.233		HEALTH EDUCATION ADMINISTRATOR	N	GPP
8.230		HEALTH EDUCATOR I	I	GPP
8.231		HEALTH EDUCATOR II	J	GPP
8.232		HEALTH EDUCATOR III	L	GPP
6.340	DISID	HEALTH PLANNING & DEVELOPMENT ADMINISTRATOR - DEPARTMENT of INTEGRATED SERVICES for INDIVIDUALS with	O	GPP
8.158		HEALTH PROFESSIONAL LICENSING ADMINISTRATOR	N	GPP

[APPENDIX D]

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
2.139		HEALTH SERVICES ADMINISTRATOR	P	GPP
8.330		HEARING THERAPIST	L	GPP
10.171		HEAVY EQUIPMENT MECHANIC I	H	GPP
10.172		HEAVY EQUIPMENT MECHANIC II	I	GPP
10.175		HEAVY EQUIPMENT MECHANIC LEADER	J	GPP
10.177		HEAVY EQUIPMENT MECHANIC SUPERVISOR	K	GPP
8.115		HEMODIALYSIS TECHNICIAN	H	GPP
10.941		HIGHWAY MAINTENANCE SUPERINTENDENT	O	GPP
9.550		HIGHWAY MAINTENANCE SUPERVISOR	L	GPP
10.877		HIGHWAY SIGN LEADER	H	GPP
10.871		HIGHWAY SIGN WORKER I	D	GPP
10.875		HIGHWAY SIGN WORKER II	E	GPP
3.512		HISTORIAN	M	GPP
3.517		HISTORIC ARCHITECT	M	GPP
7.160		HISTORIC PRESERVATION SPECIALIST I	J	GPP
7.161		HISTORIC PRESERVATION SPECIALIST II	L	GPP
7.162		HISTORIC PRESERVATION SPECIALIST III	M	GPP
8.227		HOME EDUCATOR I	L	GPP
8.228		HOME EDUCATOR II	L	GPP
3.008		HOMEMAKER	G	GPP
2.112	GMHA	HOSPITAL CHEF SUPERVISOR (GUAM MEMORIAL HOSPITAL AUTHORITY)	L	GPP
0.134	GMHA	HOSPITAL COMMUNICATIONS OPERATOR	E	GPP
0.209	GMHA	HOSPITAL CREDENTIALS COORDINATOR	I	GPP
PR-07-0001	GMHA	HOSPITAL ELECTROENCEPHALOGRAPHIC (EEG) TECHNOLOGIST	K	GPP
9.332	GMHA	HOSPITAL ENVIRONMENTAL SERVICES SUPERVISOR	I	GPP
9.330	GMHA	HOSPITAL ENVIRONMENTAL SERVICES TECHNICIAN I	D	GPP
9.331	GMHA	HOSPITAL ENVIRONMENTAL SERVICES TECHNICIAN II	E	GPP
10.969	GMHA	HOSPITAL FACILITIES & MAINTENANCE ASSISTANT MANAGER	N	GPP

[APPENDIX D]

10.967	GMHA	HOSPITAL FACILITIES & MAINTENANCE MANAGER	P	GPP
2.113	GMHA	HOSPITAL FOOD SERVICES ASSISTANT ADMINISTRATOR	N	GPP
OP-0009	GMHA	HOSPITAL INFORMATION TECHNOLOGY ADMINISTRATOR	O	GPP
7.235	GMHA	HOSPITAL LABORATORY PHLEBOTOMIST I	E	GPP
7.236	GMHA	HOSPITAL LABORATORY PHLEBOTOMIST II	H	GPP
7.267	GMHA	HOSPITAL LABORATORY TECHNOLOGIST I	L	GPP
7.268	GMHA	HOSPITAL LABORATORY TECHNOLOGIST II	M	GPP
7.269	GMHA	HOSPITAL LABORATORY TECHNOLOGIST III	N	GPP
8.132	GMHA	HOSPITAL LICENSED PRACTICAL NURSE I	N-H	NPP
8.133	GMHA	HOSPITAL LICENSED PRACTICAL NURSE II	N-I	NPP
1.465	GMHA	HOSPITAL MATERIALS MANAGEMENT ADMINISTRATOR	P	GPP
1.125	GMHA	HOSPITAL MEDICAL STAFF COORDINATOR	H	GPP
8.179	GMHA	HOSPITAL NURSE QUALITY IMPROVEMENT SPECIALIST	N-M	NPP
8.163	GMHA	HOSPITAL NURSE SUPERVISOR I	N-N	NPP
8.164	GMHA	HOSPITAL NURSE SUPERVISOR II	N-O	NPP
8.173	GMHA	HOSPITAL NURSE UTILIZATION REVIEW SPECIALIST	N-M	NPP
8.167	GMHA	HOSPITAL NURSING SUPERVISOR	O	GPP
PR-07-0002	GMHA	HOSPITAL OCCUPATIONAL THERAPIST ASSISTANT (LICENSED)	J	GPP
8.350	GMHA	HOSPITAL OCCUPATIONAL THERAPIST I	L	GPP
8.351	GMHA	HOSPITAL OCCUPATIONAL THERAPIST II	L	GPP
7.223	GMHA	HOSPITAL PHARMACIST*	O()	GPP
PR-07-0003	GMHA	HOSPITAL PHYSICAL THERAPIST ASSISTANT (LICENSED)	J	GPP
8.348	GMHA	HOSPITAL PHYSICAL THERAPIST I	L	GPP
8.349	GMHA	HOSPITAL PHYSICAL THERAPIST II	M	GPP
1.427	GMHA	HOSPITAL PROPERTY MANAGEMENT OFFICER	I	GPP
8.171	GMHA	HOSPITAL QUALITY IMPROVEMENT SPECIALIST	N	GPP
8.178	GMHA	HOSPITAL QUALITY MANAGEMENT ADMINISTRATOR	P	GPP
7.284	GMHA	HOSPITAL RADIOLOGICAL TECHNOLOGIST I	J	GPP

[APPENDIX D]

7.285	GMHA	HOSPITAL RADIOLOGICAL TECHNOLOGIST II	J	GPP
8.371	GMHA	HOSPITAL REHABILITATION TECHNICIAN I	G	GPP
8.372	GMHA	HOSPITAL REHABILITATION TECHNICIAN II	H	GPP
8.373	GMHA	HOSPITAL REHABILITATION TECHNICIAN III	J	GPP
7.209	GMHA	HOSPITAL RESPIRATORY CARE EQUIPMENT TECHNICIAN	G	GPP
7.209	GMHA	HOSPITAL RESPIRATORY CARE EQUIPMENT TECHNICIAN	G	GPP
8.353	GMHA	HOSPITAL RESPIRATORY THERAPY TECHNOLOGIST I	K	GPP
8.354	GMHA	HOSPITAL RESPIRATORY THERAPY TECHNOLOGIST II	M	GPP
2.119	GMHA	HOSPITAL RISK MANAGEMENT PROGRAM OFFICER	O	GPP
8.160B	GMHA	HOSPITAL STAFF NURSE I - CLINICAL LEVEL I	K	NPP
8.160C	GMHA	HOSPITAL STAFF NURSE I - CLINICAL LEVEL II	K	NPP
8.161B	GMHA	HOSPITAL STAFF NURSE II - CLINICAL LEVEL I	M	NPP
8.161C	GMHA	HOSPITAL STAFF NURSE II - CLINICAL LEVEL II	M	NPP
8.162B	GMHA	HOSPITAL STAFF NURSE III - CLINICAL LEVEL I	N	NPP
8.162C	GMHA	HOSPITAL STAFF NURSE III - CLINICAL LEVEL II	N	NPP
8.165	GMHA	HOSPITAL UNIT SUPERVISOR	N-N	NPP
9.320		HOUSEKEEPER I	C	GPP
9.323		HOUSEKEEPER II	D	GPP
10.901		HOUSEKEEPING AND LAUNDRY SUPERINTENDENT	J	GPP
9.326		HOUSEKEEPING SUPERVISOR	H	GPP
2.128	GHURA	HOUSING AND COMMUNITY DEVELOPMENT PROGRAM SPECIALIST	L	GPP
1.122		HOUSING ASSISTANT	E	GPP
1.123		HOUSING COORDINATOR	H	GPP
1.121	GHURA	HOUSING COUNSELOR	K	GPP
2.130		HOUSING MANAGEMENT ADMINISTRATOR	M	GPP
2.126	GHC	HOUSING SERVICES ADMINISTRATOR - GUAM HOUSING CORPORATION	P	GPP
2.141	GHURA	HOUSING SERVICES MANAGER - GUAM HOUSING & URBAN RENEWAL AUTHORITY	P	GPP
1.196	GHURA	HOUSING SPECIALIST	L	GPP

[APPENDIX D]

1.197	GHURA	HOUSING SPECIALIST SUPERVISOR	N	GPP
	JUDICIAL	HUMAN RESOURCES ADMINISTRATOR	P	GPP
	JUDICIAL	HUMAN RESOURCES ASSISTANT	H	GPP
	JUDICIAL	HUMAN RESOURCES MANAGEMENT OFFICER	M	GPP
	GEDA	HUMAN RESOURCES MANAGER	N	GPP
	JUDICIAL	HUMAN RESOURCES OFFICER	K	GPP
	GEDA	HUMAN RESOURCES TECHNICIAN	H	GPP
3.080		HUMAN SERVICES PROGRAM ADMINISTRATOR	R	GPP
2.411		INCOME TAX PROCESSING SUPERVISOR	M	GPP
2.408		INCOME TAX SERVICE SPECIALIST I	H	GPP
2.409		INCOME TAX SERVICE SPECIALIST II	I	GPP
2.410		INCOME TAX SERVICE SPECIALIST III	J	GPP
2.127		INDEPENDENT MONITORING UNIT ADMINISTRATOR	N	GPP
	JUDICIAL	INDIVIDUAL, MARRIAGE AND FAMILY THERAPIST	O	GPP
4.137		INDUSTRIAL HYGIENIST	N	GPP
	GEDA	INDUSTRY DEVELOPMENT ASSISTANT	J	GPP
	GEDA	INDUSTRY DEVELOPMENT MANAGER	Q	GPP
	GEDA	INDUSTRY DEVELOPMENT SPECIALIST	M	GPP
8.168	GMHA	INFECTION CONTROL PRACTITIONER	N-M	NPP
	GEDA	INSURANCE ADMINISTRATOR	Q	GPP
0.185	GHURA	INTERVIEWER CLERK	G	GPP
1.438		INVENTORY MANAGEMENT OFFICER	J	GPP
	JUDICIAL	JUDICIAL ARMORER	G	GPP
	JUDICIAL	JUDICIAL CHAMBER ASSISTANT	L	GPP
	JUDICIAL	JUDICIAL SOCIAL WORKER II	K	GPP
2.647		JUNIOR APPLICATIONS PROGRAMMER	M	GPP
2.730		JUNIOR ECONOMIST	J	GPP
20.034		JUNIOR EXECUTIVE PROGRAM	J	GPP

[APPENDIX D]

2.648		JUNIOR PROGRAMMER ANALYST	J	GPP
3.435	GDOE	JUNIOR ROTC DIRECTOR OF INSTRUCTION - (ARMY/AIR FORCE)	Q	GPP
3.430	GDOE	JUNIOR ROTC INSTRUCTOR I - (ARMY/AIR FORCE/MARINE CORPS)	J	GPP
3.431	GDOE	JUNIOR ROTC INSTRUCTOR II - (ARMY/AIR FORCE/MARINE CORPS)	L	GPP
3.432	GDOE	JUNIOR ROTC INSTRUCTOR III - (ARMY/AIR FORCE/MARINE CORPS)	N	GPP
3.433	GDOE	JUNIOR ROTC INSTRUCTOR IV - (ARMY/AIR FORCE/MARINE CORPS)	O	GPP
2.624	DOA	JUNIOR SYSTEMS PROGRAMMER	M	GPP
	JUDICIAL	JURY CLERK	H	GPP
	JUDICIAL	JURY COMMISSIONER	N	GPP
20.035	GBHWC	KEY FAMILY CONTACT COORDINATOR	J	GPP
0.500		KEYPUNCH OPERATOR I	D	GPP
0.501		KEYPUNCH OPERATOR II	E	GPP
3.210		LABOR LAW ENFORCEMENT SPECIALIST I	H	GPP
3.211		LABOR LAW ENFORCEMENT SPECIALIST II	I	GPP
3.212		LABOR LAW ENFORCEMENT SPECIALIST III	J	GPP
3.214		LABOR LAW ENFORCEMENT SUPERVISOR	L	GPP
7.200		LABORATORY ASSISTANT	E	GPP
7.259	GMHA	LABORATORY SERVICES ASSISTANT ADMINISTRATOR	N	GPP
7.245		LABORATORY SERVICES SUPERVISOR	K	GPP
7.240		LABORATORY TECHNICIAN I	G	GPP
7.241		LABORATORY TECHNICIAN II	I	GPP
7.242		LABORATORY TECHNICIAN III	J	GPP
7.243		LABORATORY TECHNICIAN SUPERVISOR	L	GPP
9.465		LABORER	D	GPP
9.467		LABORER CREW LEADER	E	GPP
9.469		LABORER SUPERVISOR	F	GPP
1.235		LAND ABTRACTOR I	I	GPP
1.236		LAND ABTRACTOR II	J	GPP

[APPENDIX D]

1.237		LAND ABTRACTOR III	L	GPP
1.220		LAND AGENT I	I	GPP
1.221		LAND AGENT II	K	GPP
1.222		LAND AGENT III	M	GPP
1.228		LAND AGENT SUPERVISOR	N	GPP
1.230		LAND MANAGEMENT ADMINISTRATOR	O	GPP
1.240	DLM	LAND MAP RESEARCH SUPERVISOR	N	GPP
6.213	DLM	LAND MAP TECHNICIAN	I	GPP
9.229		LAUNDRY MANAGER	F	GPP
4.405		LAW ENFORCEMENT DISPATCHER I	G	GPP
4.406		LAW ENFORCEMENT DISPATCHER II	I	GPP
8.332		LEARNING DISABILITY THERAPIST	K	GPP
3.457	GDOE	LEARNING RESOURCES CENTER ADMINISTRATOR	O	GPP
3.456	GDOE	LEARNING RESOURCES CENTER ASSISTANT ADMINISTRATOR	M	GPP
2.834		LEGAL ADVISOR		ATTY
2.805		LEGAL CLERK I	F	GPP
2.806		LEGAL CLERK II	H	GPP
	PUBLIC DEFENDER	LEGAL CLERK SUPERVISOR	J	GPP
2.833	GOVERNOR'S OFFICE	LEGAL COUNSEL**		ATTY
0.228		LEGAL SECRETARY I	H	GPP
0.229		LEGAL SECRETARY II	I	GPP
0.230		LEGAL SECRETARY III	J	GPP
	PUBLIC DEFENDER	LEGAL SECRETARY SUPERVISOR	L	GPP
3.540		LIBRARIAN I	K	GPP
3.541		LIBRARIAN II	M	GPP
3.542		LIBRARIAN III	N	GPP
3.530		LIBRARY TECHNICIAN I	F	GPP
3.531		LIBRARY TECHNICIAN II	H	GPP

[APPENDIX D]

3.535		LIBRARY TECHNICIAN SUPERVISOR	J	GPP
2.201		LICENSE OFFICER I	F	GPP
2.202		LICENSE OFFICER II	H	GPP
2.203	REVENUE AND TAXATION	LICENSE SUPERVISOR (REVENUE & TAXATION)	K	GPP
8.127		LICENSED PRACTICAL NURSE I	N-H	NPP
8.128		LICENSED PRACTICAL NURSE II	N-I	NPP
3.610		LIFEGUARD	G	GPP
3.609		LIFEGUARD RECRUIT	E	GPP
3.611		LIFEGUARD-INSTRUCTOR	H	GPP
9.442		LIVESTOCK CARETAKER	E	GPP
7.127		LIVESTOCK SPECIALIST I	J	GPP
7.128		LIVESTOCK SPECIALIST II	L	GPP
7.129		LIVESTOCK SPECIALIST III	M	GPP
2.056	GHC	LOAN ADMINISTRATOR	P	GPP
	GEDA	LOAN CLERK	D	GPP
2.058	GEDA	LOAN MANAGEMENT OFFICER	O	GPP
1.178	GHC	LOAN OFFICER	K	GPP
1.176	GHC	LOAN SERVICING ASSISTANT	J	GPP
1.177	GEDA	LOAN SERVICING REPRESENTATIVE	J	GPP
1.179	GEDA	LOAN SERVICING SPECIALIST	M	GPP
1.175	GHC	LOAN TECHNICIAN	I	GPP
3.426		MA'ESTRA/MA'ESTRO (INSTRUCTORS) (CHAMORRO LANGUAGE COMMISSION)	J	GPP
9.307		MAINTENANCE CUSTODIAN	D	GPP
9.495		MAINTENANCE LEADER	J	GPP
	JUDICIAL	MAINTENANCE LEADER (ELECTRICIAN)	J	GPP
	JUDICIAL	MAINTENANCE LEADER (MECHANIC)	J	GPP
	JUDICIAL	MAINTENANCE LEADER (PLUMBER)	J	GPP
9.491	GHURA	MAINTENANCE MAN I	G	GPP

[APPENDIX D]

10.913	GHURA	MAINTENANCE MANAGER	O	GPP
9.498	GHURA	MAINTENANCE QUALITY CONTROL SPECIALIST	I	GPP
10.211		MAINTENANCE SPECIALIST	H	GPP
9.497		MAINTENANCE SUPERVISOR	L	GPP
9.491		MAINTENANCE WORKER	H	GPP
7.201		MAMMOGRAPHY TECHNOLOGIST	M	GPP
	GEDA	MANAGEMENT & COMPLIANCE MANAGER	R	GPP
2.021	GEDA	MANAGEMENT ANALYST	L	GPP
2.020		MANAGEMENT ANALYST I	K	GPP
2.021		MANAGEMENT ANALYST II	L	GPP
2.022		MANAGEMENT ANALYST III	M	GPP
2.023		MANAGEMENT ANALYST IV	N	GPP
	GEDA	MANAGEMENT AND COMPLIANCE OFFICER	M	GPP
	GEDA	MANAGEMENT ASSISTANT OFFICER	K	GPP
2.660		MANAGEMENT INFORMATION SYSTEMS (MIS) COORDINATOR	N	GPP
	PUBLIC DEFENDER	MANAGEMENT INFORMATION SYSTEMS ADMINISTRATOR	P	GPP
	JUDICIAL	MANAGEMENT INFORMATION SYSTEMS ADMINISTRATOR	Q	GPP
2.024	GEDA	MANAGEMENT OFFICER	O	GPP
	JUDICIAL	MANAGEMENT OFFICER	M	GPP
	JUDICIAL	MANAGEMENT SECRETARY	I	GPP
2.134	GHURA	MANAGER, COMMUNITY DEVELOPMENT DIVISION	P	GPP
10.731		MARINE TECHNICIAN I	H	GPP
10.732		MARINE TECHNICIAN II	I	GPP
10.733		MARINE TECHNICIAN III	J	GPP
10.734		MARINE TECHNICIAN IV	L	GPP
1.186	GVB	MARKETING & PROMOTION OFFICER I	L	GPP
1.187	GVB	MARKETING & PROMOTION OFFICER II	M	GPP
	GVB	MARKETING AND PROMOTIONS MANAGER	P	GPP

[APPENDIX D]

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
	GEDA	MEDIA AND PROMOTIONS PLANNER	M	GPP
	GEDA	MEDIA AND PUBLIC RELATIONS OFFICER	N	GPP
	JUDICIAL	MEDIATION ADMINISTRATOR	L	GPP
3.060		MEDICAID ADMINISTRATOR	N	GPP
3.059		MEDICAID SPECIALIST	M	GPP
8.118		MEDICAL EQUIPMENT TECHNICIAN	F	GPP
2.133	GMH & GBHWC	MEDICAL HEALTH RECORDS SUPERVISOR (HOSPITAL AND MENTAL HEALTH)	K	GPP
7.250		MEDICAL LABORATORY TECHNICIAN I	G	GPP
7.251		MEDICAL LABORATORY TECHNICIAN II	H	GPP
7.252		MEDICAL LABORATORY TECHNICIAN III	I	GPP
7.253		MEDICAL LABORATORY TECHNICIAN IV	J	GPP
3.510		MEDICAL LIBRARIAN	M	GPP
0.113		MEDICAL RECORDS CLERK	E	GPP
0.212		MEDICAL RECORDS CODER	J	GPP
20.037	GOVERNOR'S OFFICE	MEDICAL REFERRAL ADMINISTRATIVE ASSISTANT	L	GPP
20.038	GOVERNOR'S OFFICE	MEDICAL REFERRAL ASSISTANT	I	GPP
3.079	GMHA	MEDICAL SOCIAL SERVICES ADMINISTRATOR	O	GPP
7.255		MEDICAL TECHNOLOGIST I	K	GPP
7.256		MEDICAL TECHNOLOGIST II	M	GPP
7.257		MEDICAL TECHNOLOGIST SUPERVISOR	N	GPP
0.210		MEDICAL TRANSCRIPTIONIST	G	GPP
3.242		MEDICAL UTILIZATION SPECIALIST	M	GPP
2.137		MEDICAL/HEALTH RECORD ADMINISTRATOR	N	GPP
3.083	GBHWC	MENTAL HEALTH & SUBSTANCE ABUSE TRAINING COORDINATOR	L	GPP
3.084	GBHWC	MENTAL HEALTH & SUBSTANCE ABUSE TRAINING OFFICER	M	GPP
3.090		MENTAL HEALTH ADMINISTRATOR	O	GPP
3.122		MENTAL HEALTH PSYCHOLOGIST	R	GPP
8.380		MENTAL HEALTH RECREATION THERAPY COORDINATOR	K	GPP

[APPENDIX D]

3.107		MENTAL HEALTH RESIDENTIAL TREATMENT PROGRAM MANAGER	P	GPP
0.107		MESSENGER CLERK	D	GPP
7.220		MICROBIOLOGIST I	L	GPP
7.221		MICROBIOLOGIST II	M	GPP
7.222		MICROBIOLOGIST III	N	GPP
7.248		MONITORING LABORATORY SERVICES ADMINISTRATOR	O	GPP
7.305		MORGUE ATTENDANT	G	GPP
2.054	GHC	MORTGAGE INSURANCE UNDERWRITER-GUAM HOUSING CORPORATION	L	GPP
2.055	GHC	MORTGAGE LOAN UNDERWRITER - GUAM HOUSING CORPORATION	M	GPP
7.310		MORTICIAN	J	GPP
20.039	REVENUE AND TAXATION	MOTOR CARRIER SAFETY ASSISTANT	H	GPP
20.040	REVENUE AND TAXATION	MOTOR CARRIER SAFETY COORDINATOR (SUPERVISOR)	K	GPP
20.041	REVENUE AND TAXATION	MOTOR CARRIER SAFETY INSPECTOR I	I	GPP
20.042	REVENUE AND TAXATION	MOTOR CARRIER SAFETY INSPECTOR II	J	GPP
1.577		MOTOR VEHICLE PROGRAMS ADMINISTRATOR	O	GPP
10.711		MULTI MEDIA TECHNICIAN I	F	GPP
10.715		MULTI MEDIA TECHNICIAN II	H	GPP
10.717		MULTI MEDIA TECHNICIAN SUPERVISOR	J	GPP
0.152	MAYORS COUNCIL	MUNICIPAL CLERK	E	GPP
3.505		MUSEUM ASSISTANT	F	GPP
3.515		MUSEUM CURATOR	M	GPP
	JUDICIAL	NETWORK SPECIALIST	K	GPP
2.061	LAW	NOTARY PUBLIC ADMINISTRATOR	L	GPP
7.266		NUCLEAR MEDICINE TECHNOLOGIST	M	GPP
8.105		NURSE AIDE I	F	GPP
8.106		NURSE AIDE II	F	GPP
8.819		NURSE ANESTHETIST (CRNA)	N-O	NPP
8.188		NURSE MIDWIFE	N-O	NPP

[APPENDIX D]

8.186		NURSE PRACTITIONER	N-P	NPP
8.209	PHSS	NUTRITION ASSISTANT I	H	GPP
8.210	PHSS	NUTRITION ASSISTANT II	I	GPP
8.124		OBSTETRICAL TECHNICIAN	H	GPP
3.220		OCCUPATIONAL ANALYST	L	GPP
8.324		OCCUPATIONAL THERAPIST ASSISTANT	J	GPP
8.322		OCCUPATIONAL THERAPIST I	L	GPP
8.323		OCCUPATIONAL THERAPIST II	M	GPP
8.344	GMHA	OCCUPATIONAL THERAPIST SUPERVISOR	N	GPP
8.320		OCCUPATIONAL THERAPY TECHNICIAN I	F	GPP
8.321		OCCUPATIONAL THERAPY TECHNICIAN II	H	GPP
0.101		OFFICE AIDE	C	GPP
	JUDICIAL	OFFICIAL VEHICLES OFFICER	G	GPP
3.480	GDOE	ON-CALL SUBSTITUTE TEACHER I	F	GPP
3.481	GDOE	ON-CALL SUBSTITUTE TEACHER I-A	G	GPP
3.482	GDOE	ON-CALL SUBSTITUTE TEACHER I-B	G	GPP
3.483	GDOE	ON-CALL SUBSTITUTE TEACHER I-C	G	GPP
3.484	GDOE	ON-CALL SUBSTITUTE TEACHER I-D	G	GPP
3.485	GDOE	ON-CALL SUBSTITUTE TEACHER II	K	GPP
3.486	GDOE	ON-CALL SUBSTITUTE TEACHER III	K	GPP
3.487	GDOE	ON-CALL SUBSTITUTE TEACHER IV	K	GPP
3.488	GDOE	ON-CALL SUBSTITUTE TEACHER V	K	GPP
3.489	GDOE	ON-CALL SUBSTITUTE TEACHER VI	K	GPP
8.125		OPERATING ROOM TECHNICIAN	H	GPP
4.130	LABOR	OSHA ADMINISTRATOR	P	GPP
10.221		PAINTER I	F	GPP
10.222		PAINTER II	H	GPP
10.225		PAINTER LEADER	I	GPP

[APPENDIX D]

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	GDOE	PARENT VOLUNTEER PROGRAM COORDINATOR	G	GPP
3.841		PARKS ADMINISTRATOR	O	GPP
10.906		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
0.426		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
2.568	DOA	PERSONNEL SERVICES ADMINISTRATOR (DEPARTMENT OF ADMINISTRATION)	T	GPP
2.535		PERSONNEL SPECIALIST I	K	GPP
2.536		PERSONNEL SPECIALIST II	M	GPP

[APPENDIX D]

2.537		PERSONNEL SPECIALIST III	N	GPP
2.538		PERSONNEL SPECIALIST IV	O	GPP
7.225		PHARMACIST*	N()	GPP
7.204		PHARMACY AIDE	F	GPP
7.206		PHARMACY INTERN	J	GPP
7.205		PHARMACY TECHNICIAN	H	GPP
8.328		PHYSICAL THERAPIST I	L	GPP
8.329		PHYSICAL THERAPIST II	M	GPP
8.342	GMHA	PHYSICAL THERAPIST SUPERVISOR	N	GPP
8.315		PHYSICAL THERAPY TECHNICIAN I	F	GPP
8.316		PHYSICAL THERAPY TECHNICIAN II	H	GPP
8.418		PHYSICIAN ASSISTANT	P	GPP
8.421		PHYSICIAN SPECIALIST (BOARD CERTIFIED)	V	GPP
8.420		PHYSICIAN SPECIALIST (BOARD ELIGIBLE)	U	GPP
6.315		PLANNER I	K	GPP
6.316		PLANNER II	K	GPP
6.317		PLANNER III	M	GPP
6.318		PLANNER IV	N	GPP
6.335	GHC	PLANNING AND DEVELOPMENT ADMINISTRATOR - GUAM HOUSING CORPORATION	O	GPP
20.043		PLANNING AND RESEARCH ASSISTANT	J	GPP
6.305		PLANNING TECHNICIAN I	H	GPP
6.306		PLANNING TECHNICIAN II	G	GPP
6.326	DIPATTAMENTON I KAOHAO CHUMAHAN	PLINANEHAN PRUGRAMA (PROGRAM PLANNER) (CHAMORRO LANGUAGE COMMISSION)	M	GPP
10.241		PLUMBER I	H	GPP
10.242		PLUMBER II	I	GPP
10.245		PLUMBER LEADER	J	GPP
10.247		PLUMBER SUPERVISOR	K	GPP
1.102		POSTAL CLERK	G	GPP

[APPENDIX D]

1.104		POSTAL CLERK SUPERVISOR	J	GPP
		PRIVATE SECRETARY	I	GPP
	JUDICIAL	PROBATION SERVICES ASSISTANT	G	GPP
4.305	LAW	PROCESS OFFICER I - DEPARTMENT OF LAW	I	GPP
4.306	LAW	PROCESS OFFICER II - DEPARTMENT OF LAW	J	GPP
	PUBLIC DEFENDER	PROCESS SERVICE SUPERVISOR	J	GPP
	JUDICIAL	PROCUREMENT & FACILITIES MANAGEMENT ADMINISTRATOR	Q	GPP
	GEDA	PROCUREMENT OFFICER	I	GPP
5.216		PRODUCER DIRECTOR	K	GPP
2.120		PROGRAM COORDINATOR I	K	GPP
	JUDICIAL	PROGRAM COORDINATOR I	K	GPP
2.121		PROGRAM COORDINATOR II	M	GPP
	JUDICIAL	PROGRAM COORDINATOR II	L	GPP
2.122		PROGRAM COORDINATOR III	N	GPP
2.123		PROGRAM COORDINATOR IV	O	GPP
2.129	GHURA	PROGRAM DEVELOPMENT COORDINATOR	N	GPP
6.334	GHC	PROGRAM DEVELOPMENT OFFICER - GUAM HOUSING CORPORATION	M	GPP
2.148		PROGRAM DIRECTOR	P	GPP
2.117	GHURA	PROGRAM PLANNING & EVALUATION COORDINATOR	N	GPP
2.640		PROGRAMMER ANALYST I	L	GPP
2.641		PROGRAMMER ANALYST II	M	GPP
2.642		PROGRAMMER ANALYST SUPERVISOR (UNCLASSIFIED)	O	GPP
	GEDA	PROGRAMS & COMPLIANCE OFFICER	O	GPP
6.333	GHC	PROJECT COORDINATOR - GUAM HOUSING CORPORATION	M	GPP
20.045	GBHWC	PROJECT DIRECTOR	O	GPP
3.441	GDÖE	PROJECT DIRECTOR (DOE)	O	GPP
6.313	GHURA	PROJECT PLANNING & EVALUATION ASSISTANT	K	GPP
1.184	GEDA	PROMOTIONS COORDINATOR	K	GPP

[APPENDIX D]

	GVB	PROMOTIONS SECRETARY	H	GPP
1.428	CORRECTIONS	PROPERTY AND SUPPLY MANAGEMENT OFFICER (DOC)	M	GPP
1.425		PROPERTY CONTROL OFFICER	H	GPP
2.182	GHURA	PROPERTY SITE MANAGER	O	GPP
1.208		PROPERTY TAX APPRAISAL SUPERVISOR	L	GPP
1.205		PROPERTY TAX APPRAISER I	I	GPP
1.207		PROPERTY TAX APPRAISER II	J	GPP
1.203		PROPERTY TAX ASSESSMENT SUPERVISOR	M	GPP
1.200		PROPERTY TAX TECHNICIAN I	F	GPP
1.201		PROPERTY TAX TECHNICIAN II	H	GPP
8.151		PSYCHIATRIC NURSE I	N-M	NPP
8.152		PSYCHIATRIC NURSE II	N-N	NPP
8.153	GBHWC	PSYCHIATRIC NURSE III	N-O	NPP
8.154		PSYCHIATRIC NURSE SUPERVISOR	N-P	NPP
8.155		PSYCHIATRIC NURSING ADMINISTRATOR	N-Q	NPP
3.071	GBHWC	PSYCHIATRIC SOCIAL SERVICE ADMINISTRATOR	R	GPP
3.066		PSYCHIATRIC SOCIAL WORKER I	M	GPP
3.067		PSYCHIATRIC SOCIAL WORKER II	N	GPP
3.069		PSYCHIATRIC SOCIAL WORKER SUPERVISOR	O	GPP
8.110		PSYCHIATRIC TECHNICIAN I	F	GPP
8.111		PSYCHIATRIC TECHNICIAN II	G	GPP
3.120		PSYCHOLOGIST	P	GPP
3.460		PSYCHOMETRIST	Q	GPP
	GEDA	PUBLIC FINANCE OFFICER (GEDA)	O	GPP
2.138		PUBLIC HEALTH ADMINISTRATOR	N	GPP
8.205		PUBLIC HEALTH AND SOCIAL SERVICES AIDE	D	GPP
7.280	PHSS	PUBLIC HEALTH LABORATORY ADMINISTRATOR	P	GPP
8.218		PUBLIC HEALTH NUTRITION ADMINISTRATOR	Q	GPP

[APPENDIX D]

8.217		PUBLIC HEALTH NUTRITION SPECIALIST	O	GPP
1.195	GHURA	PUBLIC HOUSING COMPLIANCE OFFICER	L	GPP
2.161	GHURA	PUBLIC HOUSING MANAGER	P	GPP
2.520		PUBLIC INFORMATION OFFICER	M	GPP
3.038		PUBLIC WELFARE INVESTIGATION SUPERVISOR	M	GPP
3.036		PUBLIC WELFARE INVESTIGATOR I	K	GPP
3.037		PUBLIC WELFARE INVESTIGATOR II	L	GPP
1.137		PUBLICATION COORDINATOR	H	GPP
3.125	GDOE	PUPIL-PERSONNEL SERVICES ADMINISTRATOR	Q	GPP
2.116	GHC	QUALITY ASSURANCE OFFICER	M	GPP
3.097		QUALITY CONTROL REVIEWER I	I	GPP
3.098		QUALITY CONTROL REVIEWER II	J	GPP
3.099		QUALITY CONTROL SUPERVISOR	M	GPP
8.170		QUALITY IMPROVEMENT COORDINATOR	N	GPP
2.034	MILITARY AFFAIRS	QUARTERMASTER (DEPARTMENT OF MILITARY AFFAIRS)	O	GPP
7.265		RADIOLOGIC TECHNOLOGIST	J	GPP
1.210		REAL PROPERTY TAX ADMINISTRATOR	P	GPP
	GEDA	RECEPTIONIST	H	GPP
1.155	UOG/GCC	RECORDS & REGISTRATION SUPERVISOR (UOG/GCC)	J	GPP
1.154	UOG/GCC	RECORDS & REGISTRATION TECHNICIAN (UOG/GCC)	H	GPP
2.015		RECORDS MANAGEMENT OFFICER	J	GPP
2.017	DOA	RECORDS MANAGEMENT OFFICER (DOA)	J	GPP
	PUBLIC DEFENDER	RECORDS, PROPERTY CONTROL AND MICROFILM TECHNICIAN	J	GPP
3.636		RECREATION ADMINISTRATOR	N	GPP
3.625		RECREATION COORDINATOR	H	GPP
3.620		RECREATION LEADER I	D	GPP
3.621		RECREATION LEADER II	G	GPP
3.629		RECREATION SUPERVISOR	I	GPP

[APPENDIX D]

8.318		RECREATIONAL THERAPY TECHNICIAN I	F	GPP
8.319		RECREATIONAL THERAPY TECHNICIAN II	H	GPP
10.141		REFRIGERATION MECHANIC I	H	GPP
10.142		REFRIGERATION MECHANIC II	I	GPP
10.145		REFRIGERATION MECHANIC LEADER	J	GPP
10.147		REFRIGERATION MECHANIC SUPERVISOR	L	GPP
2.228	GEDA	REGULATORY EXAMINER	K	GPP
2.230		REGULATORY EXAMINER I	K	GPP
2.231		REGULATORY EXAMINER II	M	GPP
2.235		REGULATORY EXAMINER SUPERVISOR	N	GPP
2.237		REGULATORY PROGRAMS ADMINISTRATOR	Q	GPP
2.436		RESEARCH & APPEALS ADMINISTRATOR	Q	GPP
2.435		RESEARCH & APPEALS OFFICER	O	GPP
2.723		RESEARCH & STATISTICS ADMINISTRATOR	O	GPP
2.719	GEDA	RESEARCH & STATISTICS TECHNICIAN II	J	GPP
2.722	GEDA	RESEARCH ANALYST III	L	GPP
20.046		RESEARCH AND ADMINISTRATIVE ASSISTANT	I	GPP
2.720		RESEARCH AND STATISTICS ANALYST I	K	GPP
2.721		RESEARCH AND STATISTICS ANALYST II	M	GPP
2.718	GHURA	RESEARCH AND STATISTICS ASSISTANT	G	GPP
2.035	GDOE	RESEARCH, PLANNING & EVALUATION ADMINISTRATOR (DOE)	N	GPP
1.190	GHURA	RESIDENT HOUSING MANAGER	K	GPP
2.523	AGRICULTURE	RESOURCE INFORMATION EDUCATION OFFICER	L	GPP
8.353		RESPIRATORY THERAPIST I	K	GPP
8.354		RESPIRATORY THERAPIST II	M	GPP
8.356	GMHA	RESPIRATORY THERAPY PROGRAM SUPERVISOR	N	GPP
1.170	RETIREMENT	RETIREMENT BENEFIT SPECIALIST I	H	GPP
1.171	RETIREMENT	RETIREMENT BENEFIT SPECIALIST II	I	GPP

[APPENDIX D]

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
1.172	RETIREMENT	RETIREMENT BENEFIT SPECIALIST III	J	GPP
1.173	RETIREMENT	RETIREMENT BENEFITS PROGRAM ADMINISTRATOR	M	GPP
2.345	RETIREMENT	RETIREMENT INVESTMENT SPECIALIST	L	GPP
2.420		REVENUE AGENT I	J	GPP
2.421		REVENUE AGENT II	L	GPP
2.422		REVENUE AGENT III	M	GPP
2.423		REVENUE AGENT IV	N	GPP
2.414		REVENUE OFFICER I	H	GPP
2.415		REVENUE OFFICER II	J	GPP
2.416		REVENUE OFFICER III	K	GPP
6.225		RIGHT OF WAY SUPERVISOR	M	GPP
6.226	GPA/GWA	RIGHT OF WAY SUPERVISOR (GPA/GWAA)	LAC	SEARLE
4.201		ROADSIDE SIGN INSPECTOR	E	GPP
4.115		SAFETY ADMINISTRATOR	M	GPP
4.120		SAFETY INSPECTOR I	I	GPP
4.121		SAFETY INSPECTOR II	J	GPP
4.122		SAFETY INSPECTOR III	K	GPP
4.125		SAFETY INSPECTOR SUPERVISOR	L	GPP
4.110		SAFETY OFFICER	K	GPP
	JUDICIAL	SAFETY OFFICER	K	GPP
9.434	DPW	SANITATION WORKER	F	GPP
3.403	GDOE	SCHOOL AIDE I	E	GPP
3.404	GDOE	SCHOOL AIDE II	G	GPP
3.405	GDOE	SCHOOL AIDE III	H	GPP
4.211	GDOE	SCHOOL ATTENDANCE OFFICER	H	GPP
9.541	DPW	SCHOOL BUS DRIVER	H	GPP
9.542	DPW	SCHOOL BUS DRIVER LEADER	I	GPP
9.545	DPW	SCHOOL BUS DRIVER SUPERVISOR	J	GPP

[APPENDIX D]

10.927	DPW	SCHOOL BUS OPERATIONS SUPERINTENDENT	O	GPP
8.220	GDOE	SCHOOL HEALTH COUNSELOR I	N-J	NPP
8.221	GDOE	SCHOOL HEALTH COUNSELOR II	N-L	NPP
8.222	GDOE	SCHOOL HEALTH COUNSELOR III	N-M	NPP
8.223	GDOE	SCHOOL HEALTH PROGRAM COORDINATOR	N-M	NPP
3.446	GDOE	SCHOOL PRINCIPAL (ELEMENTARY AND SECONDARY) - ELEMENTARY	ED-9	EDU
3.446	GDOE	SCHOOL PRINCIPAL (ELEMENTARY AND SECONDARY) - HIGH	ED-11	EDU
3.446	GDOE	SCHOOL PRINCIPAL (ELEMENTARY AND SECONDARY) - MIDDLE	ED-10	EDU
3.440	GDOE	SCHOOL PROGRAM CONSULTANT	ED-7	EDU
3.440		SCHOOL PROGRAM CONSULTANT (EDUCATIONAL COMPUTER TECHNOLOGY)	ED-7	EDU
0.220		SECRETARY	G	GPP
0.205		SECRETARY I (TYPIST)	G	GPP
0.207		SECRETARY II (TYPIST)	H	GPP
0.238	CSC	SECRETARY TO THE CIVIL SERVICE COMMISSION	H	GPP
2.180	GHURA	SECTION 8 ADMINISTRATOR	Q	GPP
4.513		SECURITY INSPECTOR	F	GPP
	JUDICIAL	SENIOR ADMINISTRATIVE SERVICES ASSISTANT	I	GPP
	JUDICIAL	SENIOR ALTERNATIVE SENTENCING OFFICER	K	GPP
3.434	GDOE	SENIOR ARMY INSTRUCTOR (ARM)	L	GPP
3.063		SENIOR CITIZENS ADMINISTRATOR	P	GPP
3.062		SENIOR CITIZENS ASSISTANT ADMINISTRATOR	O	GPP
2.733		SENIOR ECONOMIST	N	GPP
	JUDICIAL	SENIOR HUMAN RESOURCES MANAGEMENT OFFICER	N	GPP
	JUDICIAL	SENIOR INDIVIDUAL, MARRIAGE & FAMILY THERAPIST	Q	GPP
2.823	JUDICIAL	SENIOR LAW CLERK	M	GPP
2.644		SENIOR PROGRAMMER ANALYST	M	GPP
2.641		SENIOR PROGRAMMER ANALYST (UNCLASSIFIED)	M	GPP
	JUDICIAL	SENIOR SYSTEMS ANALYST	N	GPP

[APPENDIX D]

	JUDICIAL	SENIOR SYSTEMS PROGRAMMER	N	GPP
1.197	GHC	SENIOR TENANT RELATIONS ADVISOR	L	GPP
10.347		SHOP PLANNER	F	GPP
0.237	CHAMORRO LANGUAGE COMMISSION	SECRETARIAN KUMISION (COMMISSION SECRETARY)(CHAMORRO LANGUAGE COMMISSION)	H	GPP
3.337		SMALL BUSINESS ADMINISTRATOR	N	GPP
20.047	GBHWC	SOCIAL MARKETING/COMMUNICATION MANAGER	M	GPP
3.020		SOCIAL SERVICE LICENSING OFFICER	M	GPP
3.077		SOCIAL SERVICE SUPERVISOR I	N	GPP
3.078		SOCIAL SERVICE SUPERVISOR II	P	GPP
3.073		SOCIAL WORKER I	L	GPP
3.074		SOCIAL WORKER II	M	GPP
3.075		SOCIAL WORKER III	N	GPP
10.912		SOLID WASTE MANAGEMENT ASSISTANT SUPERINTENDENT	L	GPP
10.911		SOLID WASTE MANAGEMENT SUPERINTENDENT	M	GPP
	GEDA	SPECIAL ASSISTANT TO THE ADMINISTRATOR	O	GPP
20.049	PARKS AND RECREATION	SPECIAL ASSISTANT TO THE DIRECTOR	L	GPP
20.048		SPECIAL ASSISTANT TO THE DIRECTOR	N	GPP
20.050	DPW	SPECIAL ASSISTANT TO THE DIRECTOR -CIP	L	GPP
2.026	GHURA	SPECIAL ASSISTANT TO THE EXECUTIVE DIRECTOR	L	GPP
2.026	GHC	SPECIAL ASSISTANT TO THE PRESIDENT	O	GPP
20.052		SPECIAL ASSISTANT, COMMUNITY AFFAIRS	J	GPP
9.115		SPECIAL DIET ASSISTANT	E	GPP
3.453	GDOE	SPECIAL EDUCATION PROGRAM SUPERVISOR	N	GPP
2.145		SPECIAL PROJECT COORDINATOR (UNCLASSIFIED)	N	GPP
	JUDICIAL	SPECIAL PROJECTS COORDINATOR	K	GPP
1.189	GVB	SPECIAL PROJECTS OFFICER	N	GPP
8.200	GMHA	SPECIAL SERVICES TECHNICIAN I	G	NPP
8.201	GMHA	SPECIAL SERVICES TECHNICIAN II	I	NPP

[APPENDIX D]

8.202	GMHA	SPECIAL SERVICES TECHNICIAN III	J	NPP
8.335		SPEECH/LANGUAGE CLINICIAN	L	GPP
8.336		SPEECH/LANGUAGE PATHOLOGIST	N	GPP
8.340		SPEECH/LANGUAGE PATHOLOGIST SUPERVISOR	O	GPP
1.135	GHURA	STAFF ASSISTANT TO EXECUTIVE DIRECTOR	K	GPP
	JUDICIAL	STAFF ATTORNEY		ATTY
8.160	GMHA	STAFF NURSE I	N-K	NPP
8.161	GMHA	STAFF NURSE II	N-M	NPP
8.166	GMHA	STAFF NURSE TRAINING OFFICER	N-N	NPP
10.206	CAHA	STAGE/MAINTENANCE TECHNICIAN	F	GPP
2.623		STANDARD CONTROLLER (COMPUTER SYSTEMS)	N	GPP
7.156		STATE ARCHAEOLOGIST	P	GPP
0.160		STATISTICAL CLERK	E	GPP
0.165		STATISTICAL TECHNICIAN I	E	GPP
0.166		STATISTICAL TECHNICIAN II	F	GPP
0.167		STATISTICAL TECHNICIAN SUPERVISOR	I	GPP
2.715		STATISTICIAN I	I	GPP
2.716		STATISTICIAN II	K	GPP
0.159	GHURA	STATISTICS WORKER I	E	GPP
1.416	GHURA	STOCK CONTROL SPECIALIST	F	GPP
1.430		STOREKEEPER I	H	GPP
1.431		STOREKEEPER II	I	GPP
5.214		STUDIO SUPERVISOR	J	GPP
3.085		SUBSTANCE ABUSE PROGRAM SPECIALIST	M	GPP
3.086		SUBSTANCE ABUSE PROGRAM SUPERVISOR	O	GPP
0.211	GMHA	SUPERVISOR, HOSPITAL MEDICAL TRANSCRIPTIONIST	I	GPP
1.418		SUPPLY CLERK	E	GPP
1.415		SUPPLY EXPEDITER	E	GPP

[APPENDIX D]

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
1.451		SUPPLY MANAGEMENT ADMINISTRATOR	N	GPP
1.421		SUPPLY SUPERVISOR	I	GPP
3.355	DISID	SUPPORT SERVICES ADMINISTRATOR -DEPARTMENT OF INTEGRATED SERVICES for INDIVIDUALS with DISABILITIES	Q	GPP
1.441		SURPLUS PROPERTY DISTRIBUTION SUPERVISOR	J	GPP
1.443		SURPLUS PROPERTY MANAGEMENT ADMINISTRATOR	M	GPP
1.440		SURPLUS PROPERTY TECHNICIAN	G	GPP
3.011		SURVEY SUPERVISOR	G	GPP
3.010		SURVEY WORKER	E	GPP
6.230		SURVEYOR (REGISTERED)	N	GPP
6.231		SURVEYOR SUPERVISOR	O	GPP
2.622	DOA	SYSTEM ANALYST	L	GPP
2.645		SYSTEMS AND PROGRAMMING ADMINISTRATOR	O	GPP
2.624	DOA	SYSTEMS PROGRAMMER	N	GPP
2.633		SYSTEMS SUPPORT ADMINISTRATOR	M	GPP
2.443	REVENUE AND TAXATION	TAX ACCOUNTING TECHNICIAN I	H	GPP
2.444	REVENUE AND TAXATION	TAX ACCOUNTING TECHNICIAN II	I	GPP
2.445	REVENUE AND TAXATION	TAX ACCOUNTING TECHNICIAN III	J	GPP
2.446	REVENUE AND TAXATION	TAX ACCOUNTING TECHNICIAN SUPERVISOR	M	GPP
2.418	REVENUE AND TAXATION	TAX AUDITOR I	G	GPP
2.419	REVENUE AND TAXATION	TAX AUDITOR II	I	GPP
2.417	RECOVERY COORDINATION OFFICE	TAX COLLECTION SUPERVISOR	M	GPP
2.425	REVENUE AND TAXATION	TAX EXAMINATION SUPERVISOR	O	GPP
2.400	REVENUE AND TAXATION	TAX TECHNICIAN I	H	GPP
2.401	REVENUE AND TAXATION	TAX TECHNICIAN II	I	GPP
2.402	REVENUE AND TAXATION	TAX TECHNICIAN III	J	GPP
	REVENUE AND TAXATION	TAXPAYER ADVOCATE	N	GPP
2.413	REVENUE AND TAXATION	TAXPAYER SERVICES ADMINISTRATOR	Q	GPP
3.420	GDOE	TEACHER 1-A	ED-1A	EDU

[APPENDIX D]

3.420	GDOE	TEACHER 1-B	ED-1B	EDU
3.420	GDOE	TEACHER 1-C	ED-1C	EDU
3.420	GDOE	TEACHER 1-D	ED-1D	EDU
3.484	GDOE	TEACHER CENTER ADMINISTRATOR (SPC)	N	GPP
3.421	GDOE	TEACHER II	ED-2	EDU
3.422	GDOE	TEACHER III	ED-3	EDU
3.423	GDOE	TEACHER IV	ED-4	EDU
3.424	GDOE	TEACHER V	ED-5	EDU
3.425	GDOE	TEACHER VI	ED-6	EDU
0.130		TELEPHONE OPERATOR	E	GPP
0.132		TELEPHONE OPERATOR SUPERVISOR	I	GPP
0.525		TELEPROCESSING NETWORK COORDINATOR	K	GPP
10.960	KGTF	TELEVISION CHIEF ENGINEER	L	GPP
10.701		TELEVISION ENGINEER	I	GPP
5.218		TELEVISION OPERATIONS MANAGER	N	GPP
5.212		TELEVISION PROGRAM COORDINATOR	H	GPP
3.520		TERRITORIAL ARCHIVIST	M	GPP
8.408		TERRITORIAL EPIDEMIOLOGIST (BOARD CERTIFIED)	S	GPP
7.165		TERRITORIAL HYDROGEOLOGIST	R	GPP
	REVENUE AND TAXATION	TERRITORIAL PRINCIPAL TAX ATTORNEY		ATTY
1.160		TERRITORIAL REGISTRAR	K	GPP
2.580		TEST DEVELOPMENT AND VALIDATION SPECIALIST I	K	GPP
2.581		TEST DEVELOPMENT AND VALIDATION SPECIALIST II	L	GPP
2.582		TEST DEVELOPMENT AND VALIDATION SPECIALIST III	N	GPP
2.583		TEST DEVELOPMENT AND VALIDATION SUPERVISOR	O	GPP
2.502		TEST EXAMINER	H	GPP
8.317	GMHA	THERAPEUTIC RECREATION ACTIVITIES COORDINATOR	M	GPP
9.405		TOOL CLERK	D	GPP

[APPENDIX D]

10.821		TOOL MECHANIC	E	GPP
1.185	GVB	TOURIST INDUSTRY RELATIONS OFFICER	K	GPP
10.205		TRADES HELPER	C	GPP
	JUDICIAL	TRAFFIC COURT SUPERVISOR	L	GPP
	JUDICIAL	TRAFFIC VIOLATIONS BUREAU CLERK	O	GPP
2.593	GDOE	TRAINING AND DEVELOPMENT ADMINISTRATOR - DEPARTMENT OF EDUCATION	O	GPP
2.590	DOA	TRAINING AND DEVELOPMENT ADMINISTRATOR (DEPARTMENT OF ADMINISTRATION)	P	GPP
10.937		TRANSPORTATION MAINTENANCE SUPERINTENDENT	N	GPP
10.991		TRANSPORTATION SUPERVISOR	K	GPP
2.316	DOA	TREASURER OF GUAM	R	GPP
0.416		TREASURY CASHIER	G	GPP
0.418		TREASURY CASHIER SUPERVISOR	I	GPP
8.176		TRIAGE SPECIALIST	M	GPP
	GHC	TRUST FUND CLERK	F	GPP
1.110	GHC	TRUST FUND TECHNICIAN	H	GPP
7.264		ULTRASOUND TECHNOLOGIST	M	GPP
2.007	UOG	UNIVERSITY BUDGET SUPERVISOR	O	GPP
9.471		UTILITY WORKER	D	GPP
9.475		UTILITY WORKER LEADER	E	GPP
9.477		UTILITY WORKER SUPERVISOR	F	GPP
8.172		UTILIZATION REVIEW COORDINATOR	N	GPP
1.551		VEHICLE REGISTRATION OFFICER I	F	GPP
1.552		VEHICLE REGISTRATION OFFICER II	H	GPP
1.553		VEHICLE REGISTRATION OFFICER III	I	GPP
1.554		VEHICLE REGISTRATION SUPERVISOR	L	GPP
3.025	VETERANS AFFAIRS	VETERAN AFFAIRS ADMINISTRATOR	L	GPP
3.023	VETERANS AFFAIRS	VETERANS SERVICE REPRESENTATIVE	H	GPP
8.405		VETERINARIAN	T	GPP

[APPENDIX D]

3.001		VICTIM ADVOCATE	K	GPP
3.002		VICTIM-WITNESS SUPERVISOR	L	GPP
0.125		VITAL STATISTICS CLERK	E	GPP
1.157		VITAL STATISTICS TECHNICIAN	H	GPP
3.415	GDOE	VOCATIONAL INSTRUCTOR	ED-2	EDU
3.350	DISID	VOCATIONAL REHABILITATION ADMINISTRATOR	Q	GPP
3.305	DISID	VOCATIONAL REHABILITATION AIDE	I	GPP
3.330	DISID	VOCATIONAL REHABILITATION COUNSELOR (LEVEL I)	K	GPP
3.331	DISID	VOCATIONAL REHABILITATION COUNSELOR (LEVEL II)	L	GPP
3.332	DISID	VOCATIONAL REHABILITATION COUNSELOR (LEVEL III)	L	GPP
3.333	DISID	VOCATIONAL REHABILITATION COUNSELOR (LEVEL IV)	N	GPP
3.336	DISID	VOCATIONAL REHABILITATION COUNSELOR SUPERVISOR	P	GPP
3.315	DISID	VOCATIONAL REHABILITATION WORKER	J	GPP
2.145		VOLUNTEER SERVICES COORDINATOR	L	GPP
3.213	GHURA	WAGE COMPLIANCE OFFICER	J	GPP
0.120	GMHA	WARD CLERK	F	GPP
1.435		WAREHOUSE SUPERVISOR I	J	GPP
1.436		WAREHOUSE SUPERVISOR II	L	GPP
1.437	DOA	WAREHOUSE SUPERVISOR III (DOA)	M	GPP
2.214		WEIGHTS & MEASURES INSPECTOR I	I	GPP
2.215		WEIGHTS & MEASURES INSPECTOR II	J	GPP
2.217		WEIGHTS & MEASURES INSPECTION SUPERVISOR	L	GPP
2.213		WEIGHTS & MEASURES TECHNICIAN	G	GPP
10.121		WELDER I	H	GPP
10.122		WELDER II	I	GPP
10.127		WELDING SUPERVISOR	L	GPP
10.125		WELDING LEADER	J	GPP
0.232		WORD PROCESSING SECRETARY I	H	GPP

[APPENDIX D]

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
0.233		WORD PROCESSING SECRETARY II	H	GPP
3.237		WORKER'S COMPENSATION EXAMINER I	J	GPP
3.239		WORKER'S COMPENSATION EXAMINER II	L	GPP
3.240		WORKER'S COMPENSATION EXAMINER SUPERVISOR	M	GPP
7.215		X-RAY TECHNICIAN I	G	GPP
7.216		X-RAY TECHNICIAN II	H	GPP
7.217		X-RAY TECHNICIAN SUPERVISOR	J	GPP
3.711	DYA	YOUTH COMMUNITY SERVICES SUPERVISOR	L	GPP
20.054	GBHWC	YOUTH COORDINATOR	H	GPP
3.715		YOUTH DEVELOPMENT ADMINISTRATOR	P	GPP
3.723		YOUTH REHABILITATION ADMINISTRATOR	P	GPP

LEGEND

GPP-GENERAL PAY PLAN

NPP- NURSES PAY PLAN

EDU- EDUCATOR PAY PLAN

ATTY- ATTORNEY PAY PLAN

ROPP- RATE OF PAY POSITION

**TOTAL NUMBER OF
POSITIONS:**

1268

*Identifies positions that are considered Market Premium Positions (MPP). These are positions which the market demands a higher pay than others with similar job content (i.e., Pharmacist, Pay Grade N). Salaries for these positions shall be administered at a higher pay grade identified with a parenthesis ().

**Attorney Level positions hired at the Governor's Office or the Judicial Branch and are not restricted to follow the Attorney Pay Plan.

DISCLAIMER: PAY GRADE ALLOCATIONS MAY CHANGE AS A RESULT OF THE REVIEW PROCESS

john.pangelinan@bbmr.guam.gov

dina.rivera@bbmr.guam.

Mail

COMP:

Inbox (719)
Important
Sent Mail
Drafts (16)
Trash
Follow up
Misc
Notes
Priority
More



Search, cha

Analy E
Jackie B
LAUGH,
John P
Orlida G
Arthur M
Victoria A
I hope o
William T
Angela F
Amoroso



Eddie Baza Calvo
Governor
Ray Tenorio
Lieutenant Governor

GOVERNMENT OF GUAM
(GUBERNAMIENTON GUAM)
DEPARTMENT OF ADMINISTRATION
(DIPATTAMENTON ATMENESTRASHON)
HUMAN RESOURCES DIVISION
(Division Ina'aduan Yan Gu'neha Para Taotao)
Post Office Box 884 * Hagåtña, Guam 96832
TEL: (671) 475-1123/1201/1255 * FAX: (671) 477-7100



Benita A. Mangione
Director
Anthony C. Blas
Deputy Director

mr.guam.gov

HRD NO.: OG-14-0207

14 FEB 2014

MEMORANDUM

To: Director, Department of Administration
From: Manager, Human Resources Division
Subject: Government of Guam Competitive Wage Act of 2014 -
Department of Administration Policies and Procedures

Buenas yan Hafa Adai! Attached herewith are the compensation policies and procedures for implementation purposes and guidance of the Government of Guam Competitive Wage Act of 2014 for your approval.

These policies and procedures provide detailed information on how the appropriate personnel offices are to carry out the pay plans under the Act and affect individual employees.

Should you have any questions, please call on me. *Dangkolo na agradestmianto!*

Shane G. L. Ngata
SHANE G. L. NGATA

IT approval
IT disapproval

Benita Mangione
Benita A. Mangione, Director
Department of Administration

Date: 2/14/14

RECEIVED
DIRECTOR'S OFFICE
FEB 14 2014 12:49 PM



Eddie Baza Calvo
Governor
Ray Tenorio
Lieutenant Governor

GOVERNMENT OF GUAM
(GUBERNAMIENTON GUAM)
DEPARTMENT OF ADMINISTRATION
(DIPATTAMENTON ATMENESTRASHON)
DIRECTOR'S OFFICE
(Ulaheha Division)
Post Office Box 884 * Hagåtña, Guam 96832
TEL: (671) 475-1101/1250 * FAX: (671) 477-6769



Benita A. Mangione
Director
Anthony C. Blas
Deputy Director



Open with

[APPENDIX D]

[APPENDIX D]



Eddie Baza Calvo
Governor
Ray Tenorio
Lieutenant Governor

GOVERNMENT OF GUAM
(GUBETNAMENTON GUAM)

DEPARTMENT OF ADMINISTRATION
(DIPATTAMENTON ATMENESTRASION)

HUMAN RESOURCES DIVISION
(Dibision Inadlanto Yan Guñaha Para Taotao)
Post Office Box 884 * Hagåtña, Guam 96932
TEL: (671) 475-1123/1201/1265 * FAX: (671) 477-7100



Benita A. Manglona
Director
Anthony C. Blaz
Deputy Director

HRD NO.: OG-14-0207

14 FEB 2014

MEMORANDUM

To: Director, Department of Administration
From: Manager, Human Resources Division
Subject: Government of Guam Competitive Wage Act of 2014 -
Department of Administration Policies and Procedures

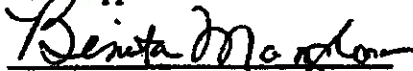
Buenas yan Hafa Adai! Attached herewith are the compensation policies and procedures for implementation purposes and guidance of the Government of Guam Competitive Wage Act of 2014 for your approval.

These policies and procedures provide detailed information on how the appropriate personnel offices are to carry out the pay plans under the Act and affect individual employees.

Should you have any questions, please call on me. *Dangkolo na agradesimientol!*


SHANE G. L. NGATA

IT approval
// disapproval


Benita A. Manglona, Director
Department of Administration

Date: 2/14/14

RECEIVED
DEPT. OF ADMIN.
FEB 14 PM 12:49
DIRECTOR'S OFFICE

[APPENDIX D]



Eddie Baza Calvo
Governor
Ray Tenorio
Lieutenant Governor

GOVERNMENT OF GUAM
(GUBERNAMENTON GUAM)

DEPARTMENT OF ADMINISTRATION
(DIPATTAMENTON ATMENESTRACION)

DIRECTOR'S OFFICE
(Ulsinan Direktor)

Post Office Box 884 • Hagåtña, Guam 96932
TEL: (671) 475-1101/1250 • FAX: (671) 477-6788



Benita A. Mangione
Director
Anthony C. Staz
Deputy Director

GOVERNMENT OF GUAM COMPETITIVE WAGE ACT OF 2014

DEPARTMENT OF ADMINISTRATION

POLICIES AND PROCEDURES

The following policies and procedures are established to regulate the implementation and administration of the *Government of Guam Competitive Wage Act of 2014*, effective Fiscal Year 2014, pursuant to Public Law 32-068, Chapter XI, Miscellaneous Appropriations, Section 2.

These policies and procedures 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.

The compensation program for Government of Guam employees in the Executive Branch is designed to support the mission of the Government of Guam. The foundation of the compensation program is to attract and retain quality employees with competitive total compensation based on relevant labor markets. The program and its component plans will be based upon principles of fairness and equity, and will be administered with sound fiscal discipline. The compensation program will reinforce a productive work climate, a culture of accountability and create the desire in employees to want to progress in their careers with the government.

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

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

Note: "Rate of Pay" positions include the Governor, Lieutenant Governor,

[APPENDIX D]

Judges, Senators, Attorney General, Public Auditor, Mayors and Vice Mayors.
"Rate of Pay" position means that it shall not have a Grade or Salary Range.

Note: REFER TO THE DEPARTMENT OF ADMINISTRATION, GOVERNMENT OF GUAM COMPETITIVE WAGE ACT OF 2014 PLAN FOR SPECIFIC DETAILS, AND POSITIONS COVERED. .

Transition to the New Pay Plans and Rates of Pay

I. Coverage:

- A. The *Government of Guam Competitive Wage Act of 2014* shall apply to all positions, officers and employees, classified and unclassified (where specified), inclusive of the Executive Branch, autonomous and semi-autonomous agencies, public corporations, and other public instrumentalities where applicable, of the Government of Guam.
- B. The salaries of the Governor, Lieutenant Governor, Senators, the Public Auditor and the Attorney General of Guam shall be reviewed and recommended by the Director of Administration.
- C. The salaries of the Mayors and Vice Mayors 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.

Incumbent employees under the General Pay Plan will be fully transitioned into the plan upon availability of funding. All other incumbents will receive full implementation in their respective pay plans.

From the time of implementation and until full implementation is granted, incumbents on the General Pay Plan for slotting purposes will receive salary increases calculated by the difference of their salary before transition (Unified Pay Plan) and their slotted salary (General Pay Plan) divided by two which is then added to their current salary before transition.

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. All incumbents regardless of Pay Plan whose salaries are below

[APPENDIX D]

minimum shall be slotted at minimum. All incumbents regardless of Pay Plan whose salaries exceed the maximum of their respective pay grades shall receive adjustments of 3.1% added to the salary of Step 18 until the salary closest to but not less than the employee's current salary is reached. Incumbents under the NPP, EDU, and ATTY Pay Plans shall be slotted at the step in the grade assignment closest to and not less than their current rate of pay. Incumbents under the GPP shall be slotted according to the implementation step procedure under Section II, A.2. 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, incumbents shall maintain their current pay grades. All new hires shall utilize the new pay grades to include those re-employed.

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).

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 reassessed.

f. **Attorneys:**

Upon implementation incumbent Attorneys I through IV shall

[APPENDIX D]

be slotted at their current attorney levels within the new pay structure. A reclassification review shall be conducted to properly classify incumbent attorneys.

2. **Implementation Step:** A one-step adjustment after initial slotting shall be granted in the appropriate category as identified below for those incumbents on the General Pay Plan (GPP) only, if salary increase after initial slotting is less than 3.8%:

- a. **At Minimum:** Incumbents receiving less than a 3.8% pay adjustment upon initial slotting at minimum, shall move to next higher step (No adjustment for incumbents who receive equal or more than a 3.8% increase upon initial slotting).

Employee "A-1" is an Automotive Mechanic I, currently at Step 6 of Pay Grade H, \$25,967. The initial slotting consideration shall therefore be at Step 1 of Pay Grade H, \$26,520 on the GPP. Employee "A-1" received a 2.13% increase and is entitled to an implementation step to Step 2, of Pay Grade H, at \$27,525 on the GPP.

- b. **Between Step 2 and Step 17:** All incumbents shall move to the next higher step after initial slotting if increase is less than 3.8%.

- c. **At Step 18:** All incumbents shall move to the next higher salary multiplied by 3.1% of Step 18, if their increase is less than 3.8%.

Employee "A-2" is an Automotive Mechanic Supervisor, currently beyond Step 20 of pay grade L on the Unified Pay Plan, at \$64,392 (This salary is derived by adding 3.5% to Step 20 and thereafter of pay grade L of the Unified Pay Plan consistent with the policy on increments to be granted upon satisfactory performance every 24 months). The initial slotting consideration shall be to Step 18 of pay grade L at \$65,389 on the GPP. Employee "A-2" received a 1.55% increase and is entitled to an implementation salary of \$67,416 which is derived as follows:

- >Initial slotting at L-18 \$65,389.
- >Calculation of the next higher salary from L-18
 $\$65,389 \times 3.1\%$ is \$67,416
- >Final Slotting shall be to \$67,416.

[APPENDIX D]

- d. Incumbents whose current salary on the Unified Pay Plan is above Step 18 on the GPP shall be slotted to the next higher salary multiplied by 3.1% of Step 18 until the salary closest to but not less than the employee's salary before implementation is reached. Incumbents shall receive the next highest salary if the increase upon initial slotting is less than 3.8%. See example below:

Employee "A-3" is an Automotive Mechanic I, currently at the salary of \$46,859 of the Unified Pay Plan (This salary is derived by adding 3.5% to Step 20 and thereafter of pay grade L of the Unified Pay Plan). The initial slotting consideration shall be beyond Step 18 of the GPP closest to but not less than the employees' current salary calculated as follows:

>Initial Slotting Calculation:

$$H-18 \$46,742 \times 3.1\% = \$48,191$$

Employee "A-3" received a 2.84% increase based upon initial slotting and is entitled to an implementation salary of \$49,685 which is derived as follows:

$$>\$48,191 \times 3.1\% = \$49,685$$

Final Slotting shall be to the salary above.

3. Market Premium Position:

Incumbent employees occupying positions considered as "Market Premium" will be initially transitioned into their respective pay grades under the new pay plans at the salary closest to but not less than. Should an employee's salary prior to transition exceed Step 18 of their respective pay grades, adjustments of 3.1% shall be added to the salary of Step 18 until the salary closest to but not less than the employee's salary is reached.

A list of Market Premium positions will be issued identifying those positions, which the market demands a higher pay than others with similar job content (i.e., Pharmacists, Therapists, etc.). Any further pay adjustments will be determined upon issuance of this list. Any amendments to the list will be made upon determination by the Director of Administration as required.

[APPENDIX D]

Note: The guidelines above are applicable only to those positions which fall under the GPP. Positions which fall under the EDU, 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.

4. **Salary Increment Conversion (A):** Upon implementation of the new pay plans, incumbents whose salary increment anniversary dates were effective between 01/26/13 and 01/25/14 shall be converted to the associated waiting period of the pay grade and step upon implementation with credit granted for time served prior to implementation.

Employee "A-1" is an Employment Development Worker II, currently at Step 11 of Pay Grade I, \$33,206. Initial slotting shall therefore be at Pay Grade I, Step 6 \$34,439 on the GPP. Employee "A-1" received a 3.7% increase and is entitled to an implementation step on the GPP to Step 7, \$35,744. Prior to implementation his salary increment was received on 03/01/13 to Step 11 based on a 24-month waiting period and would have received the next increment on 03/01/15. Credit shall be granted from 03/01/13 to 01/25/14 and as a result of the conversion, the next salary increment to Pay Grade I Step 8 on the GPP shall be due on 09/01/14.

Salary Increment Conversion (B): Upon implementation into the new pay plans, incumbents whose salary increment anniversary dates are due on 01/26/14 or after shall maintain their previous salary increment anniversary dates upon transition into the new pay grade and step, and shall receive their increments as scheduled based on a satisfactory or higher rating, and then the new waiting period shall commence thereafter.

Employee "A-2" is Planner III, currently at Step 13 of Pay Grade M, \$47,695. Slotting shall therefore be at Pay Grade M, Step 6 \$49,093 on the GPP. Employee "A-2" received a 2.9% increase and is entitled to an implementation step on the General Pay Plan to Pay Grade M, Step 7 \$50,953. Prior to implementation his salary increment was received on 12/23/12 to Step 13 based on a 24-month waiting period. The next salary increment to Pay Grade M Step 8 on the GPP shall be due on 12/23/14, thereafter an 18-month waiting period shall commence.

B. Unclassified Employees:

1. Department/Agency Heads

Incumbents shall be slotted at the step in the grade assignment at least closest to and not less than the current rate of pay at the discretion of the Governor. Any further pay adjustments after implementation shall be at the discretion of the Governor.

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 *Government of Guam Competitive Wage Act of 2014* unless mutually agreed upon

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 their current rate of pay.
- 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 their current rate of pay.
- b. Elected officials shall receive the new rates identified under the Rate of Pay Schedule.

III. New Appointments:

New employees hired after implementation under the General Pay Plan will be fully transitioned into the plan upon availability of funding. From the time of hiring and until full implementation is granted, new hires on the General Pay Plan will receive the salary calculated by the difference of the salaries under the Unified Pay Plan and the new salaries on the General Pay Plan divided by two then that result is subtracted from the new salaries under the General Pay Plan.

[APPENDIX D]

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.
2. Hiring above Step 1 shall be approved by the appropriate governing authority.

B. Unclassified Positions:

1. **Department/Agency Heads**

The Executive Pay Plan shall be utilized to determine compensation for new appointments and slotting shall be determined by the Governor.

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**

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. Hiring above Step 1 shall be approved by the appropriate governing authority.

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 Step 7 of the assigned pay grade at the discretion of the appointing authority.
- b. Step 7 shall be the maximum step for slotting. Further adjustments beyond Step 7 at the discretion of the appointing authority (in reference to pay adjustments), shall require a performance evaluation pursuant to Section IV of these Policies and Procedures for unclassified employees.

[APPENDIX D]

- 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, NPP, and EDU plans shall be compensated based on satisfactory or outstanding performance. Employees shall be entitled to a one-step salary increment between Steps 1 through 7 after twelve (12) months, between Steps 7 through 9 after eighteen (18) months, and between Steps 10 through 18 after 24 (twenty-four) months of satisfactory or outstanding performance in the appropriate pay plan. A 3.1% pay adjustment will be added beyond Step 18 based on a satisfactory or outstanding performance.
2. Every classified employee within the ATTY Pay Plan shall be compensated based on satisfactory or outstanding performance. Employees shall be entitled to a one-step salary increment between Steps 1 through 7 after twelve (12) months, between 7 through 9 after eighteen (18) months, and Step 10 and beyond after 24 (twenty-four) months of satisfactory or outstanding performance. A 3.1% pay adjustment will be added beyond Step 10 based on a satisfactory or outstanding performance.

B. Unclassified Employees

1. Pay adjustments beyond Step 7 may be granted at the discretion of the appointing authority and shall require a performance evaluation every 24 months of satisfactory performance

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 pay plans that do not have pay grades (i.e. EDU and ATTY plans).

Employees promoted after implementation under the General Pay Plan will receive the fully promoted salary upon availability of funding. From the time of promotion and until the full promoted salary is implemented, promotions on the General Pay Plan will be calculated by the difference of the salary prior to promotion and the target salary (derived from the two-step adjustment) divided by two, added to the salary prior to promotion.

- A. **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.

[APPENDIX D]

Example:

An Accounting Technician I at pay grade H, Step 4 at \$29,650 in the GPP accepts a promotion to an Accounting Technician II at pay grade I. Calculation of the employee's salary plus the two steps shall be to Step 6, of pay grade H at \$31,940. Promotional Slotting shall result at pay grade I, Step 4 at \$31,970.

- B. Promotions beyond Step 18:** in a promotion, the incumbent's salary shall be calculated at (2) two adjustments of 3.1% from the incumbent's salary prior to promotion and then slotted closest to but not less than the salary within the target pay range. If slotting occurs beyond Step 18 of the target pay range, slot to the next higher salary multiplied by 3.1% of Step 18 closest to but not less than.

Example:

An Employment Development Worker II at pay grade i, Step 18, \$50,399 on the GPP is promoted to a Customer Service Supervisor at pay grade J. Calculation of the incumbent's salary shall be derived as follows:

Calculation 1: $\$50,399 \times 3.1\% = \$51,961$

Calculation 2: $\$51,961 \times 3.1\% = \$53,572$

Slot from the calculated salary of \$53,572 into the target pay range of J, closest to but not less than. Final Promotional slotting shall be at Step 18, \$54,771 of pay grade J.

VI. Demotion

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

Demotions from Step 1 through Step 18: in a demotion, the incumbent's salary shall be slotted within the target pay range closest to but not more than the incumbent's salary prior to demotion.

Example: A Communicable Disease Control Coordinator III (Supervisor) at pay grade N, Step 4 at \$50,328 accepts a voluntary demotion to a Communicable Disease Control Coordinator II at pay grade M. Slotting shall result at pay grade M, step 6, at \$49,093.

Demotions from above Step 18: If demoting by one pay grade slot closest to but not more than. If demoting by two or more pay grades, slot to maximum salary of the demoted position.

[APPENDIX D]

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

Employees involuntarily demoted after implementation under the General Pay Plan will receive the fully involuntary demoted salary in August 2014. From the time of involuntary demotion and until the full involuntary demoted salary is implemented, involuntary demotions on the General Pay Plan will be calculated by the difference of the salary prior to demotion (based upon the options selected below) and the target salary divided by two, added to the salary prior to the voluntary demotion.

In an involuntary demotion, the incumbent's salary shall be reduced (A) at least (1) one step; or (B) no more than (2) two steps of the current position within their current pay range; and then slotted closest to but not more than the salary within the target pay range; or (C) to the lowest step of the demoted position (at the discretion of the appointing authority).

- A. Example: A Management Analyst III at pay grade M, Step 5 at \$47,301 is involuntarily demoted to a Management Analyst II at pay grade L. Move one step down in the current pay grade M, Step 4 at \$45,574, then slot to pay grade L, Step 6 at \$44,682.
- B. Example: A Management Analyst III at pay grade M, Step 5 at \$47,301 is involuntarily demoted to a Management Analyst II at pay grade L. Move two steps down in the current pay grade M, Step 3 at \$43,901, then slot to pay grade L, Step 5 at \$43,051.
- C. Example: A Management Analyst III at pay grade M, Step 5 at \$47,301 is involuntarily demoted to a Management Analyst II at pay grade L. Slot to Step 1 of pay grade L at \$37,100.

VII. Transfers between Pay Plans not including the Law Enforcement Pay Plan

A. General Pay Plan (GPP) Transfers:

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

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

- 1. Transfer – Promotion (Refer to Section V)

[APPENDIX D]

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 External Pay Plans

Employees transferred after implementation under the General Pay Plan will be fully transitioned into the plan upon availability of funding. From the time of transfer and until full implementation is granted, transfers on the General Pay Plan will receive the salary calculated by the difference of the salaries of the External Pay Plan and the salaries on the General Pay Plan divided by two added to the External Pay Plan salary, as applicable.

Transfers

1. Same position transfers from External pay plans shall be straight slotted (closest to and not less than) or placed into the assigned grades/levels and ranges of positions within the GPP, EDU, NPP, ATTY pay plans.
2. Position transfers between the Law Enforcement and Public Safety Pay Plan, GPP, NPP, and the EDU with the same pay grades/levels shall be straight slotted.
3. Transfers from External pay plans that result in a promotion shall be straight slotted (closest to and not less than) or placed into the assigned grades/levels and ranges of the positions within the GPP, EDU, NPP, ATTY pay plans. However, for movement from the Law Enforcement and Public Safety Pay Plan, Section V. Promotion shall be followed.
4. Transfers from External pay plans that result in a demotion shall be straight slotted (closest to and not more than) or placed into the assigned grades/levels and ranges of the positions within the GPP, EDU, NPP, ATTY pay plans. However, for movement from the Law Enforcement and Public Safety Pay Plan, Section VI. Voluntary Demotion shall be followed.

Note: Pay Grades are not considered when determining movement between different pay plans (i.e., pay plans from autonomous agencies, public corporations, etc.). Maximum salary of the target position is the driving factor for determination of salary adjustments. External pay plans include the Law Enforcement Pay Plan, pay plans from autonomous agencies, public corporations, etc.

IX. Salary Due to a Medical Condition

A. Compensation Following a Service-Connected Disability (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.

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 *Government of Guam* who were in good standing at the time of separation 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 of the new pay plans, Section II A. 1 of this Policy shall be applied to determine pay.

[APPENDIX D]

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 of the new pay plans, Section II A. 1 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 31 consecutive calendar days in a detail. Similar Rules as adopted by other entities shall be affected.
- B. Employees detailed to an unclassified position may be compensated between Step 1 and Step 7, at the discretion of the appointing authority provided that compensation is closest to but not less than the employee's current rate of pay. If an incumbent's salary is above Step 7 of the detailed position, the employee's 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 no higher than Step 7 of the salary ranges on the Executive Pay Plan (EPP)(Refer to Section III B. 4) 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

[APPENDIX D]

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 walver, as provided for in Rules 5.004(B) and 5.012(B) of the Department of Administration's Personnel Rules and Regulations. Similar Rules as adopted by other entities shall be affected.

Note: Rule 5.013 D of the Department of Administration's Personnel Rules and Regulations is null and void.

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 (Post-Implementation)

- 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.
- 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 expiration of two years from the date of the reassignment.

XVII. General Provisions Relating to Salary Increment Increases

- A. Salary increment increases shall be granted through the Compensation Policy in Section IV of these Policies and Procedures.
- 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. Where there is no change in the waiting period, the salary increment date in the pay grade before the reclassification shall be maintained. Where there is a change to a shorter waiting period (Steps 1 through 7), the salary increment date before the reclassification shall be maintained. Where there is a change to a longer waiting period (Steps 8 through 10, 11 through 18), the new waiting period shall be applied.

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.

[APPENDIX D]

7. Salary increment freeze.
8. Voluntary demotions within the same class provided that the work performed prior to demotion is satisfactory.
9. Merit-step increases pursuant to Subsection (e) of §15906, Article 9, Chapter 15, Title 17 Guam Code Annotated.
10. Other situations as may be determined by the Director of Administration.

D. Creditable Service Upon Re-Employment:

Permanent classified employees who separate from the Government of Guam 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 one step pay adjustment upon meeting the requirements of Subsection (e) of §15906, Article 9, Chapter 15, Title 17, Guam 17 Code Annotated

Note: Salary increases affecting the General Pay Plan in any of the preceding sections will be fully implemented upon availability of funding.

XIX. Miscellaneous

Separate pay policies specific to each Pay Plan will be issued.

Approved by:


Benita A. Manglona, Director
Department of Administration

Date: 2/14/14

[APPENDIX E]

GPP Increment Schedule

Months Remaining in FY			12	11	10	9	8	7	6	5	4	3	2	1
Grade	Step	Salary	10-Oct	11-Nov	12-Dec	1-Jan	2-Feb	3-Mar	4-Apr	5-May	6-Jun	7-Jul	8-Aug	9-Sep
A	01	15,715	596	546	497	447	397	348	298	248	199	149	99	50
A	02	16,311	618	567	515	464	412	361	309	258	206	155	103	52
A	03	16,929	641	588	534	481	427	374	321	267	214	160	107	53
A	04	17,570	666	611	555	500	444	389	333	278	222	167	111	56
A	05	18,236	691	633	576	518	461	403	346	288	230	173	115	58
A	06	18,927	717	657	598	538	478	418	359	299	239	179	120	60
A	07	19,644	623	571	519	467	415	363	312	260	208	156	104	52
A	08	20,267	643	589	536	482	429	375	322	268	214	161	107	54
A	09	20,910	664	609	553	498	443	387	332	277	221	166	111	55
A	10	21,574	684	627	570	513	456	399	342	285	228	171	114	57
A	11	22,258	706	647	588	530	471	412	353	294	235	177	118	59
A	12	22,964	729	668	608	547	486	425	365	304	243	182	122	61
A	13	23,693	752	689	627	564	501	439	376	313	251	188	125	63
A	14	24,445	775	710	646	581	517	452	388	323	258	194	129	65
A	15	25,220	801	734	668	601	534	467	401	334	267	200	134	67
A	16	26,021	825	756	688	619	550	481	413	344	275	206	138	69
A	17	26,846	852	781	710	639	568	497	426	355	284	213	142	71
A	18	27,698	969	889	808	727	646	566	485	404	323	242	162	81
B	01	16,694	632	579	527	474	421	369	316	263	211	158	105	53
B	02	17,326	657	602	548	493	438	383	329	274	219	164	110	55
B	03	17,983	681	624	568	511	454	397	341	284	227	170	114	57
B	04	18,664	707	648	589	530	471	412	354	295	236	177	118	59
B	05	19,371	734	673	612	551	489	428	367	306	245	184	122	61
B	06	20,105	762	699	635	572	508	445	381	318	254	191	127	64
B	07	20,867	662	607	552	497	441	386	331	276	221	166	110	55
B	08	21,529	683	626	569	512	455	398	342	285	228	171	114	57
B	09	22,212	705	646	588	529	470	411	353	294	235	176	118	59
B	10	22,917	727	666	606	545	485	424	364	303	242	182	121	61
B	11	23,644	750	688	625	563	500	438	375	313	250	188	125	63
B	12	24,394	774	710	645	581	516	452	387	323	258	194	129	65
B	13	25,168	799	732	666	599	533	466	400	333	266	200	133	67
B	14	25,967	824	755	687	618	549	481	412	343	275	206	137	69
B	15	26,791	850	779	708	638	567	496	425	354	283	213	142	71
B	16	27,641	877	804	731	658	585	512	439	365	292	219	146	73
B	17	28,518	904	829	753	678	603	527	452	377	301	226	151	75
B	18	29,422	1,030	944	858	772	687	601	515	429	343	257	172	86
C	01	17,769	673	617	561	505	449	393	337	280	224	168	112	56
C	02	18,442	699	641	583	524	466	408	350	291	233	175	117	58
C	03	19,141	725	665	604	544	483	423	363	302	242	181	121	60
C	04	19,866	753	690	628	565	502	439	377	314	251	188	126	63
C	05	20,619	781	716	651	586	521	456	391	325	260	195	130	65
C	06	21,400	811	743	676	608	541	473	406	338	270	203	135	68
C	07	22,211	705	646	588	529	470	411	353	294	235	176	118	59
C	08	22,916	727	666	606	545	485	424	364	303	242	182	121	61
C	09	23,643	750	688	625	563	500	438	375	313	250	188	125	63
C	10	24,393	774	710	645	581	516	452	387	323	258	194	129	65
C	11	25,167	798	732	665	599	532	466	399	333	266	200	133	67
C	12	25,965	824	755	687	618	549	481	412	343	275	206	137	69
C	13	26,789	850	779	708	638	567	496	425	354	283	213	142	71
C	14	27,639	877	804	731	658	585	512	439	365	292	219	146	73
C	15	28,516	905	830	754	679	603	528	453	377	302	226	151	75
C	16	29,421	933	855	778	700	622	544	467	389	311	233	156	78
C	17	30,354	964	884	803	723	643	562	482	402	321	241	161	80
C	18	31,318	1,096	1,005	913	822	731	639	548	457	365	274	183	91
D	01	19,040	721	661	601	541	481	421	361	300	240	180	120	60
D	02	19,761	749	687	624	562	499	437	375	312	250	187	125	62
D	03	20,510	777	712	648	583	518	453	389	324	259	194	130	65
D	04	21,287	807	740	673	605	538	471	404	336	269	202	135	67
D	05	22,094	837	767	698	628	558	488	419	349	279	209	140	70
D	06	22,931	869	797	724	652	579	507	435	362	290	217	145	72
D	07	23,800	755	692	629	566	503	440	378	315	252	189	126	63
D	08	24,555	779	714	649	584	519	454	390	325	260	195	130	65
D	09	25,334	804	737	670	603	536	469	402	335	268	201	134	67
D	10	26,138	829	760	691	622	553	484	415	345	276	207	138	69
D	11	26,967	856	785	713	642	571	499	428	357	285	214	143	71
D	12	27,823	883	809	736	662	589	515	442	368	294	221	147	74
D	13	28,706	911	835	759	683	607	531	456	380	304	228	152	76

[APPENDIX E]

Months Remaining in FY			GPP Increment Schedule											
Grade	Step	Salary	12	11	10	9	8	7	6	5	4	3	2	1
			10-Oct	11-Nov	12-Dec	1-Jan	2-Feb	3-Mar	4-Apr	5-May	6-Jun	7-Jul	8-Aug	9-Sep
D	14	29,617	939	861	783	704	626	548	470	391	313	235	157	78
D	15	30,556	970	889	808	728	647	566	485	404	323	243	162	81
D	16	31,526	1,000	917	833	750	667	583	500	417	333	250	167	83
D	17	32,526	1,032	946	860	774	688	602	516	430	344	258	172	86
D	18	33,558	1,175	1,077	979	881	783	685	587	489	392	294	196	98
E	01	21,095	800	733	667	600	533	467	400	333	267	200	133	67
E	02	21,895	829	760	691	622	553	484	415	345	276	207	138	69
E	03	22,724	861	789	718	646	574	502	431	359	287	215	144	72
E	04	23,585	894	820	745	671	596	522	447	373	298	224	149	75
E	05	24,479	927	850	773	695	618	541	464	386	309	232	155	77
E	06	25,406	963	883	803	722	642	562	482	401	321	241	161	80
E	07	26,369	837	767	698	628	558	488	419	349	279	209	140	70
E	08	27,206	863	791	719	647	575	503	432	360	288	216	144	72
E	09	28,069	890	816	742	668	593	519	445	371	297	223	148	74
E	10	28,959	919	842	766	689	613	536	460	383	306	230	153	77
E	11	29,878	948	869	790	711	632	553	474	395	316	237	158	79
E	12	30,826	978	897	815	734	652	571	489	408	326	245	163	82
E	13	31,804	1,009	925	841	757	673	589	505	420	336	252	168	84
E	14	32,813	1,042	955	868	782	695	608	521	434	347	261	174	87
E	15	33,855	1,074	985	895	806	716	627	537	448	358	269	179	90
E	16	34,929	1,108	1,016	923	831	739	646	554	462	369	277	185	92
E	17	36,037	1,143	1,048	953	857	762	667	572	476	381	286	191	95
E	18	37,180	1,301	1,193	1,084	976	868	759	651	542	434	325	217	108
F	01	23,171	878	805	732	659	585	512	439	366	293	220	146	73
F	02	24,049	911	835	759	683	607	531	456	380	304	228	152	76
F	03	24,960	946	867	788	710	631	552	473	394	315	237	158	79
F	04	25,906	982	900	818	737	655	573	491	409	327	246	164	82
F	05	26,888	1,019	934	849	764	679	594	510	425	340	255	170	85
F	06	27,907	1,057	969	881	793	705	617	529	440	352	264	176	88
F	07	28,964	919	842	766	689	613	536	460	383	306	230	153	77
F	08	29,883	948	869	790	711	632	553	474	395	316	237	158	79
F	09	30,831	978	897	815	734	652	571	489	408	326	245	163	82
F	10	31,809	1,010	926	842	758	673	589	505	421	337	253	168	84
F	11	32,819	1,041	954	868	781	694	607	521	434	347	260	174	87
F	12	33,860	1,074	985	895	806	716	627	537	448	358	269	179	90
F	13	34,934	1,109	1,017	924	832	739	647	555	462	370	277	185	92
F	14	36,043	1,143	1,048	953	857	762	667	572	476	381	286	191	95
F	15	37,186	1,180	1,082	983	885	787	688	590	492	393	295	197	98
F	16	38,366	1,217	1,116	1,014	913	811	710	609	507	406	304	203	101
F	17	39,583	1,256	1,151	1,047	942	837	733	628	523	419	314	209	105
F	18	40,839	1,429	1,310	1,191	1,072	953	834	715	596	476	357	238	119
G	01	24,729	937	859	781	703	625	547	469	390	312	234	156	78
G	02	25,666	972	891	810	729	648	567	486	405	324	243	162	81
G	03	26,638	1,010	926	842	758	673	589	505	421	337	253	168	84
G	04	27,648	1,047	960	873	785	698	611	524	436	349	262	175	87
G	05	28,695	1,088	997	907	816	725	635	544	453	363	272	181	91
G	06	29,783	1,128	1,034	940	846	752	658	564	470	376	282	188	94
G	07	30,911	981	899	818	736	654	572	491	409	327	245	164	82
G	08	31,892	1,012	928	843	759	675	590	506	422	337	253	169	84
G	09	32,904	1,044	957	870	783	696	609	522	435	348	261	174	87
G	10	33,948	1,077	987	898	808	718	628	539	449	359	269	180	90
G	11	35,025	1,111	1,018	926	833	741	648	556	463	370	278	185	93
G	12	36,136	1,147	1,051	956	860	765	669	574	478	382	287	191	96
G	13	37,283	1,182	1,084	985	887	788	690	591	493	394	296	197	99
G	14	38,465	1,221	1,119	1,018	916	814	712	611	509	407	305	204	102
G	15	39,686	1,259	1,154	1,049	944	839	734	630	525	420	315	210	105
G	16	40,945	1,299	1,191	1,083	974	866	758	650	541	433	325	217	108
G	17	42,244	1,341	1,229	1,118	1,006	894	782	671	559	447	335	224	112
G	18	43,585	1,525	1,398	1,271	1,144	1,017	890	763	636	508	381	254	127
H	01	26,520	1,005	921	838	754	670	586	503	419	335	251	168	84
H	02	27,525	1,043	956	869	782	695	608	522	435	348	261	174	87
H	03	28,568	1,082	992	902	812	721	631	541	451	361	271	180	90
H	04	29,650	1,124	1,030	937	843	749	656	562	468	375	281	187	94
H	05	30,774	1,166	1,069	972	875	777	680	583	486	389	292	194	97
H	06	31,940	1,210	1,109	1,008	908	807	706	605	504	403	303	202	101
H	07	33,150	1,052	964	877	789	701	614	526	438	351	263	175	88
H	08	34,202	1,085	995	904	814	723	633	543	452	362	271	181	90

[APPENDIX E]

GPP Increment Schedule

Months Remaining in FY			12	11	10	9	8	7	6	5	4	3	2	1
Grade	Step	Salary	10-Oct	11-Nov	12-Dec	1-Jan	2-Feb	3-Mar	4-Apr	5-May	6-Jun	7-Jul	8-Aug	9-Sep
H	09	35,287	1,120	1,027	933	840	747	653	560	467	373	280	187	93
H	10	36,407	1,155	1,059	963	866	770	674	578	481	385	289	193	96
H	11	37,562	1,191	1,092	993	893	794	695	596	496	397	298	199	99
H	12	38,753	1,230	1,128	1,025	923	820	718	615	513	410	308	205	103
H	13	39,983	1,269	1,163	1,058	952	846	740	635	529	423	317	212	106
H	14	41,252	1,308	1,199	1,090	981	872	763	654	545	436	327	218	109
H	15	42,560	1,351	1,238	1,126	1,013	901	788	676	563	450	338	225	113
H	16	43,911	1,393	1,277	1,161	1,045	929	813	697	580	464	348	232	116
H	17	45,304	1,438	1,318	1,198	1,079	959	839	719	599	479	360	240	120
H	18	46,742	1,636	1,500	1,363	1,227	1,091	954	818	682	545	409	273	136
I	01	28,595	1,084	994	903	813	723	632	542	452	361	271	181	90
I	02	29,679	1,124	1,030	937	843	749	656	562	468	375	281	187	94
I	03	30,803	1,167	1,070	973	875	778	681	584	486	389	292	195	97
I	04	31,970	1,212	1,111	1,010	909	808	707	606	505	404	303	202	101
I	05	33,182	1,257	1,152	1,048	943	838	733	629	524	419	314	210	105
I	06	34,439	1,305	1,196	1,088	979	870	761	653	544	435	326	218	109
I	07	35,744	1,134	1,040	945	851	756	662	567	473	378	284	189	95
I	08	36,878	1,170	1,073	975	878	780	683	585	488	390	293	195	98
I	09	38,048	1,207	1,106	1,006	905	805	704	604	503	402	302	201	101
I	10	39,255	1,246	1,142	1,038	935	831	727	623	519	415	312	208	104
I	11	40,501	1,285	1,178	1,071	964	857	750	643	535	428	321	214	107
I	12	41,786	1,326	1,216	1,105	995	884	774	663	553	442	332	221	111
I	13	43,112	1,368	1,254	1,140	1,026	912	798	684	570	456	342	228	114
I	14	44,480	1,411	1,293	1,176	1,058	941	823	706	588	470	353	235	118
I	15	45,891	1,456	1,335	1,213	1,092	971	849	728	607	485	364	243	121
I	16	47,347	1,502	1,377	1,252	1,127	1,001	876	751	626	501	376	250	125
I	17	48,849	1,550	1,421	1,292	1,163	1,033	904	775	646	517	388	258	129
I	18	50,399	1,764	1,617	1,470	1,323	1,176	1,029	882	735	588	441	294	147
J	01	31,076	1,177	1,079	981	883	785	687	589	490	392	294	196	98
J	02	32,253	1,223	1,121	1,019	917	815	713	612	510	408	306	204	102
J	03	33,476	1,268	1,162	1,057	951	845	740	634	528	423	317	211	106
J	04	34,744	1,317	1,207	1,098	988	878	768	659	549	439	329	220	110
J	05	36,061	1,366	1,252	1,138	1,025	911	797	683	569	455	342	228	114
J	06	37,427	1,418	1,300	1,182	1,064	945	827	709	591	473	355	236	118
J	07	38,845	1,232	1,129	1,027	924	821	719	616	513	411	308	205	103
J	08	40,077	1,272	1,166	1,060	954	848	742	636	530	424	318	212	106
J	09	41,349	1,312	1,203	1,093	984	875	765	656	547	437	328	219	109
J	10	42,661	1,354	1,241	1,128	1,016	903	790	677	564	451	339	226	113
J	11	44,015	1,396	1,280	1,163	1,047	931	814	698	582	465	349	233	116
J	12	45,411	1,441	1,321	1,201	1,081	961	841	721	600	480	360	240	120
J	13	46,852	1,486	1,362	1,238	1,115	991	867	743	619	495	372	248	124
J	14	48,338	1,534	1,406	1,278	1,151	1,023	895	767	639	511	384	256	128
J	15	49,872	1,583	1,451	1,319	1,187	1,055	923	792	660	528	396	264	132
J	16	51,455	1,632	1,496	1,360	1,224	1,088	952	816	680	544	408	272	136
J	17	53,087	1,684	1,544	1,403	1,263	1,123	982	842	702	561	421	281	140
J	18	54,771	1,917	1,757	1,597	1,438	1,278	1,118	958	799	639	479	319	160
K	01	33,911	1,285	1,178	1,071	964	857	750	643	535	428	321	214	107
K	02	35,196	1,334	1,223	1,112	1,001	889	778	667	556	445	334	222	111
K	03	36,530	1,384	1,269	1,153	1,038	923	807	692	577	461	346	231	115
K	04	37,914	1,436	1,316	1,197	1,077	957	838	718	598	479	359	239	120
K	05	39,350	1,491	1,367	1,243	1,118	994	870	746	621	497	373	249	124
K	06	40,841	1,548	1,419	1,290	1,161	1,032	903	774	645	516	387	258	129
K	07	42,389	1,345	1,233	1,121	1,009	897	785	673	560	448	336	224	112
K	08	43,734	1,388	1,272	1,157	1,041	925	810	694	578	463	347	231	116
K	09	45,122	1,431	1,312	1,193	1,073	954	835	716	596	477	358	239	119
K	10	46,553	1,477	1,354	1,231	1,108	985	862	739	615	492	369	246	123
K	11	48,030	1,524	1,397	1,270	1,143	1,016	889	762	635	508	381	254	127
K	12	49,554	1,572	1,441	1,310	1,179	1,048	917	786	655	524	393	262	131
K	13	51,126	1,623	1,488	1,353	1,217	1,082	947	812	676	541	406	271	135
K	14	52,749	1,673	1,534	1,394	1,255	1,115	976	837	697	558	418	279	139
K	15	54,422	1,727	1,583	1,439	1,295	1,151	1,007	864	720	576	432	288	144
K	16	56,149	1,781	1,633	1,484	1,336	1,187	1,039	891	742	594	445	297	148
K	17	57,930	1,838	1,685	1,532	1,379	1,225	1,072	919	766	613	460	306	153
K	18	59,768	2,092	1,918	1,743	1,569	1,395	1,220	1,046	872	697	523	349	174
L	01	37,100	1,406	1,289	1,172	1,055	937	820	703	586	469	352	234	117
L	02	38,506	1,459	1,337	1,216	1,094	973	851	730	608	486	365	243	122
L	03	39,965	1,514	1,388	1,262	1,136	1,009	883	757	631	505	379	252	126

GPP Increment Schedule

[APPENDIX E]

Months Remaining in FY			12	11	10	9	8	7	6	5	4	3	2	1
Grade	Step	Salary	10-Oct	11-Nov	12-Dec	1-Jan	2-Feb	3-Mar	4-Apr	5-May	6-Jun	7-Jul	8-Aug	9-Sep
L	04	41,479	1,572	1,441	1,310	1,179	1,048	917	786	655	524	393	262	131
L	05	43,051	1,631	1,495	1,359	1,223	1,087	951	816	680	544	408	272	136
L	06	44,682	1,693	1,552	1,411	1,270	1,129	988	847	705	564	423	282	141
L	07	46,375	1,471	1,348	1,226	1,103	981	858	736	613	490	368	245	123
L	08	47,846	1,518	1,392	1,265	1,139	1,012	886	759	633	506	380	253	127
L	09	49,364	1,567	1,436	1,306	1,175	1,045	914	784	653	522	392	261	131
L	10	50,931	1,616	1,481	1,347	1,212	1,077	943	808	673	539	404	269	135
L	11	52,547	1,667	1,528	1,389	1,250	1,111	972	834	695	556	417	278	139
L	12	54,214	1,720	1,577	1,433	1,290	1,147	1,003	860	717	573	430	287	143
L	13	55,934	1,775	1,627	1,479	1,331	1,183	1,035	888	740	592	444	296	148
L	14	57,709	1,831	1,678	1,526	1,373	1,221	1,068	916	763	610	458	305	153
L	15	59,540	1,889	1,732	1,574	1,417	1,259	1,102	945	787	630	472	315	157
L	16	61,429	1,949	1,787	1,624	1,462	1,299	1,137	975	812	650	487	325	162
L	17	63,378	2,011	1,843	1,676	1,508	1,341	1,173	1,006	838	670	503	335	168
L	18	65,389	2,289	2,098	1,907	1,716	1,526	1,335	1,144	954	763	572	381	191
M	01	40,762	1,545	1,416	1,288	1,159	1,030	901	773	644	515	386	258	129
M	02	42,307	1,603	1,469	1,336	1,202	1,069	935	802	668	534	401	267	134
M	03	43,910	1,664	1,525	1,387	1,248	1,109	971	832	693	555	416	277	139
M	04	45,574	1,727	1,583	1,439	1,295	1,151	1,007	864	720	576	432	288	144
M	05	47,301	1,792	1,643	1,493	1,344	1,195	1,045	896	747	597	448	299	149
M	06	49,093	1,860	1,705	1,550	1,395	1,240	1,085	930	775	620	465	310	155
M	07	50,953	1,617	1,482	1,348	1,213	1,078	943	809	674	539	404	270	135
M	08	52,570	1,668	1,529	1,390	1,251	1,112	973	834	695	556	417	278	139
M	09	54,238	1,720	1,577	1,433	1,290	1,147	1,003	860	717	573	430	287	143
M	10	55,958	1,776	1,628	1,480	1,332	1,184	1,036	888	740	592	444	296	148
M	11	57,734	1,832	1,679	1,527	1,374	1,221	1,069	916	763	611	458	305	153
M	12	59,566	1,890	1,733	1,575	1,418	1,260	1,103	945	788	630	473	315	158
M	13	61,456	1,950	1,788	1,625	1,463	1,300	1,138	975	813	650	488	325	163
M	14	63,406	2,011	1,843	1,676	1,508	1,341	1,173	1,006	838	670	503	335	168
M	15	65,417	2,076	1,903	1,730	1,557	1,384	1,211	1,038	865	692	519	346	173
M	16	67,493	2,141	1,963	1,784	1,606	1,427	1,249	1,071	892	714	535	357	178
M	17	69,634	2,210	2,026	1,842	1,658	1,473	1,289	1,105	921	737	553	368	184
M	18	71,844	2,515	2,305	2,095	1,886	1,676	1,467	1,257	1,048	838	629	419	210
N	01	45,014	1,706	1,564	1,422	1,280	1,137	995	853	711	569	427	284	142
N	02	46,720	1,770	1,623	1,475	1,328	1,180	1,033	885	738	590	443	295	148
N	03	48,490	1,838	1,685	1,532	1,379	1,225	1,072	919	766	613	460	306	153
N	04	50,328	1,907	1,748	1,589	1,430	1,271	1,112	954	795	636	477	318	159
N	05	52,235	1,979	1,814	1,649	1,484	1,319	1,154	990	825	660	495	330	165
N	06	54,214	2,054	1,883	1,712	1,541	1,369	1,198	1,027	856	685	514	342	171
N	07	56,268	1,785	1,636	1,488	1,339	1,190	1,041	893	744	595	446	298	149
N	08	58,053	1,842	1,689	1,535	1,382	1,228	1,075	921	768	614	461	307	154
N	09	59,895	1,901	1,743	1,584	1,426	1,267	1,109	951	792	634	475	317	158
N	10	61,796	1,960	1,797	1,633	1,470	1,307	1,143	980	817	653	490	327	163
N	11	63,756	2,023	1,854	1,686	1,517	1,349	1,180	1,012	843	674	506	337	169
N	12	65,779	2,087	1,913	1,739	1,565	1,391	1,217	1,044	870	696	522	348	174
N	13	67,866	2,154	1,975	1,795	1,616	1,436	1,257	1,077	898	718	539	359	180
N	14	70,020	2,221	2,036	1,851	1,666	1,481	1,296	1,111	925	740	555	370	185
N	15	72,241	2,292	2,101	1,910	1,719	1,528	1,337	1,146	955	764	573	382	191
N	16	74,533	2,365	2,168	1,971	1,774	1,577	1,380	1,183	985	788	591	394	197
N	17	76,898	2,440	2,237	2,033	1,830	1,627	1,423	1,220	1,017	813	610	407	203
N	18	79,338	2,777	2,545	2,314	2,083	1,851	1,620	1,388	1,157	926	694	463	231
O	01	49,897	1,890	1,733	1,575	1,418	1,260	1,103	945	788	630	473	315	158
O	02	51,787	1,963	1,799	1,636	1,472	1,309	1,145	982	818	654	491	327	164
O	03	53,750	2,036	1,866	1,697	1,527	1,357	1,188	1,018	848	679	509	339	170
O	04	55,786	2,114	1,938	1,762	1,586	1,409	1,233	1,057	881	705	529	352	176
O	05	57,900	2,194	2,011	1,828	1,646	1,463	1,280	1,097	914	731	549	366	183
O	06	60,094	2,277	2,087	1,898	1,708	1,518	1,328	1,139	949	759	569	380	190
O	07	62,371	1,979	1,814	1,649	1,484	1,319	1,154	990	825	660	495	330	165
O	08	64,350	2,042	1,872	1,702	1,532	1,361	1,191	1,021	851	681	511	340	170
O	09	66,392	2,106	1,931	1,755	1,580	1,404	1,229	1,053	878	702	527	351	176
O	10	68,498	2,173	1,992	1,811	1,630	1,449	1,268	1,087	905	724	543	362	181
O	11	70,671	2,243	2,056	1,869	1,682	1,495	1,308	1,122	935	748	561	374	187
O	12	72,914	2,313	2,120	1,928	1,735	1,542	1,349	1,157	964	771	578	386	193
O	13	75,227	2,387	2,188	1,989	1,790	1,591	1,392	1,194	995	796	597	398	199
O	14	77,614	2,463	2,258	2,053	1,847	1,642	1,437	1,232	1,026	821	616	411	205
O	15	80,077	2,540	2,328	2,117	1,905	1,693	1,482	1,270	1,058	847	635	423	212
O	16	82,617	2,622	2,404	2,185	1,967	1,748	1,530	1,311	1,093	874	656	437	219

[APPENDIX E]

			GPP Increment Schedule											
Months Remaining in FY			12	11	10	9	8	7	6	5	4	3	2	1
Grade	Step	Salary	10-Oct	11-Nov	12-Dec	1-Jan	2-Feb	3-Mar	4-Apr	5-May	6-Jun	7-Jul	8-Aug	9-Sep
O	17	85,239	2,704	2,479	2,253	2,028	1,803	1,577	1,352	1,127	901	676	451	225
O	18	87,943	3,078	2,822	2,565	2,309	2,052	1,796	1,539	1,283	1,026	770	513	257
P	01	55,488	2,102	1,927	1,752	1,577	1,401	1,226	1,051	876	701	526	350	175
P	02	57,590	2,183	2,001	1,819	1,637	1,455	1,273	1,092	910	728	546	364	182
P	03	59,773	2,264	2,075	1,887	1,698	1,509	1,321	1,132	943	755	566	377	189
P	04	62,037	2,351	2,155	1,959	1,763	1,567	1,371	1,176	980	784	588	392	196
P	05	64,388	2,440	2,237	2,033	1,830	1,627	1,423	1,220	1,017	813	610	407	203
P	06	66,828	2,532	2,321	2,110	1,899	1,688	1,477	1,266	1,055	844	633	422	211
P	07	69,360	2,201	2,018	1,834	1,651	1,467	1,284	1,101	917	734	550	367	183
P	08	71,561	2,270	2,081	1,892	1,703	1,513	1,324	1,135	946	757	568	378	189
P	09	73,831	2,343	2,148	1,953	1,757	1,562	1,367	1,172	976	781	586	391	195
P	10	76,174	2,417	2,216	2,014	1,813	1,611	1,410	1,209	1,007	806	604	403	201
P	11	78,591	2,493	2,285	2,078	1,870	1,662	1,454	1,247	1,039	831	623	416	208
P	12	81,084	2,573	2,359	2,144	1,930	1,715	1,501	1,287	1,072	858	643	429	214
P	13	83,657	2,654	2,433	2,212	1,991	1,769	1,548	1,327	1,106	885	664	442	221
P	14	86,311	2,739	2,511	2,283	2,054	1,826	1,598	1,370	1,141	913	685	457	228
P	15	89,050	2,825	2,590	2,354	2,119	1,883	1,648	1,413	1,177	942	706	471	235
P	16	91,875	2,915	2,672	2,429	2,186	1,943	1,700	1,458	1,215	972	729	486	243
P	17	94,790	3,008	2,757	2,507	2,256	2,005	1,755	1,504	1,253	1,003	752	501	251
P	18	97,798	3,423	3,138	2,852	2,567	2,282	1,997	1,711	1,426	1,141	856	570	285
Q	01	60,482	2,291	2,100	1,909	1,718	1,527	1,336	1,146	955	764	573	382	191
Q	02	62,773	2,379	2,181	1,983	1,784	1,586	1,388	1,190	991	793	595	397	198
Q	03	65,152	2,468	2,262	2,057	1,851	1,645	1,440	1,234	1,028	823	617	411	206
Q	04	67,620	2,563	2,349	2,136	1,922	1,709	1,495	1,282	1,068	854	641	427	214
Q	05	70,183	2,659	2,437	2,216	1,994	1,773	1,551	1,330	1,108	886	665	443	222
Q	06	72,842	2,760	2,530	2,300	2,070	1,840	1,610	1,380	1,150	920	690	460	230
Q	07	75,602	2,399	2,199	1,999	1,799	1,599	1,399	1,200	1,000	800	600	400	200
Q	08	78,001	2,475	2,269	2,063	1,856	1,650	1,444	1,238	1,031	825	619	413	206
Q	09	80,476	2,553	2,340	2,128	1,915	1,702	1,489	1,277	1,064	851	638	426	213
Q	10	83,029	2,634	2,415	2,195	1,976	1,756	1,537	1,317	1,098	878	659	439	220
Q	11	85,663	2,718	2,492	2,265	2,039	1,812	1,586	1,359	1,133	906	680	453	227
Q	12	88,381	2,804	2,570	2,337	2,103	1,869	1,636	1,402	1,168	935	701	467	234
Q	13	91,185	2,894	2,653	2,412	2,171	1,929	1,688	1,447	1,206	965	724	482	241
Q	14	94,079	2,985	2,736	2,488	2,239	1,990	1,741	1,493	1,244	995	746	498	249
Q	15	97,064	3,079	2,822	2,566	2,309	2,053	1,796	1,540	1,283	1,026	770	513	257
Q	16	100,143	3,178	2,913	2,648	2,384	2,119	1,854	1,589	1,324	1,059	795	530	265
Q	17	103,321	3,278	3,005	2,732	2,459	2,185	1,912	1,639	1,366	1,093	820	546	273
Q	18	106,599	3,731	3,420	3,109	2,798	2,487	2,176	1,865	1,555	1,244	933	622	311
R	01	65,623	2,487	2,280	2,073	1,865	1,658	1,451	1,244	1,036	829	622	415	207
R	02	68,110	2,580	2,365	2,150	1,935	1,720	1,505	1,290	1,075	860	645	430	215
R	03	70,690	2,679	2,456	2,233	2,009	1,786	1,563	1,340	1,116	893	670	447	223
R	04	73,369	2,780	2,548	2,317	2,085	1,853	1,622	1,390	1,158	927	695	463	232
R	05	76,149	2,885	2,645	2,404	2,164	1,923	1,683	1,443	1,202	962	721	481	240
R	06	79,034	2,995	2,745	2,496	2,246	1,997	1,747	1,498	1,248	998	749	499	250
R	07	82,029	2,603	2,386	2,169	1,952	1,735	1,518	1,302	1,085	868	651	434	217
R	08	84,632	2,685	2,461	2,238	2,014	1,790	1,566	1,343	1,119	895	671	448	224
R	09	87,317	2,770	2,539	2,308	2,078	1,847	1,616	1,385	1,154	923	693	462	231
R	10	90,087	2,859	2,621	2,383	2,144	1,906	1,668	1,430	1,191	953	715	477	238
R	11	92,946	2,949	2,703	2,458	2,212	1,966	1,720	1,475	1,229	983	737	492	246
R	12	95,895	3,042	2,789	2,535	2,282	2,028	1,775	1,521	1,268	1,014	761	507	254
R	13	98,937	3,139	2,877	2,616	2,354	2,093	1,831	1,570	1,308	1,046	785	523	262
R	14	102,076	3,239	2,969	2,699	2,429	2,159	1,889	1,620	1,350	1,080	810	540	270
R	15	105,315	3,342	3,064	2,785	2,507	2,228	1,950	1,671	1,393	1,114	836	557	279
R	16	108,657	3,447	3,160	2,873	2,585	2,298	2,011	1,724	1,436	1,149	862	575	287
R	17	112,104	3,557	3,261	2,964	2,668	2,371	2,075	1,779	1,482	1,186	889	593	296
R	18	115,661	4,048	3,711	3,373	3,036	2,699	2,361	2,024	1,687	1,349	1,012	675	337
S	01	70,873	2,685	2,461	2,238	2,014	1,790	1,566	1,343	1,119	895	671	448	224
S	02	73,558	2,787	2,555	2,323	2,090	1,858	1,626	1,394	1,161	929	697	465	232
S	03	76,345	2,893	2,652	2,411	2,170	1,929	1,688	1,447	1,205	964	723	482	241
S	04	79,238	3,003	2,753	2,503	2,252	2,002	1,752	1,502	1,251	1,001	751	501	250
S	05	82,241	3,116	2,856	2,597	2,337	2,077	1,818	1,558	1,298	1,039	779	519	260
S	06	85,357	3,234	2,965	2,695	2,426	2,156	1,887	1,617	1,348	1,078	809	539	270
S	07	88,591	2,811	2,577	2,343	2,108	1,874	1,640	1,406	1,171	937	703	469	234
S	08	91,402	2,900	2,658	2,417	2,175	1,933	1,692	1,450	1,208	967	725	483	242
S	09	94,302	2,992	2,743	2,493	2,244	1,995	1,745	1,496	1,247	997	748	499	249
S	10	97,294	3,087	2,830	2,573	2,315	2,058	1,801	1,544	1,286	1,029	772	515	257
S	11	100,381	3,185	2,920	2,654	2,389	2,123	1,858	1,593	1,327	1,062	796	531	265

GPP Increment Schedule

Months Remaining in FY			12	11	10	9	8	7	6	5	4	3	2	1
Grade	Step	Salary	10-Oct	11-Nov	12-Dec	1-Jan	2-Feb	3-Mar	4-Apr	5-May	6-Jun	7-Jul	8-Aug	9-Sep
S	12	103,566	3,286	3,012	2,738	2,465	2,191	1,917	1,643	1,369	1,095	822	548	274
S	13	106,852	3,390	3,108	2,825	2,543	2,260	1,978	1,695	1,413	1,130	848	565	283
S	14	110,242	3,498	3,207	2,915	2,624	2,332	2,041	1,749	1,458	1,166	875	583	292
S	15	113,740	3,609	3,308	3,008	2,707	2,406	2,105	1,805	1,504	1,203	902	602	301
S	16	117,349	3,723	3,413	3,103	2,792	2,482	2,172	1,862	1,551	1,241	931	621	310
S	17	121,072	3,841	3,521	3,201	2,881	2,561	2,241	1,921	1,600	1,280	960	640	320
S	18	124,913	4,372	4,008	3,643	3,279	2,915	2,550	2,186	1,822	1,457	1,093	729	364
T	01	76,188	2,887	2,646	2,406	2,165	1,925	1,684	1,444	1,203	962	722	481	241
T	02	79,075	2,996	2,746	2,497	2,247	1,997	1,748	1,498	1,248	999	749	499	250
T	03	82,071	3,110	2,851	2,592	2,333	2,073	1,814	1,555	1,296	1,037	778	518	259
T	04	85,181	3,227	2,958	2,689	2,420	2,151	1,882	1,614	1,345	1,076	807	538	269
T	05	88,408	3,350	3,071	2,792	2,513	2,233	1,954	1,675	1,396	1,117	838	558	279
T	06	91,758	3,477	3,187	2,898	2,608	2,318	2,028	1,739	1,449	1,159	869	580	290
T	07	95,235	3,022	2,770	2,518	2,267	2,015	1,763	1,511	1,259	1,007	756	504	252
T	08	98,257	3,117	2,857	2,598	2,338	2,078	1,818	1,559	1,299	1,039	779	520	260
T	09	101,374	3,217	2,949	2,681	2,413	2,145	1,877	1,609	1,340	1,072	804	536	268
T	10	104,591	3,318	3,042	2,765	2,489	2,212	1,936	1,659	1,383	1,106	830	553	277
T	11	107,909	3,424	3,139	2,853	2,568	2,283	1,997	1,712	1,427	1,141	856	571	285
T	12	111,333	3,532	3,238	2,943	2,649	2,355	2,060	1,766	1,472	1,177	883	589	294
T	13	114,865	3,645	3,341	3,038	2,734	2,430	2,126	1,823	1,519	1,215	911	608	304
T	14	118,510	3,760	3,447	3,133	2,820	2,507	2,193	1,880	1,567	1,253	940	627	313
T	15	122,270	3,879	3,556	3,233	2,909	2,586	2,263	1,940	1,616	1,293	970	647	323
T	16	126,149	4,003	3,669	3,336	3,002	2,669	2,335	2,002	1,668	1,334	1,001	667	334
T	17	130,152	4,129	3,785	3,441	3,097	2,753	2,409	2,065	1,720	1,376	1,032	688	344
T	18	134,281	4,700	4,308	3,917	3,525	3,133	2,742	2,350	1,958	1,567	1,175	783	392
U	01	81,522	3,089	2,832	2,574	2,317	2,059	1,802	1,545	1,287	1,030	772	515	257
U	02	84,611	3,205	2,938	2,671	2,404	2,137	1,870	1,603	1,335	1,068	801	534	267
U	03	87,816	3,328	3,051	2,773	2,496	2,219	1,941	1,664	1,387	1,109	832	555	277
U	04	91,144	3,453	3,165	2,878	2,590	2,302	2,014	1,727	1,439	1,151	863	576	288
U	05	94,597	3,585	3,286	2,988	2,689	2,390	2,091	1,793	1,494	1,195	896	598	299
U	06	98,182	3,720	3,410	3,100	2,790	2,480	2,170	1,860	1,550	1,240	930	620	310
U	07	101,902	3,233	2,964	2,694	2,425	2,155	1,886	1,617	1,347	1,078	808	539	269
U	08	105,135	3,336	3,058	2,780	2,502	2,224	1,946	1,668	1,390	1,112	834	556	278
U	09	108,471	3,442	3,155	2,868	2,582	2,295	2,008	1,721	1,434	1,147	861	574	287
U	10	111,913	3,550	3,254	2,958	2,663	2,367	2,071	1,775	1,479	1,183	888	592	296
U	11	115,463	3,664	3,359	3,053	2,748	2,443	2,137	1,832	1,527	1,221	916	611	305
U	12	119,127	3,780	3,465	3,150	2,835	2,520	2,205	1,890	1,575	1,260	945	630	315
U	13	122,907	3,899	3,574	3,249	2,924	2,599	2,274	1,950	1,625	1,300	975	650	325
U	14	126,806	4,024	3,689	3,353	3,018	2,683	2,347	2,012	1,677	1,341	1,006	671	335
U	15	130,830	4,151	3,805	3,459	3,113	2,767	2,421	2,076	1,730	1,384	1,038	692	346
U	16	134,981	4,282	3,925	3,568	3,212	2,855	2,498	2,141	1,784	1,427	1,071	714	357
U	17	139,263	4,719	4,326	3,933	3,539	3,146	2,753	2,360	1,966	1,573	1,180	787	393
U	18	143,982	5,039	4,619	4,199	3,780	3,360	2,940	2,520	2,100	1,680	1,260	840	420
V	01	86,820	3,290	3,016	2,742	2,468	2,193	1,919	1,645	1,371	1,097	823	548	274
V	02	90,110	3,414	3,130	2,845	2,561	2,276	1,992	1,707	1,423	1,138	854	569	285
V	03	93,524	3,544	3,249	2,953	2,658	2,363	2,067	1,772	1,477	1,181	886	591	295
V	04	97,068	3,678	3,372	3,065	2,759	2,452	2,146	1,839	1,533	1,226	920	613	307
V	05	100,746	3,817	3,499	3,181	2,863	2,545	2,227	1,909	1,590	1,272	954	636	318
V	06	104,563	3,962	3,632	3,302	2,972	2,641	2,311	1,981	1,651	1,321	991	660	330
V	07	108,525	3,443	3,156	2,869	2,582	2,295	2,008	1,722	1,435	1,148	861	574	287
V	08	111,968	3,553	3,257	2,961	2,665	2,369	2,073	1,777	1,480	1,184	888	592	296
V	09	115,521	3,665	3,360	3,054	2,749	2,443	2,138	1,833	1,527	1,222	916	611	305
V	10	119,186	3,782	3,467	3,152	2,837	2,521	2,206	1,891	1,576	1,261	946	630	315
V	11	122,968	3,901	3,576	3,251	2,926	2,601	2,276	1,951	1,625	1,300	975	650	325
V	12	126,869	4,026	3,691	3,355	3,020	2,684	2,349	2,013	1,678	1,342	1,007	671	336
V	13	130,895	4,153	3,807	3,461	3,115	2,769	2,423	2,077	1,730	1,384	1,038	692	346
V	14	135,048	4,285	3,928	3,571	3,214	2,857	2,500	2,143	1,785	1,428	1,071	714	357
V	15	139,333	4,420	4,052	3,683	3,315	2,947	2,578	2,210	1,842	1,473	1,105	737	368
V	16	143,753	4,561	4,181	3,801	3,421	3,041	2,661	2,281	1,900	1,520	1,140	760	380
V	17	148,314	4,706	4,314	3,922	3,530	3,137	2,745	2,353	1,961	1,569	1,177	784	392
V	18	153,020	5,356	4,909	4,463	4,017	3,570	3,124	2,678	2,232	1,785	1,339	893	446
W	01	91,595	3,471	3,182	2,893	2,603	2,314	2,025	1,736	1,446	1,157	868	579	289
W	02	95,066	3,602	3,302	3,002	2,702	2,401	2,101	1,801	1,501	1,201	901	600	300
W	03	98,668	3,739	3,427	3,116	2,804	2,493	2,181	1,870	1,558	1,246	935	623	312
W	04	102,407	3,880	3,557	3,233	2,910	2,587	2,263	1,940	1,617	1,293	970	647	323
W	05	106,287	4,027	3,691	3,356	3,020	2,685	2,349	2,014	1,678	1,342	1,007	671	336
W	06	110,314	4,180	3,832	3,483	3,135	2,787	2,438	2,090	1,742	1,393	1,045	697	348

[APPENDIX E]

			GPP Increment Schedule											
Months Remaining in FY			12	11	10	9	8	7	6	5	4	3	2	1
Grade	Step	Salary	10-Oct	11-Nov	12-Dec	1-Jan	2-Feb	3-Mar	4-Apr	5-May	6-Jun	7-Jul	8-Aug	9-Sep
W	07	114,494	3,633	3,330	3,028	2,725	2,422	2,119	1,817	1,514	1,211	908	606	303
W	08	118,127	3,748	3,436	3,123	2,811	2,499	2,186	1,874	1,562	1,249	937	625	312
W	09	121,875	3,867	3,545	3,223	2,900	2,578	2,256	1,934	1,611	1,289	967	645	322
W	10	125,742	3,989	3,657	3,324	2,992	2,659	2,327	1,995	1,662	1,330	997	665	332
W	11	129,731	4,116	3,773	3,430	3,087	2,744	2,401	2,058	1,715	1,372	1,029	686	343
W	12	133,847	4,247	3,893	3,539	3,185	2,831	2,477	2,124	1,770	1,416	1,062	708	354
W	13	138,094	4,382	4,017	3,652	3,287	2,921	2,556	2,191	1,826	1,461	1,096	730	365
W	14	142,476	4,520	4,143	3,767	3,390	3,013	2,637	2,260	1,883	1,507	1,130	753	377
W	15	146,996	4,664	4,275	3,887	3,498	3,109	2,721	2,332	1,943	1,555	1,166	777	389
W	16	151,660	4,812	4,411	4,010	3,609	3,208	2,807	2,406	2,005	1,604	1,203	802	401
W	17	156,472	4,965	4,551	4,138	3,724	3,310	2,896	2,483	2,069	1,655	1,241	828	414
W	18	161,437	5,650	5,179	4,709	4,238	3,767	3,296	2,825	2,354	1,883	1,413	942	471
X	01	96,175	3,644	3,340	3,037	2,733	2,429	2,126	1,822	1,518	1,215	911	607	304
X	02	99,819	3,783	3,468	3,153	2,837	2,522	2,207	1,892	1,576	1,261	946	631	315
X	03	103,602	3,925	3,598	3,271	2,944	2,617	2,290	1,963	1,635	1,308	981	654	327
X	04	107,527	4,074	3,735	3,395	3,056	2,716	2,377	2,037	1,698	1,358	1,019	679	340
X	05	111,601	4,229	3,877	3,524	3,172	2,819	2,467	2,115	1,762	1,410	1,057	705	352
X	06	115,830	4,389	4,023	3,658	3,292	2,926	2,560	2,195	1,829	1,463	1,097	732	366
X	07	120,219	3,814	3,496	3,178	2,861	2,543	2,225	1,907	1,589	1,271	954	636	318
X	08	124,033	3,936	3,608	3,280	2,952	2,624	2,296	1,968	1,640	1,312	984	656	328
X	09	127,969	4,060	3,722	3,383	3,045	2,707	2,368	2,030	1,692	1,353	1,015	677	338
X	10	132,029	4,189	3,840	3,491	3,142	2,793	2,444	2,095	1,745	1,396	1,047	698	349
X	11	136,218	4,322	3,962	3,602	3,242	2,881	2,521	2,161	1,801	1,441	1,081	720	360
X	12	140,540	4,459	4,087	3,716	3,344	2,973	2,601	2,230	1,858	1,486	1,115	743	372
X	13	144,999	4,601	4,218	3,834	3,451	3,067	2,684	2,301	1,917	1,534	1,150	767	383
X	14	149,600	4,746	4,351	3,955	3,560	3,164	2,769	2,373	1,978	1,582	1,187	791	396
X	15	154,346	4,897	4,489	4,081	3,673	3,265	2,857	2,449	2,040	1,632	1,224	816	408
X	16	159,243	5,053	4,632	4,211	3,790	3,369	2,948	2,527	2,105	1,684	1,263	842	421
X	17	164,296	5,213	4,779	4,344	3,910	3,475	3,041	2,607	2,172	1,738	1,303	869	434
X	18	169,509	5,933	5,438	4,944	4,450	3,955	3,461	2,966	2,472	1,978	1,483	989	494

Public Safety & Law Enforcement (40%) Increment Schedule

[APPENDIX F]

Months Remaining in FY			12	11	10	9	8	7	6	5	4	3	2	1
Grade	Step	Salary	10-Oct	11-Nov	12-Dec	1-Jan	2-Feb	3-Mar	4-Apr	5-May	6-Jun	7-Jul	8-Aug	9-Sep
CL04	01	21,186.20	1,324	1,214	1,104	993	883	773	662	552	441	331	221	110
CL04	02	22,510.60	1,323	1,213	1,103	992	882	772	662	551	441	331	221	110
CL04	03	23,833.60	1,324	1,214	1,104	993	883	773	662	552	441	331	221	110
CL04	04	25,158.00	1,324	1,214	1,104	993	883	773	662	552	441	331	221	110
CL04	05	26,482.40	1,060	971	883	795	707	618	530	442	353	265	177	88
CL04	06	27,542.20	1,058	970	882	794	706	617	529	441	353	265	176	88
CL04	07	28,600.60	1,060	971	883	795	707	618	530	442	353	265	177	88
CL04	08	29,660.40	1,060	971	883	795	707	618	530	442	353	265	177	88
CL04	09	30,720.20	1,058	970	882	794	706	617	529	441	353	265	176	88
CL04	10	31,778.60	1,112	1,019	926	834	741	648	556	463	371	278	185	93
CL04	11	32,890.20	1,152	1,056	960	864	768	672	576	480	384	288	192	96
CL04	12	34,042.40	1,191	1,092	993	894	794	695	596	496	397	298	199	99
CL04	13	35,233.80	1,233	1,131	1,028	925	822	719	617	514	411	308	206	103
CL04	14	36,467.20	1,275	1,169	1,063	957	850	744	638	531	425	319	213	106
CL04	15	37,742.60	1,322	1,211	1,101	991	881	771	661	551	441	330	220	110
CL04	16	39,064.20	1,366	1,253	1,139	1,025	911	797	683	569	455	342	228	114
CL04	17	40,430.60	1,415	1,297	1,180	1,062	944	826	708	590	472	354	236	118
CL04	18	41,846.00	1,464	1,342	1,220	1,098	976	854	732	610	488	366	244	122
CL04	19	43,310.40	1,516	1,390	1,264	1,137	1,011	884	758	632	505	379	253	126
CL04	20	44,826.60	1,569	1,438	1,307	1,177	1,046	915	784	654	523	392	261	131
DL04	01	22,176.00	1,386	1,271	1,155	1,040	924	809	693	578	462	347	231	116
DL04	02	23,562.00	1,386	1,271	1,155	1,040	924	809	693	578	462	347	231	116
DL04	03	24,948.00	1,386	1,271	1,155	1,040	924	809	693	578	462	347	231	116
DL04	04	26,334.00	1,386	1,271	1,155	1,040	924	809	693	578	462	347	231	116
DL04	05	27,720.00	1,109	1,016	924	832	739	647	554	462	370	277	185	92
DL04	06	28,828.80	1,109	1,016	924	832	739	647	554	462	370	277	185	92
DL04	07	29,937.60	1,109	1,016	924	832	739	647	554	462	370	277	185	92
DL04	08	31,046.40	1,109	1,016	924	832	739	647	554	462	370	277	185	92
DL04	09	32,155.20	1,109	1,016	924	832	739	647	554	462	370	277	185	92
DL04	10	33,264.00	1,165	1,068	971	874	777	679	582	485	388	291	194	97
DL04	11	34,428.80	1,204	1,104	1,003	903	803	702	602	502	401	301	201	100
DL04	12	35,632.80	1,247	1,143	1,040	936	832	728	624	520	416	312	208	104
DL04	13	36,880.20	1,291	1,183	1,076	968	861	753	645	538	430	323	215	108
DL04	14	38,171.00	1,336	1,224	1,113	1,002	890	779	668	556	445	334	223	111
DL04	15	39,506.60	1,383	1,268	1,153	1,037	922	807	692	576	461	346	231	115
DL04	16	40,889.80	1,431	1,312	1,192	1,073	954	835	715	596	477	358	238	119
DL04	17	42,320.60	1,481	1,358	1,234	1,111	987	864	741	617	494	370	247	123
DL04	18	43,801.80	1,533	1,405	1,278	1,150	1,022	894	767	639	511	383	256	128
DL04	19	45,334.80	1,588	1,455	1,323	1,191	1,058	926	794	661	529	397	265	132
DL04	20	46,922.40	1,642	1,505	1,369	1,232	1,095	958	821	684	547	411	274	137
EL04	01	23,318.40	1,457	1,336	1,215	1,093	972	850	729	607	486	364	243	121
EL04	02	24,775.80	1,457	1,336	1,215	1,093	972	850	729	607	486	364	243	121
EL04	03	26,233.20	1,458	1,336	1,215	1,093	972	850	729	607	486	364	243	121
EL04	04	27,690.80	1,457	1,336	1,214	1,093	971	850	729	607	486	364	243	121
EL04	05	29,148.00	1,166	1,069	972	875	777	680	583	486	389	292	194	97
EL04	06	30,314.20	1,166	1,069	972	875	777	680	583	486	389	292	194	97
EL04	07	31,480.40	1,165	1,068	971	874	777	679	582	485	388	291	194	97
EL04	08	32,645.20	1,166	1,069	972	875	777	680	583	486	389	292	194	97
EL04	09	33,811.40	1,166	1,069	972	875	777	680	583	486	389	292	194	97
EL04	10	34,977.60	1,224	1,122	1,020	918	816	714	612	510	408	306	204	102
EL04	11	36,201.20	1,267	1,161	1,056	950	845	739	634	528	422	317	211	106
EL04	12	37,468.20	1,312	1,202	1,093	984	875	765	656	547	437	328	219	109
EL04	13	38,780.00	1,358	1,245	1,132	1,019	905	792	679	566	453	340	226	113
EL04	14	40,138.00	1,404	1,287	1,170	1,053	936	819	702	585	468	351	234	117
EL04	15	41,542.20	1,455	1,333	1,212	1,091	970	849	727	606	485	364	242	121
EL04	16	42,996.80	1,505	1,380	1,254	1,129	1,003	878	753	627	502	376	251	125
EL04	17	44,501.80	1,557	1,427	1,297	1,168	1,038	908	778	649	519	389	259	130
EL04	18	46,058.60	1,613	1,478	1,344	1,210	1,075	941	806	672	538	403	269	134
EL04	19	47,671.40	1,667	1,528	1,390	1,251	1,112	973	834	695	556	417	278	139
EL04	20	49,338.80	1,727	1,583	1,439	1,295	1,151	1,007	863	720	576	432	288	144
FL04	01	24,689.00	1,543	1,414	1,286	1,157	1,029	900	771	643	514	386	257	129
FL04	02	26,231.80	1,544	1,416	1,287	1,158	1,029	901	772	643	515	386	257	129
FL04	03	27,776.00	1,543	1,414	1,286	1,157	1,029	900	771	643	514	386	257	129
FL04	04	29,318.80	1,543	1,414	1,286	1,157	1,029	900	771	643	514	386	257	129
FL04	05	30,861.60	1,235	1,132	1,029	926	823	720	617	515	412	309	206	103
FL04	06	32,096.40	1,235	1,132	1,029	926	823	720	617	514	412	309	206	103
FL04	07	33,331.20	1,233	1,131	1,028	925	822	719	617	514	411	308	206	103
FL04	08	34,564.60	1,235	1,132	1,029	926	823	720	617	515	412	309	206	103
FL04	09	35,799.40	1,235	1,132	1,029	926	823	720	617	514	412	309	206	103

Public Safety & Law Enforcement (40%) Increment Schedule

[APPENDIX F]

Months Remaining in FY			12	11	10	9	8	7	6	5	4	3	2	1
Grade	Step	Salary	10-Oct	11-Nov	12-Dec	1-Jan	2-Feb	3-Mar	4-Apr	5-May	6-Jun	7-Jul	8-Aug	9-Sep
FL04	10	37,034.20	1,296	1,188	1,080	972	864	756	648	540	432	324	216	108
FL04	11	38,330.60	1,341	1,229	1,118	1,006	894	782	671	559	447	335	224	112
FL04	12	39,671.80	1,389	1,273	1,157	1,042	926	810	694	579	463	347	231	116
FL04	13	41,060.60	1,436	1,317	1,197	1,077	958	838	718	599	479	359	239	120
FL04	14	42,497.00	1,488	1,364	1,240	1,116	992	868	744	620	496	372	248	124
FL04	15	43,985.20	1,539	1,410	1,282	1,154	1,026	898	769	641	513	385	256	128
FL04	16	45,523.80	1,595	1,462	1,329	1,196	1,063	930	797	664	532	399	266	133
FL04	17	47,118.40	1,649	1,512	1,374	1,237	1,099	962	825	687	550	412	275	137
FL04	18	48,767.60	1,707	1,564	1,422	1,280	1,138	996	853	711	569	427	284	142
FL04	19	50,474.20	1,767	1,620	1,472	1,325	1,178	1,031	883	736	589	442	294	147
FL04	20	52,241.00	1,828	1,676	1,524	1,371	1,219	1,067	914	762	609	457	305	152
GL04	01	26,212.20	1,638	1,502	1,365	1,229	1,092	956	819	683	546	410	273	137
GL04	02	27,850.20	1,999	1,833	1,666	1,500	1,333	1,166	1,000	833	666	500	333	167
GL04	03	29,849.60	1,278	1,172	1,065	959	852	746	639	533	426	320	213	107
GL04	04	31,127.60	1,638	1,502	1,365	1,229	1,092	956	819	683	546	410	273	137
GL04	05	32,765.60	1,310	1,201	1,092	983	874	764	655	546	437	328	218	109
GL04	06	34,076.00	1,310	1,201	1,092	983	874	764	655	546	437	328	218	109
GL04	07	35,386.40	1,310	1,201	1,092	983	874	764	655	546	437	328	218	109
GL04	08	36,696.80	1,312	1,202	1,093	984	875	765	656	547	437	328	219	109
GL04	09	38,008.60	1,310	1,201	1,092	983	874	764	655	546	437	328	218	109
GL04	10	39,319.00	1,376	1,262	1,147	1,032	917	803	688	573	459	344	229	115
GL04	11	40,695.20	1,424	1,305	1,187	1,068	949	831	712	593	475	356	237	119
GL04	12	42,119.00	1,474	1,351	1,229	1,106	983	860	737	614	491	369	246	123
GL04	13	43,593.20	1,526	1,399	1,272	1,145	1,017	890	763	636	509	382	254	127
GL04	14	45,119.20	1,579	1,448	1,316	1,184	1,053	921	790	658	526	395	263	132
GL04	15	46,698.40	1,635	1,499	1,363	1,226	1,090	954	818	681	545	409	273	136
GL04	16	48,333.60	1,691	1,550	1,409	1,268	1,127	987	846	705	564	423	282	141
GL04	17	50,024.80	1,751	1,605	1,459	1,314	1,168	1,022	876	730	584	438	292	146
GL04	18	51,776.20	1,812	1,661	1,510	1,359	1,208	1,057	906	755	604	453	302	151
GL04	19	53,587.80	1,876	1,720	1,563	1,407	1,251	1,094	938	782	625	469	313	156
GL04	20	55,463.80	1,941	1,779	1,618	1,456	1,294	1,132	971	809	647	485	324	162
HL04	01	27,963.60	1,749	1,603	1,457	1,311	1,166	1,020	874	729	583	437	291	146
HL04	02	29,712.20	1,747	1,602	1,456	1,310	1,165	1,019	874	728	582	437	291	146
HL04	03	31,459.40	1,749	1,603	1,457	1,311	1,166	1,020	874	729	583	437	291	146
HL04	04	33,208.00	1,747	1,602	1,456	1,310	1,165	1,019	874	728	582	437	291	146
HL04	05	34,955.20	1,399	1,282	1,166	1,049	932	816	699	583	466	350	233	117
HL04	06	36,353.80	1,397	1,281	1,164	1,048	931	815	699	582	466	349	233	116
HL04	07	37,751.00	1,399	1,282	1,166	1,049	932	816	699	583	466	350	233	117
HL04	08	39,149.60	1,399	1,282	1,166	1,049	932	816	699	583	466	350	233	117
HL04	09	40,548.20	1,399	1,282	1,166	1,049	932	816	699	583	466	350	233	117
HL04	10	41,946.80	1,469	1,346	1,224	1,101	979	857	734	612	490	367	245	122
HL04	11	43,415.40	1,519	1,392	1,266	1,139	1,013	886	760	633	506	380	253	127
HL04	12	44,934.40	1,572	1,441	1,310	1,179	1,048	917	786	655	524	393	262	131
HL04	13	46,506.60	1,628	1,493	1,357	1,221	1,085	950	814	678	543	407	271	136
HL04	14	48,134.80	1,684	1,544	1,404	1,263	1,123	982	842	702	561	421	281	140
HL04	15	49,819.00	1,744	1,599	1,454	1,308	1,163	1,018	872	727	581	436	291	145
HL04	16	51,563.40	1,805	1,654	1,504	1,353	1,203	1,053	902	752	602	451	301	150
HL04	17	53,368.00	1,868	1,712	1,556	1,401	1,245	1,089	934	778	623	467	311	156
HL04	18	55,235.60	1,933	1,772	1,611	1,450	1,289	1,128	967	806	644	483	322	161
HL04	19	57,169.00	2,001	1,834	1,667	1,500	1,334	1,167	1,000	834	667	500	333	167
HL04	20	59,169.60	2,071	1,898	1,726	1,553	1,381	1,208	1,035	863	690	518	345	173
IL04	01	29,944.60	1,872	1,716	1,560	1,404	1,248	1,092	936	780	624	468	312	156
IL04	02	31,816.40	1,870	1,715	1,559	1,403	1,247	1,091	935	779	623	468	312	156
IL04	03	33,686.80	1,872	1,716	1,560	1,404	1,248	1,092	936	780	624	468	312	156
IL04	04	35,558.60	1,872	1,716	1,560	1,404	1,248	1,092	936	780	624	468	312	156
IL04	05	37,430.40	1,497	1,372	1,247	1,122	998	873	748	624	499	374	249	125
IL04	06	38,927.00	1,498	1,373	1,248	1,124	999	874	749	624	499	375	250	125
IL04	07	40,425.00	1,497	1,372	1,247	1,122	998	873	748	624	499	374	249	125
IL04	08	41,921.60	1,498	1,373	1,248	1,124	999	874	749	624	499	375	250	125
IL04	09	43,419.60	1,497	1,372	1,247	1,122	998	873	748	624	499	374	249	125
IL04	10	44,916.20	1,572	1,441	1,310	1,179	1,048	917	786	655	524	393	262	131
IL04	11	46,488.40	1,627	1,491	1,356	1,220	1,085	949	813	678	542	407	271	136
IL04	12	48,115.20	1,684	1,544	1,404	1,263	1,123	982	842	702	561	421	281	140
IL04	13	49,799.40	1,743	1,598	1,453	1,307	1,162	1,017	872	726	581	436	291	145
IL04	14	51,542.40	1,805	1,654	1,504	1,353	1,203	1,053	902	752	602	451	301	150
IL04	15	53,347.00	1,866	1,711	1,555	1,400	1,244	1,089	933	778	622	467	311	156
IL04	16	55,213.20	1,933	1,772	1,611	1,450	1,289	1,128	967	806	644	483	322	161
IL04	17	57,146.60	1,999	1,833	1,666	1,499	1,333	1,166	1,000	833	666	500	333	167
IL04	18	59,145.80	2,071	1,898	1,726	1,553	1,380	1,208	1,035	863	690	518	345	173

Public Safety & Law Enforcement (40%) Increment Schedule

[APPENDIX F]

Months Remaining in FY			12	11	10	9	8	7	6	5	4	3	2	1
Grade	Step	Salary	10-Oct	11-Nov	12-Dec	1-Jan	2-Feb	3-Mar	4-Apr	5-May	6-Jun	7-Jul	8-Aug	9-Sep
IL04	19	61,216.40	2,142	1,964	1,785	1,607	1,428	1,250	1,071	893	714	536	357	179
IL04	20	63,358.40	2,218	2,033	1,848	1,663	1,478	1,294	1,109	924	739	554	370	185
JL04	01	32,118.80	2,008	1,840	1,673	1,506	1,338	1,171	1,004	837	669	502	335	167
JL04	02	34,126.40	2,008	1,840	1,673	1,506	1,338	1,171	1,004	836	669	502	335	167
JL04	03	36,134.00	2,008	1,840	1,673	1,506	1,338	1,171	1,004	836	669	502	335	167
JL04	04	38,141.60	2,008	1,840	1,673	1,506	1,338	1,171	1,004	836	669	502	335	167
JL04	05	40,149.20	1,606	1,472	1,338	1,204	1,071	937	803	669	535	401	268	134
JL04	06	41,755.00	1,606	1,472	1,338	1,204	1,071	937	803	669	535	401	268	134
JL04	07	43,360.80	1,606	1,472	1,338	1,204	1,071	937	803	669	535	401	268	134
JL04	08	44,966.60	1,606	1,472	1,338	1,204	1,071	937	803	669	535	401	268	134
JL04	09	46,572.40	1,607	1,473	1,339	1,205	1,071	938	804	670	536	402	268	134
JL04	10	48,179.60	1,686	1,545	1,405	1,264	1,124	983	843	702	562	421	281	140
JL04	11	49,865.20	1,746	1,600	1,455	1,309	1,164	1,018	873	727	582	436	291	145
JL04	12	51,611.00	1,806	1,656	1,505	1,355	1,204	1,054	903	753	602	452	301	151
JL04	13	53,417.00	1,870	1,715	1,559	1,403	1,247	1,091	935	779	623	468	312	156
JL04	14	55,287.40	1,935	1,774	1,612	1,451	1,290	1,129	967	806	645	484	322	161
JL04	15	57,222.20	2,003	1,836	1,670	1,503	1,336	1,169	1,002	835	668	501	334	167
JL04	16	59,225.60	2,072	1,899	1,727	1,554	1,381	1,209	1,036	863	691	518	345	173
JL04	17	61,297.60	2,146	1,967	1,789	1,610	1,431	1,252	1,073	894	715	537	358	179
JL04	18	63,443.80	2,220	2,035	1,850	1,665	1,480	1,295	1,110	925	740	555	370	185
JL04	19	65,664.20	2,297	2,106	1,915	1,723	1,532	1,340	1,149	957	766	574	383	191
JL04	20	67,961.60	2,379	2,180	1,982	1,784	1,586	1,388	1,189	991	793	595	396	198
KL04	01	34,518.40	2,157	1,978	1,798	1,618	1,438	1,258	1,079	899	719	539	360	180
KL04	02	36,675.80	2,207	2,023	1,839	1,656	1,472	1,288	1,104	920	736	552	368	184
KL04	03	38,883.20	2,107	1,932	1,756	1,581	1,405	1,229	1,054	878	702	527	351	176
KL04	04	40,990.60	2,157	1,978	1,798	1,618	1,438	1,258	1,079	899	719	539	360	180
KL04	05	43,148.00	1,726	1,582	1,439	1,295	1,151	1,007	863	719	575	432	288	144
KL04	06	44,874.20	1,726	1,582	1,439	1,295	1,151	1,007	863	719	575	432	288	144
KL04	07	46,600.40	1,725	1,581	1,437	1,294	1,150	1,006	862	719	575	431	287	144
KL04	08	48,325.20	1,726	1,582	1,439	1,295	1,151	1,007	863	719	575	432	288	144
KL04	09	50,051.40	1,726	1,582	1,439	1,295	1,151	1,007	863	719	575	432	288	144
KL04	10	51,777.60	1,812	1,661	1,510	1,359	1,208	1,057	906	755	604	453	302	151
KL04	11	53,589.20	1,876	1,720	1,563	1,407	1,251	1,094	938	782	625	469	313	156
KL04	12	55,465.20	1,942	1,780	1,618	1,456	1,295	1,133	971	809	647	485	324	162
KL04	13	57,407.00	2,009	1,842	1,674	1,507	1,339	1,172	1,005	837	670	502	335	167
KL04	14	59,416.00	2,079	1,906	1,733	1,559	1,386	1,213	1,040	866	693	520	347	173
KL04	15	61,495.00	3,153	2,890	2,628	2,365	2,102	1,839	1,577	1,314	1,051	788	526	263
KL04	16	64,648.20	1,227	1,125	1,023	921	818	716	614	511	409	307	205	102
KL04	17	65,875.60	2,306	2,114	1,921	1,729	1,537	1,345	1,153	961	769	576	384	192
KL04	18	68,181.40	2,386	2,187	1,988	1,789	1,590	1,392	1,193	994	795	596	398	199
KL04	19	70,567.00	2,471	2,265	2,059	1,853	1,647	1,441	1,236	1,030	824	618	412	206
KL04	20	73,038.00	2,556	2,343	2,130	1,917	1,704	1,491	1,278	1,065	852	639	426	213
LL04	01	37,128.00	2,321	2,128	1,934	1,741	1,547	1,354	1,161	967	774	580	387	193
LL04	02	39,449.20	2,320	2,126	1,933	1,740	1,547	1,353	1,160	967	773	580	387	193
LL04	03	41,769.00	2,321	2,128	1,934	1,741	1,547	1,354	1,161	967	774	580	387	193
LL04	04	44,090.20	2,320	2,126	1,933	1,740	1,547	1,353	1,160	967	773	580	387	193
LL04	05	46,410.00	1,856	1,702	1,547	1,392	1,238	1,083	928	774	619	464	309	155
LL04	06	48,266.40	1,856	1,702	1,547	1,392	1,238	1,083	928	774	619	464	309	155
LL04	07	50,122.80	1,856	1,702	1,547	1,392	1,238	1,083	928	773	619	464	309	155
LL04	08	51,979.20	1,856	1,702	1,547	1,392	1,238	1,083	928	774	619	464	309	155
LL04	09	53,835.60	1,856	1,702	1,547	1,392	1,238	1,083	928	774	619	464	309	155
LL04	10	55,692.00	1,949	1,786	1,624	1,462	1,299	1,137	974	812	650	487	325	162
LL04	11	57,640.80	2,017	1,849	1,681	1,513	1,345	1,177	1,009	841	672	504	336	168
LL04	12	59,658.20	2,089	1,915	1,741	1,567	1,393	1,218	1,044	870	696	522	348	174
LL04	13	61,747.00	2,160	1,980	1,800	1,620	1,440	1,260	1,080	900	720	540	360	180
LL04	14	63,907.20	2,237	2,051	1,864	1,678	1,491	1,305	1,119	932	746	559	373	186
LL04	15	66,144.40	2,316	2,123	1,930	1,737	1,544	1,351	1,158	965	772	579	386	193
LL04	16	68,460.00	2,395	2,196	1,996	1,797	1,597	1,397	1,198	998	798	599	399	200
LL04	17	70,855.40	2,481	2,274	2,067	1,861	1,654	1,447	1,240	1,034	827	620	413	207
LL04	18	73,336.20	2,566	2,352	2,139	1,925	1,711	1,497	1,283	1,069	855	642	428	214
LL04	19	75,902.40	2,657	2,436	2,214	1,993	1,771	1,550	1,329	1,107	886	664	443	221
LL04	20	78,559.60	2,750	2,520	2,291	2,062	1,833	1,604	1,375	1,146	917	687	458	229
ML04	01	40,149.20	2,510	2,301	2,092	1,883	1,673	1,464	1,255	1,046	837	628	418	209
ML04	02	42,659.40	2,509	2,300	2,091	1,882	1,673	1,463	1,254	1,045	836	627	418	209
ML04	03	45,168.20	2,510	2,301	2,092	1,883	1,673	1,464	1,255	1,046	837	628	418	209
ML04	04	47,678.40	2,509	2,300	2,091	1,882	1,673	1,463	1,254	1,045	836	627	418	209
ML04	05	50,187.20	2,008	1,840	1,673	1,506	1,338	1,171	1,004	837	669	502	335	167
ML04	06	52,194.80	2,008	1,840	1,673	1,506	1,338	1,171	1,004	836	669	502	335	167
ML04	07	54,202.40	2,008	1,840	1,673	1,506	1,338	1,171	1,004	836	669	502	335	167

[APPENDIX F]

Public Safety & Law Enforcement (40%) Increment Schedule

Months Remaining in FY			12	11	10	9	8	7	6	5	4	3	2	1
Grade	Step	Salary	10-Oct	11-Nov	12-Dec	1-Jan	2-Feb	3-Mar	4-Apr	5-May	6-Jun	7-Jul	8-Aug	9-Sep
ML04	08	56,210.00	2,008	1,840	1,673	1,506	1,338	1,171	1,004	836	669	502	335	167
ML04	09	58,217.60	2,008	1,840	1,673	1,506	1,338	1,171	1,004	836	669	502	335	167
ML04	10	60,225.20	2,108	1,933	1,757	1,581	1,406	1,230	1,054	879	703	527	351	176
ML04	11	62,333.60	2,181	1,999	1,818	1,636	1,454	1,272	1,091	909	727	545	364	182
ML04	12	64,514.80	2,258	2,070	1,882	1,694	1,505	1,317	1,129	941	753	565	376	188
ML04	13	66,773.00	2,337	2,142	1,947	1,752	1,558	1,363	1,168	974	779	584	389	195
ML04	14	69,109.60	2,419	2,218	2,016	1,814	1,613	1,411	1,210	1,008	806	605	403	202
ML04	15	71,528.80	2,503	2,295	2,086	1,877	1,669	1,460	1,252	1,043	834	626	417	209
ML04	16	74,032.00	2,591	2,375	2,159	1,944	1,728	1,512	1,296	1,080	864	648	432	216
ML04	17	76,623.40	2,681	2,458	2,234	2,011	1,787	1,564	1,341	1,117	894	670	447	223
ML04	18	79,304.40	2,776	2,545	2,314	2,082	1,851	1,619	1,388	1,157	925	694	463	231
ML04	19	82,080.60	2,873	2,633	2,394	2,155	1,915	1,676	1,436	1,197	958	718	479	239
ML04	20	84,953.40	2,973	2,726	2,478	2,230	1,982	1,734	1,487	1,239	991	743	496	248
NL04	01	43,489.60	2,719	2,492	2,266	2,039	1,813	1,586	1,359	1,133	906	680	453	227
NL04	02	46,208.40	2,717	2,491	2,265	2,038	1,812	1,585	1,359	1,132	906	679	453	226
NL04	03	48,925.80	2,719	2,492	2,266	2,039	1,813	1,586	1,359	1,133	906	680	453	227
NL04	04	51,644.60	2,717	2,491	2,265	2,038	1,812	1,585	1,359	1,132	906	679	453	226
NL04	05	54,362.00	2,174	1,993	1,812	1,631	1,449	1,268	1,087	906	725	544	362	181
NL04	06	56,536.20	2,174	1,993	1,812	1,631	1,449	1,268	1,087	906	725	544	362	181
NL04	07	58,710.40	2,176	1,994	1,813	1,632	1,450	1,269	1,088	906	725	544	363	181
NL04	08	60,886.00	2,174	1,993	1,812	1,631	1,449	1,268	1,087	906	725	544	362	181
NL04	09	63,060.20	2,174	1,993	1,812	1,631	1,449	1,268	1,087	906	725	544	362	181
NL04	10	65,234.40	2,283	2,093	1,903	1,713	1,522	1,332	1,142	951	761	571	381	190
NL04	11	67,517.80	2,363	2,166	1,969	1,772	1,575	1,379	1,182	985	788	591	394	197
NL04	12	69,881.00	2,446	2,242	2,038	1,834	1,631	1,427	1,223	1,019	815	611	408	204
NL04	13	72,326.80	2,531	2,320	2,109	1,898	1,687	1,477	1,266	1,055	844	633	422	211
NL04	14	74,858.00	2,619	2,401	2,183	1,965	1,746	1,528	1,310	1,091	873	655	437	218
NL04	15	77,477.40	2,712	2,486	2,260	2,034	1,808	1,582	1,356	1,130	904	678	452	226
NL04	16	80,189.20	2,807	2,573	2,339	2,105	1,871	1,637	1,404	1,170	936	702	468	234
NL04	17	82,996.20	2,905	2,663	2,421	2,179	1,937	1,695	1,453	1,210	968	726	484	242
NL04	18	85,901.20	3,007	2,757	2,506	2,255	2,005	1,754	1,504	1,253	1,002	752	501	251
NL04	19	88,908.40	3,111	2,852	2,592	2,333	2,074	1,815	1,555	1,296	1,037	778	518	259
NL04	20	92,019.20	3,221	2,952	2,684	2,416	2,147	1,879	1,610	1,342	1,074	805	537	268
OL04	01	47,335.40	2,958	2,712	2,465	2,219	1,972	1,726	1,479	1,233	986	740	493	247
OL04	02	50,293.60	2,960	2,713	2,466	2,220	1,973	1,726	1,480	1,233	987	740	493	247
OL04	03	53,253.20	2,958	2,712	2,465	2,219	1,972	1,726	1,479	1,233	986	740	493	247
OL04	04	56,211.40	2,958	2,712	2,465	2,219	1,972	1,726	1,479	1,233	986	740	493	247
OL04	05	59,169.60	2,367	2,170	1,973	1,776	1,578	1,381	1,184	986	789	592	395	197
OL04	06	61,537.00	2,366	2,169	1,972	1,775	1,577	1,380	1,183	986	789	592	394	197
OL04	07	63,903.00	2,367	2,170	1,973	1,776	1,578	1,381	1,184	986	789	592	395	197
OL04	08	66,270.40	2,366	2,169	1,972	1,775	1,577	1,380	1,183	986	789	592	394	197
OL04	09	68,636.40	2,367	2,170	1,973	1,776	1,578	1,381	1,184	986	789	592	395	197
OL04	10	71,003.80	2,485	2,278	2,071	1,864	1,657	1,450	1,243	1,035	828	621	414	207
OL04	11	73,488.80	2,572	2,357	2,143	1,929	1,715	1,500	1,286	1,072	857	643	429	214
OL04	12	76,060.60	2,663	2,441	2,219	1,997	1,775	1,553	1,331	1,110	888	666	444	222
OL04	13	78,723.40	2,755	2,526	2,296	2,066	1,837	1,607	1,378	1,148	918	689	459	230
OL04	14	81,478.60	2,852	2,614	2,376	2,139	1,901	1,664	1,426	1,188	951	713	475	238
OL04	15	84,330.40	2,951	2,705	2,459	2,213	1,967	1,722	1,476	1,230	984	738	492	246
OL04	16	87,281.60	3,055	2,800	2,546	2,291	2,037	1,782	1,527	1,273	1,018	764	509	255
OL04	17	90,336.40	3,163	2,899	2,636	2,372	2,108	1,845	1,581	1,318	1,054	791	527	264
OL04	18	93,499.00	3,272	2,999	2,727	2,454	2,181	1,909	1,636	1,363	1,091	818	545	273
OL04	19	96,770.80	3,387	3,104	2,822	2,540	2,258	1,976	1,693	1,411	1,129	847	564	282
OL04	20	100,157.40	3,506	3,213	2,921	2,629	2,337	2,045	1,753	1,461	1,169	876	584	292
PL04	01	51,590.00	3,224	2,956	2,687	2,418	2,149	1,881	1,612	1,343	1,075	806	537	269
PL04	02	54,814.20	3,224	2,956	2,687	2,418	2,149	1,881	1,612	1,343	1,075	806	537	269
PL04	03	58,038.40	3,224	2,956	2,687	2,418	2,149	1,881	1,612	1,343	1,075	806	537	269
PL04	04	61,262.60	3,224	2,956	2,687	2,418	2,149	1,881	1,612	1,343	1,075	806	537	269
PL04	05	64,486.80	2,579	2,364	2,149	1,934	1,719	1,504	1,289	1,075	860	645	430	215
PL04	06	67,065.60	2,580	2,365	2,150	1,935	1,720	1,505	1,290	1,075	860	645	430	215
PL04	07	69,645.80	2,579	2,364	2,149	1,934	1,719	1,504	1,289	1,075	860	645	430	215
PL04	08	72,224.60	2,580	2,365	2,150	1,935	1,720	1,505	1,290	1,075	860	645	430	215
PL04	09	74,804.80	2,579	2,364	2,149	1,934	1,719	1,504	1,289	1,075	860	645	430	215
PL04	10	77,383.60	2,709	2,483	2,258	2,032	1,806	1,580	1,355	1,129	903	677	452	226
PL04	11	80,092.60	2,803	2,569	2,336	2,102	1,869	1,635	1,401	1,168	934	701	467	234
PL04	12	82,895.40	2,901	2,659	2,417	2,176	1,934	1,692	1,450	1,209	967	725	483	242
PL04	13	85,796.20	3,003	2,753	2,503	2,252	2,002	1,752	1,502	1,251	1,001	751	501	250
PL04	14	88,799.20	3,108	2,849	2,590	2,331	2,072	1,813	1,554	1,295	1,036	777	518	259
PL04	15	91,907.20	3,217	2,949	2,681	2,413	2,145	1,877	1,609	1,341	1,072	804	536	268
PL04	16	95,124.40	3,329	3,052	2,774	2,497	2,219	1,942	1,665	1,387	1,110	832	555	277

Public Safety & Law Enforcement (40%) Increment Schedule

[APPENDIX F]

Months Remaining in FY			12	11	10	9	8	7	6	5	4	3	2	1
Grade	Step	Salary	10-Oct	11-Nov	12-Dec	1-Jan	2-Feb	3-Mar	4-Apr	5-May	6-Jun	7-Jul	8-Aug	9-Sep
PL04	17	98,453.60	3,445	3,158	2,871	2,584	2,297	2,010	1,723	1,436	1,148	861	574	287
PL04	18	101,899.00	3,567	3,270	2,973	2,675	2,378	2,081	1,784	1,486	1,189	892	595	297
PL04	19	105,466.20	3,690	3,383	3,075	2,768	2,460	2,153	1,845	1,538	1,230	923	615	308
PL04	20	109,156.60	3,820	3,502	3,184	2,865	2,547	2,229	1,910	1,592	1,273	955	637	318
QL04	01	56,492.80	3,531	3,237	2,942	2,648	2,354	2,060	1,765	1,471	1,177	883	588	294
QL04	02	60,023.60	3,531	3,237	2,942	2,648	2,354	2,060	1,765	1,471	1,177	883	588	294
QL04	03	63,554.40	3,531	3,237	2,942	2,648	2,354	2,060	1,765	1,471	1,177	883	588	294
QL04	04	67,085.20	3,531	3,237	2,942	2,648	2,354	2,060	1,765	1,471	1,177	883	588	294
QL04	05	70,616.00	2,825	2,590	2,354	2,119	1,883	1,648	1,413	1,177	942	706	471	235
QL04	06	73,441.20	2,824	2,588	2,353	2,118	1,883	1,647	1,412	1,177	941	706	471	235
QL04	07	76,265.00	2,825	2,590	2,354	2,119	1,883	1,648	1,413	1,177	942	706	471	235
QL04	08	79,090.20	2,824	2,588	2,353	2,118	1,883	1,647	1,412	1,177	941	706	471	235
QL04	09	81,914.00	2,825	2,590	2,354	2,119	1,883	1,648	1,413	1,177	942	706	471	235
QL04	10	84,739.20	2,965	2,718	2,471	2,224	1,977	1,730	1,483	1,236	988	741	494	247
QL04	11	87,704.40	3,070	2,814	2,559	2,303	2,047	1,791	1,535	1,279	1,023	768	512	256
QL04	12	90,774.60	3,177	2,912	2,647	2,382	2,118	1,853	1,588	1,324	1,059	794	529	265
QL04	13	93,951.20	3,289	3,015	2,741	2,466	2,192	1,918	1,644	1,370	1,096	822	548	274
QL04	14	97,239.80	3,403	3,120	2,836	2,553	2,269	1,985	1,702	1,418	1,134	851	567	284
QL04	15	100,643.20	3,522	3,229	2,935	2,642	2,348	2,055	1,761	1,468	1,174	881	587	294
QL04	16	104,165.60	3,647	3,343	3,039	2,735	2,431	2,127	1,824	1,520	1,216	912	608	304
QL04	17	107,812.60	3,773	3,459	3,144	2,830	2,515	2,201	1,887	1,572	1,258	943	629	314
QL04	18	111,585.60	3,905	3,579	3,254	2,928	2,603	2,278	1,952	1,627	1,302	976	651	325
QL04	19	115,490.20	4,043	3,706	3,369	3,032	2,695	2,359	2,022	1,685	1,348	1,011	674	337
QL04	20	119,533.40	4,184	3,835	3,486	3,138	2,789	2,440	2,092	1,743	1,395	1,046	697	349
RL04	01	61,938.80	3,872	3,550	3,227	2,904	2,582	2,259	1,936	1,614	1,291	968	645	323
RL04	02	65,811.20	3,871	3,548	3,226	2,903	2,581	2,258	1,936	1,613	1,290	968	645	323
RL04	03	69,682.20	3,871	3,548	3,226	2,903	2,581	2,258	1,936	1,613	1,290	968	645	323
RL04	04	73,553.20	3,871	3,548	3,226	2,903	2,581	2,258	1,936	1,613	1,290	968	645	323
RL04	05	77,424.20	3,097	2,839	2,581	2,323	2,065	1,806	1,548	1,290	1,032	774	516	258
RL04	06	80,521.00	3,097	2,839	2,581	2,323	2,065	1,806	1,548	1,290	1,032	774	516	258
RL04	07	83,617.80	3,097	2,839	2,581	2,323	2,065	1,806	1,548	1,290	1,032	774	516	258
RL04	08	86,714.60	3,097	2,839	2,581	2,323	2,065	1,806	1,548	1,290	1,032	774	516	258
RL04	09	89,811.40	3,098	2,840	2,582	2,324	2,065	1,807	1,549	1,291	1,033	775	516	258
RL04	10	92,909.60	3,252	2,981	2,710	2,439	2,168	1,897	1,626	1,355	1,084	813	542	271
RL04	11	96,161.80	3,366	3,085	2,805	2,524	2,244	1,963	1,683	1,402	1,122	841	561	280
RL04	12	99,527.40	3,483	3,193	2,903	2,612	2,322	2,032	1,742	1,451	1,161	871	581	290
RL04	13	103,010.60	3,605	3,305	3,004	2,704	2,403	2,103	1,803	1,502	1,202	901	601	300
RL04	14	106,615.60	3,732	3,421	3,110	2,799	2,488	2,177	1,866	1,555	1,244	933	622	311
RL04	15	110,348.00	3,861	3,539	3,218	2,896	2,574	2,252	1,931	1,609	1,287	965	644	322
RL04	16	114,209.20	3,998	3,665	3,332	2,999	2,666	2,332	1,999	1,666	1,333	1,000	666	333
RL04	17	118,207.60	4,137	3,792	3,448	3,103	2,758	2,413	2,069	1,724	1,379	1,034	690	345
RL04	18	122,344.60	4,281	3,924	3,568	3,211	2,854	2,497	2,141	1,784	1,427	1,070	714	357
RL04	19	126,625.80	4,432	4,063	3,694	3,324	2,955	2,586	2,216	1,847	1,477	1,108	739	369
RL04	20	131,058.20	4,587	4,205	3,823	3,440	3,058	2,676	2,294	1,911	1,529	1,147	765	382
SL04	01	68,152.00	4,260	3,905	3,550	3,195	2,840	2,485	2,130	1,775	1,420	1,065	710	355
SL04	02	72,412.20	4,259	3,904	3,549	3,194	2,839	2,484	2,129	1,775	1,420	1,065	710	355
SL04	03	76,671.00	4,260	3,905	3,550	3,195	2,840	2,485	2,130	1,775	1,420	1,065	710	355
SL04	04	80,931.20	4,259	3,904	3,549	3,194	2,839	2,484	2,129	1,775	1,420	1,065	710	355
SL04	05	85,190.00	3,408	3,124	2,840	2,556	2,272	1,988	1,704	1,420	1,136	852	568	284
SL04	06	88,597.60	3,408	3,124	2,840	2,556	2,272	1,988	1,704	1,420	1,136	852	568	284
SL04	07	92,005.20	3,408	3,124	2,840	2,556	2,272	1,988	1,704	1,420	1,136	852	568	284
SL04	08	95,412.80	3,408	3,124	2,840	2,556	2,272	1,988	1,704	1,420	1,136	852	568	284
SL04	09	98,820.40	3,408	3,124	2,840	2,556	2,272	1,988	1,704	1,420	1,136	852	568	284
SL04	10	102,228.00	3,578	3,280	2,982	2,684	2,386	2,087	1,789	1,491	1,193	895	596	298
SL04	11	105,806.40	3,703	3,394	3,086	2,777	2,469	2,160	1,852	1,543	1,234	926	617	309
SL04	12	109,509.40	3,833	3,514	3,194	2,875	2,555	2,236	1,917	1,597	1,278	958	639	319
SL04	13	113,342.60	3,966	3,636	3,305	2,975	2,644	2,314	1,983	1,653	1,322	992	661	331
SL04	14	117,308.80	4,106	3,764	3,422	3,080	2,737	2,395	2,053	1,711	1,369	1,027	684	342
SL04	15	121,415.00	4,249	3,895	3,541	3,187	2,833	2,479	2,125	1,770	1,416	1,062	708	354
SL04	16	125,664.00	4,399	4,032	3,666	3,299	2,933	2,566	2,199	1,833	1,466	1,100	733	367
SL04	17	130,062.80	4,551	4,172	3,793	3,414	3,034	2,655	2,276	1,896	1,517	1,138	759	379
SL04	18	134,614.20	4,712	4,320	3,927	3,534	3,142	2,749	2,356	1,964	1,571	1,178	785	393
SL04	19	139,326.60	4,876	4,470	4,063	3,657	3,251	2,844	2,438	2,032	1,625	1,219	813	406
SL04	20	144,202.80	5,047	4,627	4,206	3,785	3,365	2,944	2,524	2,103	1,682	1,262	841	421

[APPENDIX G]

Arrangement of FY 2018 Budget Package For Submission to BBMR:

- **Budget Document Checklist [BBMR BDC-1]**
- **Memorandum / Transmittal to BBMR**
- **Agency Budget Certification [BBMR ABC]**
- **Departmental Organizational Chart**
- **Agency Narrative Form [BBMR AN-N1]**
- **Decision Package Form [BBMR DP-1]**
- **Program Budget Digest Form(s):**
 - **Budget Digest Form [BBMR BD-1]**
 - **Off-Island Travel Form [BBMR TA-1] (Schedule A)**
 - **Operations Schedules Form [BBMR96A - REVISED] (Schedules B~F)**
- **FY 2018 Agency Staffing Patterns [BBMR SP-1] - PROPOSED**
- **FY 2017 Agency Staffing Patterns [BBMR SP-1] - CURRENT**
- **Federal Program Inventory [BBMR FP-1]**
- **Equipment / Capital Listing / Office Space Requirements [BBMR EL-1]**
- **Prior Year Obligation Form [BBMR PYO-1]**