FILE COPY

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

CERTIFICATION OF PASSAGE OF AN ACT TO *I MAGA'LAHEN GUÅHAN*

This is to certify that **Bill No. 268-32 (COR), "AN ACT TO APPROVE THE DEPARTMENT OF ADMINISTRATION'S IMPLEMENTATION PLANS OF THE "GOVERNMENT OF GUAM COMPETITIVE WAGE ACT OF 2014"; AND TO *REPEAL* §§ 6201, 6202, AND 6208 OF ARTICLE 2, CHAPTER 6, TITLE 4, GUAM CODE ANNOTATED,"** was on the 1st day of February, 2014, duly and regularly passed.

Judith T. Won Pat, Ed.D.
Speaker

Attested:

Tina Rose Muña Barnes
Legislative Secretary

This Act was received by *I Maga'lahen Guåhan* this 1ST day of FEB, 2014, at 10:30 o'clock A.M.

Assistant Staff Officer
Maga'lahi's Office

APPROVED:

EDWARD J.B. CALVO
I Maga'lahen Guåhan

Date: _____

Public Law No. _____

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

Bill No. 268-32 (COR)
As amended by the Committee on General Government Operations and Cultural Affairs; and further amended on the Floor.

Introduced by: Michael F. Q. San Nicolas
T. C. Ada
V. Anthony Ada
Frank B. Aguon, Jr.
B. J.F. Cruz
Chris M. Dueñas
Michael T. Limtiaco
Brant T. McCreadie
Tommy Morrison
T. R. Muña Barnes
Vicente (ben) C. Pangelinan
R. J. Respicio
Dennis G. Rodriguez, Jr.
Aline A. Yamashita, Ph.D.
Judith T. Won Pat, Ed.D.

AN ACT TO APPROVE THE DEPARTMENT OF ADMINISTRATION'S IMPLEMENTATION PLANS OF THE "GOVERNMENT OF GUAM COMPETITIVE WAGE ACT OF 2014"; AND TO *REPEAL* §§ 6201, 6202, AND 6208 OF ARTICLE 2, CHAPTER 6, TITLE 4, GUAM CODE ANNOTATED.

BE IT ENACTED BY THE PEOPLE OF GUAM:

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

Section 2. Legislative Findings and Intent. *I Liheslaturan Guåhan* finds that Section 2 of Chapter XI of Public Law 32-68 required that by January 15, 2014, *I Maga'lahi* submit a final, implementable plan to adjust compensation, classification and benefits to *I Liheslatura*. *I Liheslatura* authorized *I Maga'lahi* to cover either classified personnel only, or classified and unclassified personnel. On January 15, 2014, *I Maga'lahen Guåhan* submitted the General Pay Plan (GPP), Nurse Pay Plan (NPP), Educator Pay Plan (EDU), Attorney Pay Plan (ATTY), Executive Pay Plan (EXEC), and Salary Recommendations for Rate of Pay Positions. The Executive Pay Plan includes many unclassified appointed positions and the Recommendations for Rate of Pay Positions include recommendations to give substantial raises to elected officials.

I Liheslatura further finds that Section 2(e), Chapter XI of Public Law 32-68 mandated *I Maga'lahi* to submit a final, implementable plan to adjust compensation, classification and benefits to *I Liheslatura*; and that the plan submitted by *I Maga'lahi* to *I Liheslatura* on January 15, 2014 *did not* include details of the implementation of such plan, inclusive of the policies and procedures, appeals process(es) for government of Guam employees, if any, and other information regarding the slotting of employees into each Pay Plan, among other cost and financial analyses performed by *I Maga'lahi* and the Executive Branch prior to the submission of said plan. After several attempts by *I Liheslatura* to request for such details of the plan submitted by *I Maga'lahi, I Liheslatura* continues to be unable to be provided the necessary data and information from *I Maga'lahi* to act responsibly on a final, implementable plan to adjust compensation, classification and benefits for government of Guam employees.

Given the omission of such details and the lack of cooperation of *I Maga'lahi, I Liheslatura* finds that the plan as submitted by *I Maga'lahi* is *not* implementable and that further details are required to be submitted until such time

I Liheslatura can responsibly authorize the implementation of a final, implementable plan to adjust compensation, classification and benefits for government of Guam employees. Notwithstanding the aforementioned omission of such details and lack of cooperation of *I Maga'lahi, I Liheslatura* further finds that the employees *shall* be afforded a plan that is retroactively effective to February 9, 2014, upon the submission of the aforementioned details of the plan submitted by *I Maga'lahi* to *I Liheslatura.*

I Liheslatura further finds that classified and unclassified employees of the government of Guam have patiently awaited their salary adjustments since *I Maga'lahi* issued Executive Order 2011-02 on January 14, 2011, stopping implementation of the compensation study and the corresponding salary adjustments and transferring such appropriation for the implementation of said compensation study and corresponding salary adjustments to pay for the additional health insurance premium payments required by contract for government of Guam employees and retirees in Fiscal Year 2011, pursuant to Section 3 of Public Law 31-74.

I Liheslatura further finds that the appropriations allocated in Section 2(d), Chapter XI of Public Law 32-68 were calculated with the inclusion of the Law Enforcement Officer (LEO) Pay Plan. In the plan submitted by *I Maga'lahi,* it is stated that "there is no recommendation for the Law Enforcement Officer (LEO) pay plan due to the full implementation of Public Law 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." It is the intent of *I Liheslatura* to reallocate the appropriation.

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

Section 3. Approval of the General Pay Plan (GPP), Nurse Pay Plan (NPP), Educator Pay Plan (EDU) and Attorney Pay Plan (ATTY). Appropriations contained in Chapter XI §2(d) of the General Appropriations Act of 2014 *shall* be used for classified and unclassified employees pursuant to §2(e) of Chapter XI of Public Law 32-68. *I Liheslatura* hereby approves the General Pay Plan (GPP) contained in Exhibit 1 appended hereto; the Nurse Pay Plan (NPP) contained in Exhibit 2 appended hereto; the Educator Pay Plan (EDU) contained in Exhibit 3 appended hereto; the Attorney Pay Plan (ATTY) contained in Exhibit 4 appended hereto; and the positions included in this Plan indicated in Exhibit 4A, appended hereto; and Exhibit 7, the Miscellaneous Compensation-related Recommendations and Facts, appended hereto with its attachments.

Section 4. Mayor and Vice Mayor Compensation. Notwithstanding any other provision of law to the contrary, the salary for a Mayor *shall* be raised from Forty-Six Thousand Sixty-Two Dollars ($46,062) per annum to Fifty-Six Thousand Sixty-Two Dollars ($56,062) per annum; and the salary for a Vice Mayor *shall* be raised from Forty-Two Thousand Two Hundred Sixty-Four Dollars ($42,264) per annum to Fifty-Two Thousand Two Hundred Sixty-Four dollars ($52,264) per annum.

Section 5. Notwithstanding any other provision of law to the contrary, *I Maga'lahen Guåhan*, *I Segundu Na Maga'lahen Guåhan*, Senators of *I Liheslaturan Guåhan*, the Attorney General, the Public Auditor, and executive officers in agencies and instrumentalities of the government of Guam included in Exhibit 5A of this Act, appended hereto, *shall not* receive a salary increase pursuant to this Act or §2 of Chapter XI of Public Law 32-68.

Section 6. 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 Step 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. Any employee due an increment beyond the final step in each pay plan *shall* be entitled to an equivalent of a one-step salary increment of 3.17% after twenty-four (24) months of satisfactory performance.

Section 7. Section 2(d), Chapter XI of Public Law 32-68 is hereby *amended* to read:

"(d) Implementation of the Government-wide Position Classification, Compensation & Benefits Study. The sum of Seven Million Fifty Five Thousand Three Hundred Fifty Seven Dollars **($7,055,357)** is hereby appropriated from the General Fund to the following branches and agencies by multiplying the total appropriation by the percentage in the column that corresponds to the branches and agencies based on the selection of *I Maga'lahi* in Subsection (c) of this Section:

	Classified Personnel Only	**Classified and Unclassified Personnel**
(1) Unified Judiciary	9.40%	6.68%
(2) GDOE	35.03%	41.23%
(3) UOG	6.10%	4.83%
(4) GCC	3.10%	2.48%
(5) MCOG	0.12%	8.06%

(6) OPA	0.54%	.50%
(7) OAG	2.01%	1.91%
(8) PDSC	1.51%	1.20%
(9) Executive Branch Line Agencies	42.19%	33.11%"

Section 8. Appropriation to the Judiciary of Guam. The sum of Four Hundred Seventy One Thousand Two Hundred Ninety-Eight Dollars ($471,298) appropriated from the General Fund to the Unified Judiciary in Public Law 32-68, Chapter XI, Miscellaneous Appropriations, Section 2, Subsection (d)(1) to pay for the implementation of the Government-wide Position Classification, Compensation and Salary Benefits Study is hereby de-appropriated, and said sum is hereby appropriated herein from the General Fund to the Judiciary of Guam for the purpose of paying the salary adjustments to non-law enforcement classified and unclassified employees of the Judiciary affected in this Act as determined by the Judicial Council of Guam.

Secion 9. In addition to the funds appropriated to GMHA in P.L. 32-68 and other laws, *I Maga'lahi shall* identify and transfer additional funds to GMHA to supplement existing appropriations, to ensure GMHA employees are included in the Government of Guam Competitive Wage Act of 2014.

Section 10. Repeal of 4 GCA § 6201. §6201 of Article 2, Chapter 6, Title 4, Guam Code Annotated is hereby *repealed.*

Section 11. Repeal of 4 GCA § 6202. §6202 of Article 2, Chapter 6, Title 4, Guam Code Annotated is hereby *repealed.*

Section 12. Repeal of 4 GCA § 6208. §6208 of Article 2, Chapter 6, Title 4, Guam Code Annotated is hereby *repealed.*

Section 13. Effective Date. This Act *shall* be effective on or retroactively to February 9, 2014, *provided*, that *I Maga'lahi* submits to *I Liheslaturan Guåhan* the details of the Plan transmitted by *I Maga'lahen Guåhan* that includes, but is *not*

limited to: (1) the policies and procedures inclusive of specific details as to the slotting of existing employees into the pay plans; (2) the cost of the implementation of the plan as submitted by *I Maga'lahi* to *I Liheslatura* on January 15, 2014, broken down by agency or instrumentality; (3) any and all changes in the recommendations of either the salary, or the position title, in the classified or unclassified pay scale, that is different from the plan pursuant to Executive Orders Nos. 2010-24 and 2010-25 (the 2010 Hay Plan), and a justification for each change; (4) the identified sources of funding for such implementation; and (5) the policies, procedures, rules, regulations, etc. of the Request for Review process for employees under the Reclassification and Compensation Plan.

Section 14. Severability. *If* any provision of this Act or its application to any person or circumstance is found to be invalid or contrary to law, such invalidity *shall not* affect other provisions or applications of this Act which can be given effect without the invalid provisions or application, and to this end the provisions of this Act are severable.

Exhibit 1. General Pay Plan (GPP)

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

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

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

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

Exhibit 2. Nurse Pay Plan (NPP)

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

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

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

Exhibit 3. Educator Pay Plan (EDU)

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

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

POSITIONS COVERED BY THE EDUCATOR PAY PLAN (EDU)
School Principal (Elementary and Secondary) - High
School Principal (Elementary and Secondary) – Middle
School Principal (Elementary and Secondary) – Elementary
Assistant School Principal (Elementary and Secondary)
School Program Consultant
Teacher VI
Teacher V
Teacher IV
Teacher III
Teacher II
Teacher I – D
Teacher I – C
Teacher I – B
Teacher I – A
Vocational Instructor
Headstart Teacher
Head Start Program Director
Head Start Program Assistant Director
Chamorro Studies Administrator

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

Exhibit 4. Attorney Pay Plan (ATTY)

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

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

Exhibit 4A

POSITIONS COVERED BY THE EDUCATOR PAY PLAN (EDU)
Administrative Counsel (CSC)
Assistant Principal Tax Attorney
Attorney I
Attorney II
Attorney III
Attorney IV
Attorney V
Chief Deputy Attorney General
[redacted]
[redacted]
Territorial Principal Tax Attorney
[redacted]
[redacted]
[redacted]
[redacted]
Note: [redacted] Attorney Level I only includes two steps with the expectation of moving to the Attorney Level 2 upon meeting the minimum requirements.

Exhibit 5A

EXECUTIVE OFFICERS NOT SUBJECT TO INCREASE IN SALARY		
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 (GDDC)
[redacted]	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

EXECUTIVE OFFICERS NOT SUBJECT TO INCREASE IN SALARY		
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 7. Miscellaneous Compensation-related Recommendations and Facts

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

2. **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) [redacted] have pay structures with less than eighteen (18) steps based on method of movement throughout the pay plan.

3. **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.

4. **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.

5. **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.

6. **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	Keypunch 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
XX - UNCLASSIFIED		
A	Unclassified Appointment	20.000 -40.000
[redacted]		
XXIII - UNCODED POSITIONS		
A	Uncoded Positions	

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
[redacted]				
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
	[redacted]			
	[redacted]			
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
	[redacted]			
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
	[redacted]			

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
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
[redacted]				
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 CHAMORRO	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
	[redacted]			
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
	[redacted]			
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
	[redacted]			
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
	[redacted]			
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
	[redacted]			
3.092	GMHA	CLINICAL ADMINISTRATOR	S	GPP
8.213	GMHA	CLINICAL DIETITIAN I	L	GPP
8.214	GMHA	CLINICAL DIETITIAN II	M	GPP
	[redacted]			
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
[redacted]				
	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
[redacted]				
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
[redacted]				

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
	[redacted]			
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
	[redacted]			
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
	[redacted]			
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
	[redacted]			
	GMHA	DEPUTY ASSISTANT, NURSING SERVICES	P	GPP
1.239		DEPUTY CIVIL REGISTRAR	N	GPP
	[redacted]			
	[redacted]			
	[redacted]			

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
	[redacted]			
	[redacted]			
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
	[redacted]			
	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
	[redacted]			
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
	[redacted]			
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
	[redacted]			
	[redacted]			
	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
	[redacted]			
	[redacted]			
	[redacted]			
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 CORPORTATION	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
	[redacted]			
	[redacted]			
	[redacted]			
	GEDA	HUMAN RESOURCES MANAGER	N	GPP
	[redacted]			
	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
	[redacted]			
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
	[redacted]			
	[redacted]			
	[redacted]			
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
	[redacted]			
	[redacted]			
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 ABSTRACTOR I	I	GPP
1.236		LAND ABSTRACTOR II	J	GPP

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
1.237		LAND ABSTRACTOR 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
	[redacted]			
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 COMPLANCE 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
	[redacted]			
2.024	GEDA	MANAGEMENT OFFICER	O	GPP
	[redacted]			
	[redacted]			
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
	[redacted]			
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
	[redacted]			
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
	[redacted]			
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 [illegible]	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
	[redacted]			
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
	[redacted]			
	GEDA	PROCUREMENT OFFICER	I	GPP
5.216		PRODUCER DIRECTOR	K	GPP
2.120		PROGRAM COORDINATOR I	K	GPP
	[redacted]			
2.121		PROGRAM COORDINATOR II	M	GPP
	[redacted]			
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
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
		[redacted]		
		[redacted]		
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
		[redacted]		
		[redacted]		
		[redacted]		
2.644		SENIOR PROGRAMMER ANALYST	M	GPP
2.641		SENIOR PROGRAMMER ANALYST (UNCLASSIFIED)	M	GPP
		[redacted]		

CLASS CODE	DEPARTMENT	POSITION TITLE	NEW PAYGRADE	PAY PLAN
	[redacted]			
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
	[redacted]			
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
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
	[redacted]			
	[redacted]			
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

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