

**GOVERNMENT OF GUAM - GENERAL PAY PLAN (GPP) - 2023**

Pay Grade	A-01	A-02	A-03	A-04	A-05	A-06	A-07	A-08	A-09	A-10	A-11	A-12	A-13	A-14	A-15	A-16	A-17	A-18
Per Annum	\$19,240	\$20,149	\$20,912	\$21,704	\$22,526	\$23,380	\$23,966	\$24,726	\$25,510	\$26,320	\$27,155	\$28,016	\$28,906	\$29,823	\$30,769	\$31,746	\$32,752	\$33,792
2080 hours	\$9.25	\$9.69	\$10.05	\$10.43	\$10.83	\$11.24	\$11.52	\$11.89	\$12.26	\$12.65	\$13.06	\$13.47	\$13.90	\$14.34	\$14.79	\$15.26	\$15.75	\$16.25
Pay Grade	B-01	B-02	B-03	B-04	B-05	B-06	B-07	B-08	B-09	B-10	B-11	B-12	B-13	B-14	B-15	B-16	B-17	B-18
Per Annum	\$20,366	\$21,137	\$21,939	\$22,770	\$23,632	\$24,528	\$25,458	\$26,266	\$27,099	\$27,959	\$28,846	\$29,761	\$30,705	\$31,680	\$32,685	\$33,722	\$34,792	\$35,895
2080 hours	\$9.79	\$10.16	\$10.55	\$10.95	\$11.36	\$11.79	\$12.24	\$12.63	\$13.03	\$13.44	\$13.87	\$14.31	\$14.76	\$15.23	\$15.71	\$16.21	\$16.73	\$17.26
Pay Grade	C-01	C-02	C-03	C-04	C-05	C-06	C-07	C-08	C-09	C-10	C-11	C-12	C-13	C-14	C-15	C-16	C-17	C-18
Per Annum	\$21,678	\$22,499	\$23,352	\$24,236	\$25,155	\$26,108	\$27,098	\$27,958	\$28,845	\$29,760	\$30,704	\$31,678	\$32,683	\$33,720	\$34,790	\$35,894	\$37,032	\$38,208
2080 hours	\$10.42	\$10.82	\$11.23	\$11.65	\$12.09	\$12.55	\$13.03	\$13.44	\$13.87	\$14.31	\$14.76	\$15.23	\$15.71	\$16.21	\$16.73	\$17.26	\$17.80	\$18.37
Pay Grade	D-01	D-02	D-03	D-04	D-05	D-06	D-07	D-08	D-09	D-10	D-11	D-12	D-13	D-14	D-15	D-16	D-17	D-18
Per Annum	\$23,229	\$24,109	\$25,022	\$25,970	\$26,955	\$27,976	\$29,036	\$29,957	\$30,908	\$31,889	\$32,900	\$33,944	\$35,022	\$36,133	\$37,279	\$38,462	\$39,682	\$40,941
2080 hours	\$11.17	\$11.59	\$12.03	\$12.49	\$12.96	\$13.45	\$13.96	\$14.40	\$14.86	\$15.33	\$15.82	\$16.32	\$16.84	\$17.37	\$17.92	\$18.49	\$19.08	\$19.68
Pay Grade	E-01	E-02	E-03	E-04	E-05	E-06	E-07	E-08	E-09	E-10	E-11	E-12	E-13	E-14	E-15	E-16	E-17	E-18
Per Annum	\$25,736	\$26,712	\$27,724	\$28,774	\$29,865	\$30,996	\$32,170	\$33,192	\$34,244	\$35,330	\$36,451	\$37,608	\$38,801	\$40,032	\$41,303	\$42,614	\$43,965	\$45,360
2080 hours	\$12.37	\$12.84	\$13.33	\$13.83	\$14.36	\$14.90	\$15.47	\$15.96	\$16.46	\$16.99	\$17.52	\$18.08	\$18.65	\$19.25	\$19.86	\$20.49	\$21.14	\$21.81
Pay Grade	F-01	F-02	F-03	F-04	F-05	F-06	F-07	F-08	F-09	F-10	F-11	F-12	F-13	F-14	F-15	F-16	F-17	F-18
Per Annum	\$28,269	\$29,340	\$30,452	\$31,606	\$32,804	\$34,047	\$35,336	\$36,458	\$37,614	\$38,807	\$40,040	\$41,310	\$42,620	\$43,973	\$45,367	\$46,807	\$48,292	\$49,824
2080 hours	\$13.59	\$14.11	\$14.64	\$15.20	\$15.77	\$16.37	\$16.99	\$17.53	\$18.08	\$18.66	\$19.25	\$19.86	\$20.49	\$21.14	\$21.81	\$22.50	\$23.22	\$23.95
Pay Grade	G-01	G-02	G-03	G-04	G-05	G-06	G-07	G-08	G-09	G-10	G-11	G-12	G-13	G-14	G-15	G-16	G-17	G-18
Per Annum	\$30,169	\$31,313	\$32,498	\$33,731	\$35,008	\$36,335	\$37,712	\$38,909	\$40,143	\$41,417	\$42,731	\$44,086	\$45,486	\$46,928	\$48,417	\$49,953	\$51,538	\$53,174
2080 hours	\$14.50	\$15.05	\$15.62	\$16.22	\$16.83	\$17.47	\$18.13	\$18.71	\$19.30	\$19.91	\$20.54	\$21.20	\$21.87	\$22.56	\$23.28	\$24.02	\$24.78	\$25.56
Pay Grade	H-01	H-02	H-03	H-04	H-05	H-06	H-07	H-08	H-09	H-10	H-11	H-12	H-13	H-14	H-15	H-16	H-17	H-18
Per Annum	\$32,355	\$33,581	\$34,853	\$36,173	\$37,545	\$38,967	\$40,443	\$41,727	\$43,050	\$44,417	\$45,826	\$47,279	\$48,780	\$50,328	\$51,924	\$53,572	\$55,271	\$57,026
2080 hours	\$15.56	\$16.14	\$16.76	\$17.39	\$18.05	\$18.73	\$19.44	\$20.06	\$20.70	\$21.35	\$22.03	\$22.73	\$23.45	\$24.20	\$24.96	\$25.76	\$26.57	\$27.42
Pay Grade	I-01	I-02	I-03	I-04	I-05	I-06	I-07	I-08	I-09	I-10	I-11	I-12	I-13	I-14	I-15	I-16	I-17	I-18
Per Annum	\$34,886	\$36,209	\$37,580	\$39,004	\$40,483	\$42,016	\$43,608	\$44,992	\$46,419	\$47,891	\$49,412	\$50,979	\$52,597	\$54,266	\$55,987	\$57,764	\$59,596	\$61,487
2080 hours	\$16.77	\$17.41	\$18.07	\$18.75	\$19.46	\$20.20	\$20.97	\$21.63	\$22.32	\$23.02	\$23.76	\$24.51	\$25.29	\$26.09	\$26.92	\$27.77	\$28.65	\$29.56
Pay Grade	J-01	J-02	J-03	J-04	J-05	J-06	J-07	J-08	J-09	J-10	J-11	J-12	J-13	J-14	J-15	J-16	J-17	J-18
Per Annum	\$37,913	\$39,349	\$40,841	\$42,388	\$43,995	\$45,661	\$47,391	\$48,894	\$50,446	\$52,047	\$53,699	\$55,402	\$57,160	\$58,973	\$60,844	\$62,776	\$64,767	\$66,821
2080 hours	\$18.23	\$18.92	\$19.64	\$20.38	\$21.15	\$21.95	\$22.78	\$23.51	\$24.25	\$25.02	\$25.82	\$26.64	\$27.48	\$28.35	\$29.25	\$30.18	\$31.14	\$32.13
Pay Grade	K-01	K-02	K-03	K-04	K-05	K-06	K-07	K-08	K-09	K-10	K-11	K-12	K-13	K-14	K-15	K-16	K-17	K-18
Per Annum	\$41,372	\$42,940	\$44,567	\$46,256	\$48,008	\$49,827	\$51,715	\$53,356	\$55,049	\$56,795	\$58,597	\$60,456	\$62,374	\$64,354	\$66,395	\$68,502	\$70,675	\$72,918
2080 hours	\$19.89	\$20.64	\$21.43	\$22.24	\$23.08	\$23.96	\$24.86	\$25.65	\$26.47	\$27.31	\$28.17	\$29.07	\$29.99	\$30.94	\$31.92	\$32.93	\$33.98	\$35.06
Pay Grade	L-01	L-02	L-03	L-04	L-05	L-06	L-07	L-08	L-09	L-10	L-11	L-12	L-13	L-14	L-15	L-16	L-17	L-18
Per Annum	\$45,262	\$46,978	\$48,758	\$50,605	\$52,523	\$54,512	\$56,578	\$58,373	\$60,225	\$62,136	\$64,108	\$66,142	\$68,240	\$70,406	\$72,639	\$74,944	\$77,322	\$79,775
2080 hours	\$21.76	\$22.59	\$23.44	\$24.33	\$25.25	\$26.21	\$27.20	\$28.06	\$28.95	\$29.87	\$30.82	\$31.80	\$32.81	\$33.85	\$34.92	\$36.03	\$37.17	\$38.35

**GOVERNMENT OF GUAM - GENERAL PAY PLAN (GPP) - 2023**

<b>Pay Grade</b>	<b>M-01</b>	<b>M-02</b>	<b>M-03</b>	<b>M-04</b>	<b>M-05</b>	<b>M-06</b>	<b>M-07</b>	<b>M-08</b>	<b>M-09</b>	<b>M-10</b>	<b>M-11</b>	<b>M-12</b>	<b>M-13</b>	<b>M-14</b>	<b>M-15</b>	<b>M-16</b>	<b>M-17</b>	<b>M-18</b>
Per Annum	\$49,731	\$51,615	\$53,571	\$55,601	\$57,708	\$59,895	\$62,163	\$64,136	\$66,171	\$68,269	\$70,436	\$72,671	\$74,977	\$77,356	\$79,809	\$82,342	\$84,954	\$87,650
2080 hours	\$23.91	\$24.82	\$25.76	\$26.73	\$27.74	\$28.80	\$29.89	\$30.83	\$31.81	\$32.82	\$33.86	\$34.94	\$36.05	\$37.19	\$38.37	\$39.59	\$40.84	\$42.14
<b>Pay Grade</b>	<b>N-01</b>	<b>N-02</b>	<b>N-03</b>	<b>N-04</b>	<b>N-05</b>	<b>N-06</b>	<b>N-07</b>	<b>N-08</b>	<b>N-09</b>	<b>N-10</b>	<b>N-11</b>	<b>N-12</b>	<b>N-13</b>	<b>N-14</b>	<b>N-15</b>	<b>N-16</b>	<b>N-17</b>	<b>N-18</b>
Per Annum	\$54,918	\$56,999	\$59,159	\$61,401	\$63,728	\$66,142	\$68,648	\$70,825	\$73,072	\$75,392	\$77,783	\$80,251	\$82,797	\$85,425	\$88,135	\$90,931	\$93,816	\$96,793
2080 hours	\$26.40	\$27.40	\$28.44	\$29.52	\$30.64	\$31.80	\$33.00	\$34.05	\$35.13	\$36.25	\$37.40	\$38.58	\$39.81	\$41.07	\$42.37	\$43.72	\$45.10	\$46.54
<b>Pay Grade</b>	<b>O-01</b>	<b>O-02</b>	<b>O-03</b>	<b>O-04</b>	<b>O-05</b>	<b>O-06</b>	<b>O-07</b>	<b>O-08</b>	<b>O-09</b>	<b>O-10</b>	<b>O-11</b>	<b>O-12</b>	<b>O-13</b>	<b>O-14</b>	<b>O-15</b>	<b>O-16</b>	<b>O-17</b>	<b>O-18</b>
Per Annum	\$60,875	\$63,180	\$65,575	\$68,059	\$70,638	\$73,315	\$76,093	\$78,508	\$80,999	\$83,568	\$86,219	\$88,956	\$91,778	\$94,690	\$97,695	\$100,794	\$103,992	\$107,291
2080 hours	\$29.27	\$30.38	\$31.53	\$32.72	\$33.96	\$35.25	\$36.58	\$37.74	\$38.94	\$40.18	\$41.45	\$42.77	\$44.12	\$45.52	\$46.97	\$48.46	\$50.00	\$51.58
<b>Pay Grade</b>	<b>P-01</b>	<b>P-02</b>	<b>P-03</b>	<b>P-04</b>	<b>P-05</b>	<b>P-06</b>	<b>P-07</b>	<b>P-08</b>	<b>P-09</b>	<b>P-10</b>	<b>P-11</b>	<b>P-12</b>	<b>P-13</b>	<b>P-14</b>	<b>P-15</b>	<b>P-16</b>	<b>P-17</b>	<b>P-18</b>
Per Annum	\$67,696	\$70,260	\$72,924	\$75,686	\$78,554	\$81,531	\$84,620	\$87,305	\$90,075	\$92,933	\$95,882	\$98,923	\$102,062	\$105,300	\$108,642	\$112,088	\$115,645	\$119,315
2080 hours	\$32.55	\$33.78	\$35.06	\$36.39	\$37.77	\$39.20	\$40.68	\$41.97	\$43.31	\$44.68	\$46.10	\$47.56	\$49.07	\$50.63	\$52.23	\$53.89	\$55.60	\$57.36
<b>Pay Grade</b>	<b>Q-01</b>	<b>Q-02</b>	<b>Q-03</b>	<b>Q-04</b>	<b>Q-05</b>	<b>Q-06</b>	<b>Q-07</b>	<b>Q-08</b>	<b>Q-09</b>	<b>Q-10</b>	<b>Q-11</b>	<b>Q-12</b>	<b>Q-13</b>	<b>Q-14</b>	<b>Q-15</b>	<b>Q-16</b>	<b>Q-17</b>	<b>Q-18</b>
Per Annum	\$73,788	\$76,583	\$79,486	\$82,497	\$85,623	\$88,867	\$92,235	\$95,162	\$98,182	\$101,296	\$104,510	\$107,826	\$111,247	\$114,777	\$118,419	\$122,175	\$126,053	\$130,052
2080 hours	\$35.48	\$36.82	\$38.21	\$39.66	\$41.17	\$42.72	\$44.34	\$45.75	\$47.20	\$48.70	\$50.25	\$51.84	\$53.48	\$55.18	\$56.93	\$58.74	\$60.60	\$62.52
<b>Pay Grade</b>	<b>R-01</b>	<b>R-02</b>	<b>R-03</b>	<b>R-04</b>	<b>R-05</b>	<b>R-06</b>	<b>R-07</b>	<b>R-08</b>	<b>R-09</b>	<b>R-10</b>	<b>R-11</b>	<b>R-12</b>	<b>R-13</b>	<b>R-14</b>	<b>R-15</b>	<b>R-16</b>	<b>R-17</b>	<b>R-18</b>
Per Annum	\$80,061	\$83,095	\$86,243	\$89,511	\$92,903	\$96,423	\$100,076	\$103,252	\$106,528	\$109,907	\$113,395	\$116,993	\$120,704	\$124,534	\$128,485	\$132,563	\$136,768	\$141,108
2080 hours	\$38.49	\$39.95	\$41.46	\$43.03	\$44.66	\$46.36	\$48.11	\$49.64	\$51.22	\$52.84	\$54.52	\$56.25	\$58.03	\$59.87	\$61.77	\$63.73	\$65.75	\$67.84
<b>Pay Grade</b>	<b>S-01</b>	<b>S-02</b>	<b>S-03</b>	<b>S-04</b>	<b>S-05</b>	<b>S-06</b>	<b>S-07</b>	<b>S-08</b>	<b>S-09</b>	<b>S-10</b>	<b>S-11</b>	<b>S-12</b>	<b>S-13</b>	<b>S-14</b>	<b>S-15</b>	<b>S-16</b>	<b>S-17</b>	<b>S-18</b>
Per Annum	\$86,466	\$89,741	\$93,141	\$96,671	\$100,335	\$104,136	\$108,082	\$111,511	\$115,049	\$118,700	\$122,466	\$126,352	\$130,360	\$134,496	\$138,764	\$143,167	\$147,709	\$152,395
2080 hours	\$41.57	\$43.14	\$44.78	\$46.48	\$48.24	\$50.07	\$51.96	\$53.61	\$55.31	\$57.07	\$58.88	\$60.75	\$62.67	\$64.66	\$66.71	\$68.83	\$71.01	\$73.27
<b>Pay Grade</b>	<b>T-01</b>	<b>T-02</b>	<b>T-03</b>	<b>T-04</b>	<b>T-05</b>	<b>T-06</b>	<b>T-07</b>	<b>T-08</b>	<b>T-09</b>	<b>T-10</b>	<b>T-11</b>	<b>T-12</b>	<b>T-13</b>	<b>T-14</b>	<b>T-15</b>	<b>T-16</b>	<b>T-17</b>	<b>T-18</b>
Per Annum	\$92,950	\$96,472	\$100,127	\$103,922	\$107,859	\$111,946	\$116,188	\$119,875	\$123,677	\$127,602	\$131,650	\$135,827	\$140,136	\$144,583	\$149,171	\$153,903	\$158,787	\$163,824
2080 hours	\$44.69	\$46.38	\$48.14	\$49.96	\$51.86	\$53.82	\$55.86	\$57.63	\$59.46	\$61.35	\$63.29	\$65.30	\$67.37	\$69.51	\$71.72	\$73.99	\$76.34	\$78.76
<b>Pay Grade</b>	<b>U-01</b>	<b>U-02</b>	<b>U-03</b>	<b>U-04</b>	<b>U-05</b>	<b>U-06</b>	<b>U-07</b>	<b>U-08</b>	<b>U-09</b>	<b>U-10</b>	<b>U-11</b>	<b>U-12</b>	<b>U-13</b>	<b>U-14</b>	<b>U-15</b>	<b>U-16</b>	<b>U-17</b>	<b>U-18</b>
Per Annum	\$99,457	\$103,226	\$107,136	\$111,196	\$115,409	\$119,782	\$124,321	\$128,266	\$132,336	\$136,535	\$140,866	\$145,336	\$149,948	\$154,705	\$159,614	\$164,678	\$169,902	\$175,293
2080 hours	\$47.82	\$49.63	\$51.51	\$53.46	\$55.48	\$57.59	\$59.77	\$61.67	\$63.62	\$65.64	\$67.72	\$69.87	\$72.09	\$74.38	\$76.74	\$79.17	\$81.68	\$84.28
<b>Pay Grade</b>	<b>V-01</b>	<b>V-02</b>	<b>V-03</b>	<b>V-04</b>	<b>V-05</b>	<b>V-06</b>	<b>V-07</b>	<b>V-08</b>	<b>V-09</b>	<b>V-10</b>	<b>V-11</b>	<b>V-12</b>	<b>V-13</b>	<b>V-14</b>	<b>V-15</b>	<b>V-16</b>	<b>V-17</b>	<b>V-18</b>
Per Annum	\$105,921	\$109,935	\$114,100	\$118,424	\$122,911	\$127,568	\$132,402	\$136,602	\$140,937	\$145,408	\$150,022	\$154,781	\$159,693	\$164,760	\$169,988	\$175,380	\$180,945	\$186,686
2080 hours	\$50.92	\$52.85	\$54.86	\$56.93	\$59.09	\$61.33	\$63.65	\$65.67	\$67.76	\$69.91	\$72.13	\$74.41	\$76.78	\$79.21	\$81.72	\$84.32	\$86.99	\$89.75
<b>Pay Grade</b>	<b>W-01</b>	<b>W-02</b>	<b>W-03</b>	<b>W-04</b>	<b>W-05</b>	<b>W-06</b>	<b>W-07</b>	<b>W-08</b>	<b>W-09</b>	<b>W-10</b>	<b>W-11</b>	<b>W-12</b>	<b>W-13</b>	<b>W-14</b>	<b>W-15</b>	<b>W-16</b>	<b>W-17</b>	<b>W-18</b>
Per Annum	\$111,747	\$115,982	\$120,376	\$124,938	\$129,671	\$134,584	\$139,684	\$144,116	\$148,689	\$153,406	\$158,273	\$163,295	\$168,476	\$173,822	\$179,337	\$185,027	\$190,897	\$196,955
2080 hours	\$53.72	\$55.76	\$57.87	\$60.07	\$62.34	\$64.70	\$67.16	\$69.29	\$71.48	\$73.75	\$76.09	\$78.51	\$81.00	\$83.57	\$86.22	\$88.96	\$91.78	\$94.69
<b>Pay Grade</b>	<b>X-01</b>	<b>X-02</b>	<b>X-03</b>	<b>X-04</b>	<b>X-05</b>	<b>X-06</b>	<b>X-07</b>	<b>X-08</b>	<b>X-09</b>	<b>X-10</b>	<b>X-11</b>	<b>X-12</b>	<b>X-13</b>	<b>X-14</b>	<b>X-15</b>	<b>X-16</b>	<b>X-17</b>	<b>X-18</b>
Per Annum	\$117,335	\$121,780	\$126,396	\$131,184	\$136,155	\$141,314	\$146,668	\$151,321	\$156,123	\$161,077	\$166,187	\$171,460	\$176,900	\$182,513	\$188,304	\$194,278	\$200,443	\$206,803
2080 hours	\$56.41	\$58.55	\$60.77	\$63.07	\$65.46	\$67.94	\$70.51	\$72.75	\$75.06	\$77.44	\$79.90	\$82.43	\$85.05	\$87.75	\$90.53	\$93.40	\$96.37	\$99.42