

*I Mina'Trentai Dos Na Liheslaturan Guahan*  
**Bill Log Sheet**

BILL NO.	SPONSOR	TITLE	DATE INTRODUCED	DATE REFERRED	CMTE REFERRED	PUBLIC HEARING DATE	DATE COMMITTEE REPORT FILED	FISCAL NOTES
268-32 (COR)	Michael F.Q. San Nicolas	AN ACT TO APPROVE THE DEPARTMENT OF ADMINISTRATION'S IMPLEMENTATION PLANS OF THE 'GOVERNMENT OF GUAM COMPETITIVE WAGE ACT OF 2014', TO REQUIRE A PERFORMANCE-BASED STANDARD FOR DIRECTORS AND DEPUTY DIRECTORS OF LINE AGENCIES AND I MAGA'LÅHEN AND I SEGUNDU MAGA'LÅHEN	1/24/14 5:42 p.m.					

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

Bill No. 2608-32(COR)

Introduced by:

Michael F.O. San Nicolas

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

2014 JUN 24 PM 5:42  
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1 BE IT ENACTED BY THE PEOPLE OF GUAM:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

<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>
<b>X</b>	\$96,175	\$99,819	\$103,602	\$107,527	\$111,601	\$115,830	\$120,219	\$124,033	\$127,969
<b>W</b>	\$91,595	\$95,066	\$98,668	\$102,407	\$106,287	\$110,314	\$114,494	\$118,127	\$121,875
<b>V</b>	\$86,820	\$90,110	\$93,524	\$97,068	\$100,746	\$104,563	\$108,525	\$111,968	\$115,521
<b>U</b>	\$81,522	\$84,611	\$87,816	\$91,144	\$94,597	\$98,182	\$101,902	\$105,135	\$108,471
<b>T</b>	\$76,188	\$79,075	\$82,071	\$85,181	\$88,408	\$91,758	\$95,235	\$98,257	\$101,374
<b>S</b>	\$70,873	\$73,558	\$76,345	\$79,238	\$82,241	\$85,357	\$88,591	\$91,402	\$94,302
<b>R</b>	\$65,623	\$68,110	\$70,690	\$73,369	\$76,149	\$79,034	\$82,029	\$84,632	\$87,317
<b>Q</b>	\$60,482	\$62,773	\$65,152	\$67,620	\$70,183	\$72,842	\$75,602	\$78,001	\$80,476
<b>P</b>	\$55,488	\$57,590	\$59,773	\$62,037	\$64,388	\$66,828	\$69,360	\$71,561	\$73,831
<b>O</b>	\$49,897	\$51,787	\$53,750	\$55,786	\$57,900	\$60,094	\$62,371	\$64,350	\$66,392
<b>N</b>	\$45,014	\$46,720	\$48,490	\$50,328	\$52,235	\$54,214	\$56,268	\$58,053	\$59,895
<b>M</b>	\$40,762	\$42,307	\$43,910	\$45,574	\$47,301	\$49,093	\$50,953	\$52,570	\$54,238
<b>L</b>	\$37,100	\$38,506	\$39,965	\$41,479	\$43,051	\$44,682	\$46,375	\$47,846	\$49,364
<b>K</b>	\$33,911	\$35,196	\$36,530	\$37,914	\$39,350	\$40,841	\$42,389	\$43,734	\$45,122
<b>J</b>	\$31,076	\$32,253	\$33,476	\$34,744	\$36,061	\$37,427	\$38,845	\$40,077	\$41,349
<b>I</b>	\$28,595	\$29,679	\$30,803	\$31,970	\$33,182	\$34,439	\$35,744	\$36,878	\$38,048
<b>H</b>	\$26,520	\$27,525	\$28,568	\$29,650	\$30,774	\$31,940	\$33,150	\$34,202	\$35,287
<b>G</b>	\$24,729	\$25,666	\$26,638	\$27,648	\$28,695	\$29,783	\$30,911	\$31,892	\$32,904
<b>F</b>	\$23,171	\$24,049	\$24,960	\$25,906	\$26,888	\$27,907	\$28,964	\$29,883	\$30,831
<b>E</b>	\$21,095	\$21,895	\$22,724	\$23,585	\$24,479	\$25,406	\$26,369	\$27,206	\$28,069
<b>D</b>	\$19,040	\$19,761	\$20,510	\$21,287	\$22,094	\$22,931	\$23,800	\$24,555	\$25,334
<b>C</b>	\$17,769	\$18,442	\$19,141	\$19,866	\$20,619	\$21,400	\$22,211	\$22,916	\$23,643
<b>B</b>	\$16,694	\$17,326	\$17,983	\$18,664	\$19,371	\$20,105	\$20,867	\$21,529	\$22,212
<b>A</b>	\$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>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>
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>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>
N-U	\$118,266	\$121,939	\$125,727	\$129,632	\$133,658	\$137,810	\$142,090	\$146,504	\$151,054
N-T	\$110,528	\$113,961	\$117,501	\$121,151	\$124,914	\$128,794	\$132,794	\$136,919	\$141,172
N-S	\$102,817	\$106,011	\$109,303	\$112,699	\$116,199	\$119,808	\$123,530	\$127,367	\$131,323
N-R	\$95,201	\$98,158	\$101,207	\$104,351	\$107,592	\$110,934	\$114,380	\$117,932	\$121,596
N-Q	\$87,743	\$90,469	\$93,279	\$96,176	\$99,164	\$102,244	\$105,419	\$108,694	\$112,070
N-P	\$80,498	\$82,998	\$85,576	\$88,235	\$90,975	\$93,801	\$96,715	\$99,719	\$102,816
N-O	\$72,716	\$74,974	\$77,303	\$79,704	\$82,180	\$84,733	\$87,364	\$90,078	\$92,876
N-N	\$65,920	\$67,967	\$70,079	\$72,255	\$74,500	\$76,814	\$79,200	\$81,660	\$84,196
N-M	\$60,001	\$61,865	\$63,786	\$65,767	\$67,810	\$69,917	\$72,088	\$74,327	\$76,636
N-L	\$54,326	\$56,014	\$57,754	\$59,548	\$61,397	\$63,304	\$65,270	\$67,298	\$69,388
N-K	\$49,501	\$51,039	\$52,624	\$54,259	\$55,944	\$57,682	\$59,473	\$61,321	\$63,225
N-J	\$45,450	\$46,862	\$48,317	\$49,818	\$51,366	\$52,961	\$54,606	\$56,302	\$58,051
N-I	\$41,459	\$42,747	\$44,075	\$45,444	\$46,855	\$48,311	\$49,811	\$51,358	\$52,954
N-H	\$38,242	\$39,430	\$40,655	\$41,917	\$43,219	\$44,562	\$45,946	\$47,373	\$48,845
N-G	\$35,502	\$36,605	\$37,742	\$38,914	\$40,123	\$41,369	\$42,654	\$43,979	\$45,345
N-F	\$33,119	\$34,148	\$35,208	\$36,302	\$37,429	\$38,592	\$39,791	\$41,027	\$42,301

**POSITIONS COVERED BY THE NURSE PAY PLAN (NPP)**

<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)

EDUCATOR PAY PLAN (EDU)									
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
ED-12	\$74,669	\$77,498	\$80,435	\$83,482	\$86,645	\$89,929	\$93,336	\$96,297	\$99,353
ED-11	\$67,881	\$70,453	\$73,122	\$75,893	\$78,769	\$81,753	\$84,851	\$87,543	\$90,321
ED10	\$61,710	\$64,049	\$66,476	\$68,994	\$71,609	\$74,322	\$77,138	\$79,585	\$82,111
ED-9	\$56,100	\$58,226	\$60,432	\$62,722	\$65,098	\$67,565	\$70,125	\$72,350	\$74,645
ED-8	\$51,000	\$52,932	\$54,938	\$57,020	\$59,180	\$61,423	\$63,750	\$65,773	\$67,860
ED-7	\$45,939	\$47,680	\$49,487	\$51,362	\$53,308	\$55,328	\$57,424	\$59,246	\$61,126
ED-6	\$43,752	\$45,410	\$47,130	\$48,916	\$50,770	\$52,693	\$54,690	\$56,425	\$58,216
ED-5	\$40,699	\$42,241	\$43,842	\$45,503	\$47,227	\$49,017	\$50,874	\$52,488	\$54,154
ED-4	\$38,762	\$40,230	\$41,755	\$43,337	\$44,979	\$46,683	\$48,452	\$49,989	\$51,575
ED-3	\$36,057	\$37,423	\$38,841	\$40,313	\$41,840	\$43,426	\$45,071	\$46,501	\$47,976
ED-2	\$34,383	\$35,686	\$37,038	\$38,442	\$39,898	\$41,410	\$42,979	\$44,343	\$45,750
ED-1D	\$32,855	\$34,100	\$35,392	\$36,733	\$38,125	\$39,570	\$41,069	\$42,372	\$43,716
ED-1C	\$31,395	\$32,585	\$33,819	\$35,101	\$36,431	\$37,811	\$39,244	\$40,489	\$41,774
ED-1B	\$30,000	\$31,137	\$32,317	\$33,541	\$34,812	\$36,131	\$37,500	\$38,690	\$39,917
ED-1A	\$28,667	\$29,753	\$30,881	\$32,051	\$33,265	\$34,526	\$35,834	\$36,971	\$38,144

EDUCATOR PAY PLAN (EDU)									
Grade	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
ED-12	\$102,505	\$105,757	\$109,113	\$112,575	\$116,147	\$119,832	\$123,634	\$127,557	\$131,604
ED-11	\$93,187	\$96,143	\$99,194	\$102,341	\$105,588	\$108,938	\$112,395	\$115,961	\$119,640
ED10	\$84,716	\$87,404	\$90,177	\$93,038	\$95,990	\$99,036	\$102,178	\$105,420	\$108,765
ED-9	\$77,014	\$79,457	\$81,978	\$84,580	\$87,263	\$90,032	\$92,888	\$95,836	\$98,876
ED-8	\$70,013	\$72,234	\$74,526	\$76,890	\$79,330	\$81,847	\$84,444	\$87,123	\$89,888
ED-7	\$63,065	\$65,066	\$67,131	\$69,261	\$71,458	\$73,725	\$76,064	\$78,478	\$80,968
ED-6	\$60,063	\$61,968	\$63,934	\$65,963	\$68,056	\$70,215	\$72,443	\$74,741	\$77,113
ED-5	\$55,872	\$57,644	\$59,473	\$61,360	\$63,307	\$65,316	\$67,388	\$69,526	\$71,732
ED-4	\$53,212	\$54,900	\$56,642	\$58,439	\$60,293	\$62,206	\$64,180	\$66,216	\$68,317
ED-3	\$49,499	\$51,069	\$52,689	\$54,361	\$56,086	\$57,866	\$59,702	\$61,596	\$63,550
ED-2	\$47,201	\$48,699	\$50,244	\$51,838	\$53,483	\$55,180	\$56,930	\$58,737	\$60,600
ED-1D	\$45,104	\$46,535	\$48,011	\$49,534	\$51,106	\$52,727	\$54,400	\$56,126	\$57,907
ED-1C	\$43,099	\$44,467	\$45,878	\$47,333	\$48,835	\$50,384	\$51,983	\$53,632	\$55,334
ED-1B	\$41,184	\$42,491	\$43,839	\$45,230	\$46,665	\$48,145	\$49,673	\$51,249	\$52,875
ED-1A	\$39,354	\$40,603	\$41,891	\$43,220	\$44,592	\$46,006	\$47,466	\$48,972	\$50,526

**POSITIONS COVERED BY THE EDUCATOR PAY PLAN (EDU)**

**School Principal (Elementary and Secondary) - High**

**School Principal (Elementary and Secondary) - Middle**

**School Principal (Elementary and Secondary) - Elementary**

**Assistant School Principal (Elementary and Secondary)**

**School Program Consultant**

**Teacher VI**

**Teacher V**

**Teacher IV**

**Teacher III**

**Teacher II**

**Teacher I - D**

**Teacher I - C**

**Teacher I - B**

**Teacher I - A**

**Vocational Instructor**

**Headstart Teacher**

**Head Start Program Director**

**Head Start Program Assistant Director**

**Chamorro Studies Administrator**

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

Exhibit 4. Attorney Pay Plan (ATTY)

<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>
<b>E-X</b>	\$96,175	\$99,819	\$103,602	\$107,527	\$111,601	\$115,830	\$120,219
<b>E-W</b>	\$91,595	\$95,066	\$98,668	\$102,407	\$106,287	\$110,314	\$114,494
<b>E-V</b>	\$86,820	\$90,110	\$93,524	\$97,068	\$100,746	\$104,563	\$108,525
<b>E-U</b>	\$81,522	\$84,611	\$87,816	\$91,144	\$94,597	\$98,182	\$101,902
<b>E-T</b>	\$76,188	\$79,075	\$82,071	\$85,181	\$88,408	\$91,758	\$95,235
<b>E-S</b>	\$70,873	\$73,558	\$76,345	\$79,238	\$82,241	\$85,357	\$88,591
<b>E-R</b>	\$65,623	\$68,110	\$70,690	\$73,369	\$76,149	\$79,034	\$82,029
<b>E-Q</b>	\$60,482	\$62,773	\$65,152	\$67,620	\$70,183	\$72,842	\$75,602
<b>E-P</b>	\$55,488	\$57,590	\$59,773	\$62,037	\$64,388	\$66,828	\$69,360
<b>E-O</b>	\$49,897	\$51,787	\$53,750	\$55,786	\$57,900	\$60,094	\$62,371
<b>E-N</b>	\$45,014	\$46,720	\$48,490	\$50,328	\$52,235	\$54,214	\$56,268
<b>E-M</b>	\$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>
<b>E-X</b>	\$124,033	\$127,969	\$132,029	\$136,218	\$140,540	\$144,999
<b>E-W</b>	\$118,127	\$121,875	\$125,742	\$129,731	\$133,847	\$138,094
<b>E-V</b>	\$111,968	\$115,521	\$119,186	\$122,968	\$126,869	\$130,895
<b>E-U</b>	\$105,135	\$108,471	\$111,913	\$115,463	\$119,127	\$122,907
<b>E-T</b>	\$98,257	\$101,374	\$104,591	\$107,909	\$111,333	\$114,865
<b>E-S</b>	\$91,402	\$94,302	\$97,294	\$100,381	\$103,566	\$106,852
<b>E-R</b>	\$84,632	\$87,317	\$90,087	\$92,946	\$95,895	\$98,937
<b>E-Q</b>	\$78,001	\$80,476	\$83,029	\$85,663	\$88,381	\$91,185
<b>E-P</b>	\$71,561	\$73,831	\$76,174	\$78,591	\$81,084	\$83,657
<b>E-O</b>	\$64,350	\$66,392	\$68,498	\$70,671	\$72,914	\$75,227
<b>E-N</b>	\$58,053	\$59,895	\$61,796	\$63,756	\$65,779	\$67,866
<b>E-M</b>	\$52,570	\$54,238	\$55,958	\$57,734	\$59,566	\$61,456



**Exhibit 5A**

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

**Exhibit 5A**

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

**Exhibit 6**

<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
Attorney General	\$109,498	\$128,685
Public Auditor	\$85,000	\$110,000