

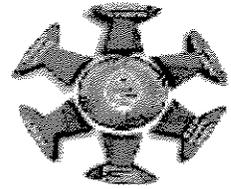


**Eddie Baza Calvo**  
Governor  
**Ray Tenorio**  
Lieutenant Governor

GOVERNMENT OF GUÅHAN  
(GUBETNAMENTON GUÅHAN)

DEPARTMENT OF ADMINISTRATION  
(DIPATTAMENTON ATMENESTRASION)

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**Benita A. Manglona**  
Director  
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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**

32-14-1170  
Office of the Speaker  
**Judith T. Won Pat, Ed. D.**  
Date: 1.15.14  
Time: 4:32 PM  
Received by: \*

*Buenas yan Håfa 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. *Dångkolo na Agradesimiento!*

*Benita Manglona*  
**BENITA A. MANGLONA**  
Director of Administration

Concurrence for transmittal to  
*I Liheslaturan Guåhan,*  
  
**Eddie Baza Calvo**  
*I Maga'låhen Guåhan*

2014 JAN 16 AM 8:51

1170

**DEPARTMENT  
OF  
ADMINISTRATION**

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

***P.L. 30-196***

***AS AMENDED BY***

***P.L. 32-068***

## 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 Maga'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 Maga'låhen Guåhan* to *I Liheslaturan Guåhan*.

#### 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

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 Guåhan* 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 Guåhan* 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 Guåhan* to include unclassified or non-permanent employees.

**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 14<sup>th</sup>, 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 Guåhan* to the *I Liheslaturan Guåhan* of a final, implementable plan to adjust compensation, classification and benefits for approval by the *I Liheslaturan Guåhan*. This section gave the *I Maga’låhen Guåhan* 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 Guåhan* to *I Liheslaturan Guåhan* and modified by *I Liheslaturan Guåhan*, 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.

#### **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 Guåhan* 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 Guåhan* 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

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:

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

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 Guåhan* 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 Guåhan* for approval:

- **General Pay Plan (GPP)**
- **Nurse Pay Plan (NPP)**
- **Education Pay Plan (EDU)**
- **Attorney Pay Plan (ATTY)**
- **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%

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

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.

## **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

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.

## **SUMMARY OF RECOMMENDATIONS**

In summary, the DOA presents these recommendations to *I Maga'låhen Guåhan* as an implementable plan to be transmitted to *I Liheslaturan Guåhan* 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 Guåhan* or upon the expiration of thirty (30) days after transmittal to *I Liheslaturan Guåhan*. 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

# Report Exhibits

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*Government of Guam Competitive Wage Act of 2014*

The Exhibits contained herein contain pay schedules specific to each pay plan. Exhibits also contain positions that are specifically covered by each plan and other miscellaneous compensation related recommendations and facts.

**Exhibit 1. General Pay Plan (GPP)**

<b>GENERAL PAY PLAN</b>									
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>
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)**

<b>NURSE PAY PLAN</b>									
<b>Grade</b>	<b>Step1</b>	<b>Step2</b>	<b>Step3</b>	<b>Step4</b>	<b>Step5</b>	<b>Step6</b>	<b>Step7</b>	<b>Step8</b>	<b>Step9</b>
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

<b>NURSE PAY PLAN</b>									
<b>Grade</b>	<b>Step10</b>	<b>Step11</b>	<b>Step12</b>	<b>Step13</b>	<b>Step14</b>	<b>Step15</b>	<b>Step16</b>	<b>Step17</b>	<b>Step18</b>
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

<b>POSITIONS COVERED BY THE NURSE PAY PLAN (NPP)</b>	
<b>Community Health &amp; Nursing Services Administrator</b>	<b>Infection Control Practitioner</b>
<b>Community Health &amp; Nursing Services Assistant Administrator</b>	<b>Licensed Practical Nurse I</b>
<b>Community Health Nurse I</b>	<b>Licensed Practical Nurse II</b>
<b>Community Health Nurse II</b>	<b>Nurse Anesthetist (CRNA)</b>
<b>Community Health Nurse Supervisor I</b>	<b>Nurse Midwife</b>
<b>Community Health Nurse Supervisor II</b>	<b>Nurse Practitioner</b>
<b>Hospital Assistant Nurse Administrator (Deputy Assistant)</b>	<b>Psychiatric Nurse I</b>
<b>Hospital Charge Nurse</b>	<b>Psychiatric Nurse II</b>
<b>Hospital Licensed Practical Nurse I</b>	<b>Psychiatric Nurse III</b>
<b>Hospital Licensed Practical Nurse II</b>	<b>Psychiatric Nurse Supervisor</b>
<b>Hospital Nurse Administrator</b>	<b>Psychiatric Nursing Administrator</b>
<b>Hospital Nurse Quality Improvement Specialist</b>	<b>School Health Counselor I</b>
<b>Hospital Nurse Risk Management Program Officer</b>	<b>School Health Counselor II</b>
<b>Hospital Nurse Supervisor I</b>	<b>School Health Counselor III</b>
<b>Hospital Nurse Supervisor II</b>	<b>School Health Program Coordinator</b>
<b>Hospital Nurse Utilization Review Specialist</b>	<b>Staff Nurse I</b>
<b>Hospital Nursing Supervisor</b>	<b>Staff Nurse II</b>
<b>Hospital Unit Supervisor</b>	<b>Staff Nurse Training Officer</b>
<b>Hospital Unit Supervisor</b>	
<b>Head Start Health Coordinator</b>	

**Exhibit 3. Educator Pay Plan (EDU)**

<b>EDUCATOR PAY PLAN (EDU)</b>									
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>
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

<b>EDUCATOR PAY PLAN (EDU)</b>									
<b>Grade</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>
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)**

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

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

<b>POSITIONS COVERED BY THE EDUCATOR PAY PLAN (EDU)</b>
<b>Administrative Counsel (CSC)</b>
<b>Assistant Principal Tax Attorney</b>
<b>Attorney I</b>
<b>Attorney II</b>
<b>Attorney III</b>
<b>Attorney IV</b>
<b>Attorney V</b>
<b>Chief Deputy Attorney General</b>
<b>Legal Advisor</b>
<b>Staff Attorney (Judicial)</b>
<b>Territorial Principal Tax Attorney</b>
<b>Compiler of Laws</b>
<b>Chief Assistant to Compiler of Laws</b>
<b>Public Guardian</b>
<b>Ethics Prosecutor</b>
<b>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.</b>

**Exhibit 5. Executive Pay Plan (EXEC)**

<b>EXECUTIVE PAY PLAN</b>							
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
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

<b>EXECUTIVE PAY PLAN</b>						
<b>Grade</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>
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

<b>POSITIONS COVERED BY THE EXECUTIVE PAY PLAN (EXEC)</b>		
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 (Guåhan 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 (GDCC)	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)	

Exhibit 6. Rate of Pay Positions

<b>SALARY RECOMMENDATIONS FOR RATE OF PAY POSITIONS</b>		
<b>Position</b>	<b>Current Pay</b>	<b>Recommended Pay</b>
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.

## **Exhibit 7. Miscellaneous Compensation-related Recommendations and Facts**

### **1. Salary Increment Schedule:**

- Every classified employee in Pay Grades A through X shall be entitled to a one step salary increment for satisfactory performance. Employees at Steps 1 through 6 shall be entitled to an increment after twelve (12) months of satisfactory performance. Employees at steps 7 through 9 shall be entitled to an increment after eighteen (18) months of satisfactory performance. Employees at Step 10 shall be entitled to an increment after twenty four (24) months of satisfactory performance.

### **2. Grades A through X:**

- The General Pay Plan (GPP) shall consist of pay grades A through X.

### **3. 18-Step Pay Structures:**

- The General Pay Plan (GPP), Nurse Pay Plan (NPP), and Education Pay Plan (EDU) consists of a pay structure with eighteen (18) steps. The Attorney Pay Plan (ATTY) and Executive Pay Plan (EXEC) have pay structures with less than eighteen (18) steps based on method of movement throughout the pay plan.

### **4. Merit Bonus Program Suspension:**

- The administration of Merit Bonuses is suspended until such time the Department of Administration can reassess the system of evaluation used to govern the eligibility for said bonuses. DOA shall come up with a policy of further evaluation to appropriately administer bonuses that are granted.

### **5. Additional Positions:**

- Positions may be added to the list of positions covered by the plans in **Exhibits 1** through **Exhibits 6** if necessary and as determined by the Director of Administration in consultation with all affected departments and agencies.

### **6. Request for Review Process:**

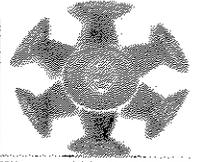
- There will be a "Request for Review" process which employees may use to request for a re-evaluation or reconsideration of the pay grades which have been assigned to positions they hold.

### **7. Pay Grades:**

- Positions and pay grades associated to those positions which were reviewed pursuant to P.L. 29-52 and E.O. 2006-21 are contained as an attachment.



# Government of Guam Competitive Wage Act of 2014 - Classification Plan



## I - CLERICAL & RELATED

A.	General Clerical	0.100 - 0.199
B	Typing and Secretarial	0.200 - 0.299
C	Cashiering, Payroll and Fiscal Clerical	0.400 - 0.499
D	Key punch and Computer Operation	0.500 - 0.599

## II - COLLECTION, REAL ESTATE, SUPPLY AND MISCELLANEOUS ADMINISTRATIVE

A	Office Management and Miscellaneous Administrative	1.100 - 1.199
B	Real Estate Registration and Taxation	1.200 - 1.299
C	Purchasing, Supplies Property and Related	1.400 - 1.499
D	Motor Vehicle Customer Services	1.500 - 1.599

## III - ADMINISTRATIVE, ACCOUNTING AND RELATED PROFESSIONAL AND TECHNICAL

A	General Administration and Management Systems Analysis	2.000 - 2.099
B	Programs Administration	2.100 - 2.199
C	Business Regulatory	2.200 - 2.299
D	Accounting and Fiscal	2.300 - 2.399
E	Tax Audit	2.400 - 2.499
F	Personnel Administration, Equal Employment & Public Information	2.500 - 2.599
G	Computer Programming and Analysis	2.600 - 2.699
H	Statistics and Economics	2.700 - 2.799
I	Legal	2.800 - 2.899

## IV - PROFESSIONAL & PARA-PROFESSIONAL SOCIAL SERVICES, EDUCATION AND RELATED

A	Community and Social Services	3.000 - 3.099
B	Counseling Psychology and Related	3.100 - 3.199
C	Employment Service and Related	3.200 - 3.299
D	Vocational Rehabilitation	3.300 - 3.399
E	General Education	3.400 - 3.499
F	Library Science and Related	3.500 - 3.599
G	Recreation and Related	3.600 - 3.699
H	Youth Services and Related	3.700 - 3.799

## V - BUSINESS REGULATION, PUBLIC SAFETY & RELATED

A	Safety Inspection & Administration	4.100 - 4.199
B	Compliance Inspection / Enforcement	4.200 - 4.299
C	Legal Investigation	4.300 - 4.399
D	Public Safety	4.400 - 4.499
E	Security & Correction	4.500 - 4.599

## VI - ARTS & MISCELLANEOUS TECHNICAL

A	Photography, Crafts and Graphic Arts	5.100 - 5.199
B	Television Technical and Related	5.200 - 5.299

## VII - PROFESSIONAL & TECHNICAL ENVIRONMENTAL HEALTH, ENGINEERING AND RELATED

A	Environmental Health	6.100 - 6.199
B	Technical and Professional Engineering	6.200 - 6.299
C	Planning	6.300 - 6.399

**VIII - PROFESSIONAL & TECHNICAL BIOLOGICAL, PHYSICAL SCIENCE AND RELATED**

A	Wildlife, Biology, Agriculture Science and Related	7.100 - 7.199
B	Laboratory Services	7.200 - 7.299
C	Crime Scene and Related Technical	7.300 - 7.399

**IX - NURSING, MEDICAL, DENTISTRY & RELATED TECHNICAL**

A	Nursing and Dental Hygiene	8.100 - 8.199
B	Nutrition and Health Education	8.200 - 8.299
C	Therapy and Related	8.300 - 8.399
D	Medical, Dental and Veterinary	8.400 - 8.499

**X - CUSTODIAL, LABOR, MAINTENANCE & RELATED**

A	General Domestic and Food Service	9.100 - 9.199
B	Laundry and Tailoring Service	9.200 - 9.299
C	Custodial	9.300 - 9.399
D	Labor, Grounds and Maintenance	9.400 - 9.499
E	Equipment Operations and Related	9.500 - 9.699
F	Office Machine, Meter, Lock Repair	9.700 - 9.799

**XI - TRADES, PLANT OPERATIONS & RELATED**

A	Mechanical and Metal Trades	10.100 - 10.199
B	Building Trades	10.200 - 10.299
C	Power System Electrical	10.300 - 10.399
D	Plant Operations	10.400 - 10.499
E	Telephone Installation and Maintenance	10.600 - 10.699
F	Electronics and Related Technical	10.700 - 10.799
G	Miscellaneous Trades	10.800 - 10.899

**XII - ADMINISTRATIVE, MANAGERIAL AND RELATED TRADES**

A	Administrative, Managerial and Related Trades	10.900 - 11.999
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**XX - UNCLASSIFIED**

A	Unclassified Appointment	20.000 - 40.000
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**XXI - EXECUTIVE - UNCLASSIFIED**

A	Executive	41.000 - 50.000
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**XXII - ELECTED OFFICIALS**

A	Rates of Pay	51.000 - 60.000
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**XXIII - UNCODED POSITIONS**

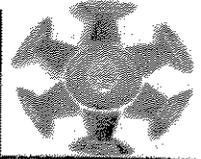
A	Uncoded Positions	
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January 14, 2014

Revision # 2



# 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
2.505	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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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 24-298)	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

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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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 CUNAHAN	CHAMORRO VILLAGE MANAGER	N	GPP
3.102		CHEMICAL DEPENDENCY TREATMENT SPECIALIST I	L	GPP

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
7.135	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)*	P()	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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
	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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
	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
2.460	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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
	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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

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		GROUNDS MAINTENANCE SUPERVISOR	H	GPP
9.431		GROUNDS 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

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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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 INSTUCTOR I - (ARMY/AIR FORCE/MARINE CORPS)	J	GPP
3.431	GDOE	JUNIOR ROTC INSTUCTOR II - (ARMY/AIR FORCE/MARINE CORPS)	L	GPP
3.432	GDOE	JUNIOR ROTC INSTUCTOR III - (ARMY/AIR FORCE/MARINE CORPS)	N	GPP
3.433	GDOE	JUNIOR ROTC INSTUCTOR 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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

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
8.360		MENTAL HEALTH RECREATION THERAPY COORDINATOR	K	GPP

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

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
3.641		PARKS ADMINISTRATOR	O	GPP
10.905		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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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	DIPATTAMENTION I KAOHAO CHINAMAN	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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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	GDOE	PROJECT DIRECTOR (DOE)	O	GPP
6.313	GHURA	PROJECT PLANNING & EVALUATION ASSISTANT	K	GPP
1.184	GEDA	PROMOTIONS COORDINATOR	K	GPP

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
	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
7.260	PHSS	PUBLIC HEALTH LABORATORY ADMINISTRATOR	P	GPP
8.218		PUBLIC HEALTH NUTRITION ADMINISTRATOR	Q	GPP

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

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)	L4C	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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
	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	SIKRITARIAN 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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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
3.464	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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
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 INPSECTOR I	I	GPP
2.215		WEIGHTS & MEASURES INPSECTOR 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

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**