UNIVERSITY OF GUAM
UNIBETSEDÅT GUÅHAN
Board of Regents

Resolution No. 23-29

RELATIVE TO UPDATING THE UNIVERSITY GENERAL PAY PLAN FOR STAFF EMPLOYEES IN ORDER TO ALIGN WITH THE ADJUSTED GOVERNMENT OF GUAM GENERAL PAY PLAN

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 Guam Code Annotated §16113, all non-academic personnel and non-professional personnel, with the exception of unclassified employees under §4102 of Title 4, Guam Code Annotated, shall be classified;

WHEREAS, the Board of Regents (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 (GPP) by 22%;

WHEREAS, the BOR passed Resolution 23-18 on June 6, 2023 in order to align its classified personnel with their government of Guam counterparts;

WHEREAS, the BOR also passed Resolution 23-21, approving a similar pay adjustment for federally funded employees;
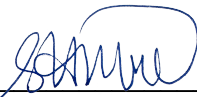
WHEREAS, the UOG Administration and BOR recognizes the importance of adjusting the UOG GPP (UGPP) originally approved by BOR Resolution 15-01 in order to establish pay parity and update its existing staff pay plan to adjust to market conditions; and

WHEREAS, the UOG Administration, the BOR Academic, Personnel and Tenure Committee, and the Budget, Finance, and Audit Committee, having reviewed and discussed the adjusted UGPP, recommend the enclosed UGPP to the BOR for approval.

NOW, THEREFORE, BE IT RESOLVED, that the BOR hereby adopts the updated UGPP for non-classified staff employees enclosed; and

BE IT FURTHER RESOLVED, that the UGPP becomes effective on October 1, 2023, barring any restrictions imposed by the Fiscal Year 2024 Budget Act.

Adopted this 28th day of September 2023.

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Sandra H. McKeever, Chairperson

ATTESTED:

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Anita Borja Enriquez, D.B.A., Executive Secretary

University General Pay Plan

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	$148,689	$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	$49.64	$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	$75,686	$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	$32.82	$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**

	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18
Per Annum (L)	$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	$50,446	$52,047	$53,699	$55,402	$57,160	$58,973	$60,844	$62,776	$64,767	$66,821
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	$45,826	$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	$18.08	$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
Pay Grade	**C-01**	**C-02**	**C-03**	**C-04**	**C-05**	**C-06**	**C-07**	**C-08**	**C-09**	**C-10**	**C-11**	**C-12**	**C-13**	**C-14**	**C-15**	**C-16**	**C-17**	**C-18**
Per Annum	$21,678	$22,499	$23,352	$24,236	$25,155	$26,108	$27,098	$27,958	$28,845	$29,760	$30,704	$31,678	$32,683	$33,720	$34,790	$35,894	$37,032	$38,208
2080 hours	$10.42	$10.82	$11.23	$11.65	$12.09	$12.55	$13.03	$13.44	$13.87	$14.31	$14.76	$15.23	$15.71	$16.21	$16.73	$17.26	$17.80	$18.37
Pay Grade	**B-01**	**B-02**	**B-03**	**B-04**	**B-05**	**B-06**	**B-07**	**B-08**	**B-09**	**B-10**	**B-11**	**B-12**	**B-13**	**B-14**	**B-15**	**B-16**	**B-17**	**B-18**
Per Annum	$20,366	$21,137	$21,939	$22,770	$23,632	$24,528	$25,458	$26,266	$27,099	$27,959	$28,846	$29,761	$30,705	$31,680	$32,685	$33,722	$34,792	$35,895
2080 hours	$9.79	$10.16	$10.55	$10.95	$11.36	$11.79	$12.24	$12.63	$13.03	$13.44	$13.87	$14.31	$14.76	$15.23	$15.71	$16.21	$16.73	$17.26
Pay Grade	**A-01**	**A-02**	**A-03**	**A-04**	**A-05**	**A-06**	**A-07**	**A-08**	**A-09**	**A-10**	**A-11**	**A-12**	**A-13**	**A-14**	**A-15**	**A-16**	**A-17**	**A-18**
Per Annum	$19,240	$20,149	$20,912	$21,704	$22,526	$23,380	$23,966	$24,726	$25,510	$26,320	$27,155	$28,016	$28,906	$29,823	$30,769	$31,746	$32,752	$33,792
2080 hours	$9.25	$9.69	$10.05	$10.43	$10.83	$11.24	$11.52	$11.89	$12.26	$12.65	$13.06	$13.47	$13.90	$14.34	$14.79	$15.26	$15.75	$16.25