



**UNIVERSITY OF GUAM
UNIBETSEDĀT GUÅHAN
Board of Regents**

Resolution No. 23-21

**RELATIVE TO APPROVING PAY ADJUSTMENTS FOR FEDERALLY FUNDED EMPLOYEES
AS AUTHORIZED BY PUBLIC LAW 37-3**

WHEREAS, the University of Guam (UOG) is the primary U.S. Land Grant and Sea Grant institution accredited by the Western Association of Schools and Colleges Senior College and University Commission serving the post-secondary needs of the people of Guam and the Western Pacific region;

WHEREAS, pursuant to 17 GCA § 16112, the Board of Regents (BOR) Articles of Incorporation, and the BOR Bylaws, the BOR is authorized to adopt rules and regulations governing the selection, compensation, promotion, performance evaluation, disciplinary action and other terms and conditions of employment affecting academic personnel and professional, technical, federal, and externally funded personnel;

WHEREAS, the BOR is responsible for approving and adopting budgets and plans that together serve as the primary controls to ensure the effectiveness and financial well-being of the University;

WHEREAS, Public Law 37-3 was enacted on March 31, 2023 adjusting the government of Guam General Pay Plan by 22%;

WHEREAS, Public Law 37-3 precluded the application of the pay adjustment to unclassified employees for the remainder of FY2023 except, in relevant part, to federally funded unclassified employees;

WHEREAS, in April 2022, the BOR passed Resolution No. 22-15 regarding the creation of rules and regulations regarding Professional, Technical, Federal, and Externally Funded (PTE) employees of the University – a new classification established to formalize the University's relationships with certain employee groups;

WHEREAS, the University has many federally funded employees across many units who are eligible to receive an increase in pay as a result of Public Law 37-3 which are considered PTE employees and subject to the UOG Pay Plan (UGPP);

WHEREAS, because many of these unclassified employees were not hired at the same pay rate as their counterparts in the classified service, and in order to maintain equity between different job classifications, the Human Resources Office will develop a methodology for assigning a pay target for the federally funded unclassified employees and the appropriate grant principal investigators will need to develop a plan to adjust the salaries of their federally funded unclassified employees in accordance with the 22% pay adjustment authorized by Public Law 37-3 for the rest of FY2023 if the federal grant authority authorizes and has the funds for the pay adjustment.

WHEREAS, the University will continue to work on a plan for addressing unclassified employees not covered in this action in order to maintain pay equity among all employee groups of the University;

WHEREAS, the UOG Administration and the BOR Committee on Academic, Personnel and Tenure having reviewed and discussed the adjusted General Pay Plan, recommend the enclosed documents to the BOR for approval.

NOW, THEREFORE, BE IT RESOLVED, that the BOR authorizes the President to depart from the UOG General Pay Plan and to effect the 22% pay adjustment authorized by Public Law 37-3 for federally funded employees for the remainder of FY2023 whose federal grant authorities authorize the pay adjustments;

BE IT FURTHER RESOLVED, that this action will cover only employees that are occupying 100% federally funded positions; and


BE IT FURTHER RESOLVED, that any pay actions for federally funded positions must be made in coordination and with the approval of the federal grant authorities.

Adopted this 22nd day of June, 2023.



Liza J. Prevido, Chairperson

ATTESTED:



Thomas W. Krise, Ph.D., Executive Secretary

Guam Department of Administration January 30, 2023 Pay Plan Salary Scale

GOVERNMENT OF GUAM - GENERAL PAY PLAN -2023

Pay Grade	X-01	X-02	X-03	X-04	X-05	X-06	X-07	X-08	X-09	X-10	X-11	X-12	X-13	X-14	X-15	X-16	X-17	X-18
Per Annum	\$117,335	\$121,780	\$126,396	\$131,184	\$136,155	\$141,314	\$146,668	\$151,321	\$156,123	\$161,077	\$166,187	\$171,460	\$176,900	\$182,513	\$188,304	\$194,278	\$200,443	\$206,803
2080 hours	\$56.41	\$58.55	\$60.77	\$63.07	\$65.46	\$67.94	\$70.51	\$72.75	\$75.06	\$77.44	\$79.90	\$82.43	\$85.05	\$87.75	\$90.53	\$93.40	\$96.37	\$99.42
Pay Grade	W-01	W-02	W-03	W-04	W-05	W-06	W-07	W-08	W-09	W-10	W-11	W-12	W-13	W-14	W-15	W-16	W-17	W-18
Per Annum	\$111,747	\$115,982	\$120,376	\$124,938	\$129,671	\$134,584	\$139,684	\$144,116	\$148,889	\$153,406	\$158,273	\$163,295	\$168,476	\$173,822	\$179,337	\$185,027	\$190,897	\$196,955
2080 hours	\$53.72	\$55.76	\$57.87	\$60.07	\$62.34	\$64.70	\$67.16	\$69.29	\$71.48	\$73.75	\$76.09	\$78.51	\$81.00	\$83.57	\$86.22	\$88.96	\$91.78	\$94.69
Pay Grade	V-01	V-02	V-03	V-04	V-05	V-06	V-07	V-08	V-09	V-10	V-11	V-12	V-13	V-14	V-15	V-16	V-17	V-18
Per Annum	\$105,921	\$109,935	\$114,100	\$118,424	\$122,911	\$127,568	\$132,402	\$136,602	\$140,937	\$145,408	\$150,022	\$154,781	\$159,693	\$164,760	\$169,988	\$175,380	\$180,945	\$186,686
2080 hours	\$50.92	\$52.85	\$54.86	\$56.93	\$59.09	\$61.33	\$63.65	\$65.67	\$67.76	\$69.91	\$72.13	\$74.41	\$76.78	\$79.21	\$81.72	\$84.32	\$86.99	\$89.75
Pay Grade	U-01	U-02	U-03	U-04	U-05	U-06	U-07	U-08	U-09	U-10	U-11	U-12	U-13	U-14	U-15	U-16	U-17	U-18
Per Annum	\$99,457	\$103,226	\$107,136	\$111,196	\$115,409	\$119,782	\$124,321	\$128,266	\$132,336	\$136,535	\$140,866	\$145,336	\$149,948	\$154,705	\$159,614	\$164,678	\$169,902	\$175,293
2080 hours	\$47.82	\$49.63	\$51.51	\$53.46	\$55.48	\$57.59	\$59.77	\$61.67	\$63.62	\$65.64	\$67.72	\$69.87	\$72.09	\$74.38	\$76.74	\$79.17	\$81.68	\$84.28
Pay Grade	T-01	T-02	T-03	T-04	T-05	T-06	T-07	T-08	T-09	T-10	T-11	T-12	T-13	T-14	T-15	T-16	T-17	T-18
Per Annum	\$92,950	\$96,472	\$100,127	\$103,922	\$107,859	\$111,946	\$116,188	\$119,875	\$123,677	\$127,602	\$131,650	\$135,827	\$140,136	\$144,583	\$149,171	\$153,903	\$158,787	\$163,824
2080 hours	\$44.69	\$46.38	\$48.14	\$49.96	\$51.86	\$53.82	\$55.86	\$57.63	\$59.46	\$61.35	\$63.29	\$65.30	\$67.37	\$69.51	\$71.72	\$73.99	\$76.34	\$78.76
Pay Grade	S-01	S-02	S-03	S-04	S-05	S-06	S-07	S-08	S-09	S-10	S-11	S-12	S-13	S-14	S-15	S-16	S-17	S-18
Per Annum	\$86,466	\$89,741	\$93,141	\$96,671	\$100,335	\$104,136	\$108,082	\$111,511	\$115,049	\$118,700	\$122,466	\$126,352	\$130,360	\$134,496	\$138,764	\$143,167	\$147,709	\$152,395
2080 hours	\$41.57	\$43.14	\$44.78	\$46.48	\$48.24	\$50.07	\$51.96	\$53.61	\$55.31	\$57.07	\$58.88	\$60.75	\$62.67	\$64.66	\$66.71	\$68.83	\$71.01	\$73.27
Pay Grade	R-01	R-02	R-03	R-04	R-05	R-06	R-07	R-08	R-09	R-10	R-11	R-12	R-13	R-14	R-15	R-16	R-17	R-18
Per Annum	\$80,061	\$83,095	\$86,243	\$89,511	\$92,903	\$96,423	\$100,076	\$103,252	\$106,528	\$109,907	\$113,395	\$116,993	\$120,704	\$124,534	\$128,485	\$132,563	\$136,768	\$141,108
2080 hours	\$38.49	\$39.95	\$41.46	\$43.03	\$44.66	\$46.36	\$48.11	\$49.84	\$51.22	\$52.84	\$54.52	\$56.25	\$58.03	\$59.87	\$61.77	\$63.73	\$65.75	\$67.84
Pay Grade	Q-01	Q-02	Q-03	Q-04	Q-05	Q-06	Q-07	Q-08	Q-09	Q-10	Q-11	Q-12	Q-13	Q-14	Q-15	Q-16	Q-17	Q-18
Per Annum	\$73,788	\$76,583	\$79,486	\$82,497	\$85,623	\$88,867	\$92,235	\$95,162	\$98,182	\$101,296	\$104,510	\$107,826	\$111,247	\$114,777	\$118,419	\$122,175	\$126,053	\$130,052
2080 hours	\$35.48	\$36.82	\$38.21	\$39.66	\$41.17	\$42.72	\$44.34	\$45.75	\$47.20	\$48.70	\$50.25	\$51.84	\$53.48	\$55.18	\$56.93	\$58.74	\$60.60	\$62.52
Pay Grade	P-01	P-02	P-03	P-04	P-05	P-06	P-07	P-08	P-09	P-10	P-11	P-12	P-13	P-14	P-15	P-16	P-17	P-18
Per Annum	\$67,696	\$70,260	\$72,924	\$75,688	\$78,554	\$81,531	\$84,620	\$87,305	\$90,075	\$92,933	\$95,882	\$98,923	\$102,062	\$105,300	\$108,642	\$112,088	\$115,645	\$119,315
2080 hours	\$32.55	\$33.78	\$35.06	\$36.39	\$37.77	\$39.20	\$40.68	\$41.97	\$43.31	\$44.68	\$46.10	\$47.56	\$49.07	\$50.63	\$52.23	\$53.89	\$55.60	\$57.36
Pay Grade	O-01	O-02	O-03	O-04	O-05	O-06	O-07	O-08	O-09	O-10	O-11	O-12	O-13	O-14	O-15	O-16	O-17	O-18
Per Annum	\$60,875	\$63,180	\$65,575	\$68,059	\$70,638	\$73,315	\$76,093	\$78,508	\$80,999	\$83,568	\$86,219	\$88,956	\$91,778	\$94,690	\$97,695	\$100,794	\$103,992	\$107,291
2080 hours	\$29.27	\$30.38	\$31.53	\$32.72	\$33.96	\$35.25	\$36.58	\$37.74	\$38.94	\$40.18	\$41.45	\$42.77	\$44.12	\$45.52	\$46.97	\$48.46	\$50.00	\$51.58
Pay Grade	N-01	N-02	N-03	N-04	N-05	N-06	N-07	N-08	N-09	N-10	N-11	N-12	N-13	N-14	N-15	N-16	N-17	N-18
Per Annum	\$54,918	\$56,999	\$59,159	\$61,401	\$63,728	\$66,142	\$68,648	\$70,825	\$73,072	\$75,392	\$77,783	\$80,251	\$82,797	\$85,425	\$88,135	\$90,931	\$93,816	\$96,793
2080 hours	\$26.40	\$27.40	\$28.44	\$29.52	\$30.64	\$31.80	\$33.00	\$34.05	\$35.13	\$36.25	\$37.40	\$38.58	\$39.81	\$41.07	\$42.37	\$43.72	\$45.10	\$46.54
Pay Grade	M-01	M-02	M-03	M-04	M-05	M-06	M-07	M-08	M-09	M-10	M-11	M-12	M-13	M-14	M-15	M-16	M-17	M-18
Per Annum	\$49,731	\$51,615	\$53,571	\$55,601	\$57,708	\$59,895	\$62,163	\$64,136	\$66,171	\$68,269	\$70,436	\$72,671	\$74,977	\$77,356	\$79,809	\$82,342	\$84,954	\$87,650
2080 hours	\$23.91	\$24.82	\$25.76	\$26.73	\$27.74	\$28.80	\$29.89	\$30.83	\$31.81	\$32.86	\$33.86	\$34.94	\$36.05	\$37.19	\$38.37	\$39.59	\$40.84	\$42.14
Pay Grade	L-01	L-02	L-03	L-04	L-05	L-06	L-07	L-08	L-09	L-10	L-11	L-12	L-13	L-14	L-15	L-16	L-17	L-18

Per Annum	\$45,262	\$46,978	\$48,758	\$50,605	\$52,523	\$54,512	\$56,578	\$58,373	\$60,225	\$62,136	\$64,108	\$66,142	\$68,240	\$70,406	\$72,639	\$74,944	\$77,322	\$79,775
2080 hours	\$21.76	\$22.59	\$23.44	\$24.33	\$25.25	\$26.21	\$27.20	\$28.06	\$28.95	\$29.87	\$30.82	\$31.80	\$32.81	\$33.85	\$34.92	\$36.03	\$37.17	\$38.35
Pay Grade	K-01	K-02	K-03	K-04	K-05	K-06	K-07	K-08	K-09	K-10	K-11	K-12	K-13	K-14	K-15	K-16	K-17	K-18
Per Annum	\$41,372	\$42,940	\$44,567	\$46,256	\$48,008	\$49,827	\$51,715	\$53,356	\$55,049	\$56,795	\$58,597	\$60,456	\$62,374	\$64,354	\$66,395	\$68,502	\$70,675	\$72,918
2080 hours	\$19.89	\$20.64	\$21.43	\$22.24	\$23.08	\$23.96	\$24.86	\$25.65	\$26.47	\$27.31	\$28.17	\$29.07	\$29.99	\$30.94	\$31.92	\$32.93	\$33.98	\$35.06
Pay Grade	J-01	J-02	J-03	J-04	J-05	J-06	J-07	J-08	J-09	J-10	J-11	J-12	J-13	J-14	J-15	J-16	J-17	J-18
Per Annum	\$37,913	\$39,349	\$40,841	\$42,388	\$43,995	\$45,661	\$47,391	\$48,894	\$50,466	\$52,072	\$53,899	\$55,822	\$57,846	\$59,973	\$62,204	\$64,544	\$66,994	\$69,555
2080 hours	\$18.23	\$18.92	\$19.64	\$20.38	\$21.15	\$21.95	\$22.78	\$23.51	\$24.25	\$25.02	\$25.82	\$26.64	\$27.48	\$28.35	\$29.25	\$30.18	\$31.14	\$32.13
Pay Grade	I-01	I-02	I-03	I-04	I-05	I-06	I-07	I-08	I-09	I-10	I-11	I-12	I-13	I-14	I-15	I-16	I-17	I-18
Per Annum	\$34,886	\$36,209	\$37,580	\$39,004	\$40,483	\$42,016	\$43,608	\$44,992	\$46,419	\$47,891	\$49,412	\$50,979	\$52,597	\$54,266	\$55,987	\$57,764	\$59,596	\$61,487
2080 hours	\$16.77	\$17.41	\$18.07	\$18.75	\$19.46	\$20.20	\$20.97	\$21.63	\$22.32	\$23.02	\$23.76	\$24.51	\$25.29	\$26.09	\$26.92	\$27.77	\$28.65	\$29.56
Pay Grade	H-01	H-02	H-03	H-04	H-05	H-06	H-07	H-08	H-09	H-10	H-11	H-12	H-13	H-14	H-15	H-16	H-17	H-18
Per Annum	\$32,355	\$33,581	\$34,853	\$36,173	\$37,545	\$38,967	\$40,443	\$41,727	\$43,050	\$44,417	\$45,828	\$47,279	\$48,780	\$50,328	\$51,924	\$53,572	\$55,271	\$57,026
2080 hours	\$15.56	\$16.14	\$16.76	\$17.39	\$18.05	\$18.73	\$19.44	\$20.06	\$20.70	\$21.35	\$22.03	\$22.73	\$23.45	\$24.20	\$24.96	\$25.76	\$26.57	\$27.42
Pay Grade	G-01	G-02	G-03	G-04	G-05	G-06	G-07	G-08	G-09	G-10	G-11	G-12	G-13	G-14	G-15	G-16	G-17	G-18
Per Annum	\$30,169	\$31,313	\$32,498	\$33,731	\$35,008	\$36,335	\$37,712	\$38,909	\$40,143	\$41,417	\$42,731	\$44,086	\$45,486	\$46,928	\$48,417	\$49,953	\$51,538	\$53,174
2080 hours	\$14.50	\$15.05	\$15.62	\$16.22	\$16.83	\$17.47	\$18.13	\$18.71	\$19.30	\$19.91	\$20.54	\$21.20	\$21.87	\$22.56	\$23.28	\$24.02	\$24.78	\$25.56
Pay Grade	F-01	F-02	F-03	F-04	F-05	F-06	F-07	F-08	F-09	F-10	F-11	F-12	F-13	F-14	F-15	F-16	F-17	F-18
Per Annum	\$28,269	\$29,340	\$30,452	\$31,606	\$32,804	\$34,047	\$35,336	\$36,458	\$37,614	\$38,807	\$40,040	\$41,310	\$42,620	\$43,973	\$45,367	\$46,807	\$48,292	\$49,824
2080 hours	\$13.59	\$14.11	\$14.64	\$15.20	\$15.77	\$16.37	\$16.99	\$17.53	\$18.06	\$18.66	\$19.25	\$19.86	\$20.49	\$21.14	\$21.81	\$22.50	\$23.22	\$23.95
Pay Grade	E-01	E-02	E-03	E-04	E-05	E-06	E-07	E-08	E-09	E-10	E-11	E-12	E-13	E-14	E-15	E-16	E-17	E-18
Per Annum	\$25,736	\$26,712	\$27,724	\$28,774	\$29,865	\$30,996	\$32,170	\$33,192	\$34,244	\$35,330	\$36,451	\$37,608	\$38,801	\$40,032	\$41,303	\$42,614	\$43,965	\$45,360
2080 hours	\$12.37	\$12.84	\$13.33	\$13.83	\$14.36	\$14.90	\$15.47	\$15.96	\$16.46	\$16.99	\$17.52	\$18.08	\$18.65	\$19.25	\$19.86	\$20.49	\$21.14	\$21.81
Pay Grade	D-01	D-02	D-03	D-04	D-05	D-06	D-07	D-08	D-09	D-10	D-11	D-12	D-13	D-14	D-15	D-16	D-17	D-18
Per Annum	\$23,229	\$24,109	\$25,022	\$25,970	\$26,955	\$27,976	\$29,036	\$29,957	\$30,908	\$31,889	\$32,900	\$33,944	\$35,022	\$36,133	\$37,279	\$38,462	\$39,682	\$40,941
2080 hours	\$11.17	\$11.59	\$12.03	\$12.49	\$12.96	\$13.45	\$13.96	\$14.40	\$14.86	\$15.33	\$15.82	\$16.32	\$16.84	\$17.37	\$17.92	\$18.49	\$19.08	\$19.68