

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

Bill No. 268-32(COR)

Introduced by:

Michael F.O. San Nicolas

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

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1 BE IT ENACTED BY THE PEOPLE OF GUAM:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Exhibit 1. General Pay Plan (GPP)

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

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

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

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

Exhibit 2. Nurse Pay Plan (NPP)

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

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

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	

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
ED10	\$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
ED10	\$84,716	\$87,404	\$90,177	\$93,038	\$95,990	\$99,036	\$102,178	\$105,420	\$108,765
ED-9	\$77,014	\$79,457	\$81,978	\$84,580	\$87,263	\$90,032	\$92,888	\$95,836	\$98,876
ED-8	\$70,013	\$72,234	\$74,526	\$76,890	\$79,330	\$81,847	\$84,444	\$87,123	\$89,888
ED-7	\$63,065	\$65,066	\$67,131	\$69,261	\$71,458	\$73,725	\$76,064	\$78,478	\$80,968
ED-6	\$60,063	\$61,968	\$63,934	\$65,963	\$68,056	\$70,215	\$72,443	\$74,741	\$77,113
ED-5	\$55,872	\$57,644	\$59,473	\$61,360	\$63,307	\$65,316	\$67,388	\$69,526	\$71,732
ED-4	\$53,212	\$54,900	\$56,642	\$58,439	\$60,293	\$62,206	\$64,180	\$66,216	\$68,317
ED-3	\$49,499	\$51,069	\$52,689	\$54,361	\$56,086	\$57,866	\$59,702	\$61,596	\$63,550
ED-2	\$47,201	\$48,699	\$50,244	\$51,838	\$53,483	\$55,180	\$56,930	\$58,737	\$60,600
ED-1D	\$45,104	\$46,535	\$48,011	\$49,534	\$51,106	\$52,727	\$54,400	\$56,126	\$57,907
ED-1C	\$43,099	\$44,467	\$45,878	\$47,333	\$48,835	\$50,384	\$51,983	\$53,632	\$55,334
ED-1B	\$41,184	\$42,491	\$43,839	\$45,230	\$46,665	\$48,145	\$49,673	\$51,249	\$52,875
ED-1A	\$39,354	\$40,603	\$41,891	\$43,220	\$44,592	\$46,006	\$47,466	\$48,972	\$50,526

POSITIONS COVERED BY THE EDUCATOR PAY PLAN (EDU)

School Principal (Elementary and Secondary) - High

School Principal (Elementary and Secondary) - Middle

School Principal (Elementary and Secondary) - Elementary

Assistant School Principal (Elementary and Secondary)

School Program Consultant

Teacher VI

Teacher V

Teacher IV

Teacher III

Teacher II

Teacher I - D

Teacher I - C

Teacher I - B

Teacher I - A

Vocational Instructor

Headstart Teacher

Head Start Program Director

Head Start Program Assistant Director

Chamorro Studies Administrator

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

Exhibit 4. Attorney Pay Plan (ATTY)

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

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

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

Exhibit 5. Executive Pay Plan (EXEC)

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

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

Exhibit 5A

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

Exhibit 5A

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

Exhibit 6

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