



UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
BOARD OF REGENTS

RESOLUTION NO. 15-01

**RELATIVE TO ADOPTING THE UNIVERSITY OF GUAM GENERAL PAY PLAN (UGPP)
FOR USE WITH GRANT AND EXTERNALLY FUNDED POSITIONS**

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

WHEREAS, the governance and well-being of UOG is vested in the Board of Regents (BOR) which is responsible for policies governing the duties, conditions of employment, compensation, and salary of all UOG employees; and

WHEREAS, UOG collaborated with the Hay Group and evaluated position descriptions and assigned pay grades for grant and externally funded positions utilizing the Government of Guam General Pay Plan (GPP); and

WHEREAS, 22 Guam Code Annotated, Chapter 3, § 3105 Minimum Wages (P.L. 32-178) increased the Guam minimum wage to \$8.25 per hour effective January 1, 2015, UOG modified the GPP, as appropriate for Grades A and B, and increased the pay of Grade A Step 1 to reflect the new minimum wage and respectively increased subsequent steps in Grade A and all steps in Grade B; and

WHEREAS, the President and the Academic, Personnel and Tenure (AP&T) Committee reviewed the proposal to adopt the GPP, as modified, to be the pay plan for UOG support personnel (grant and externally funded), to be referred to as the University of Guam General Pay Plan (UGPP), and;

WHEREAS, based upon the evaluation and assignment of pay grades for grant and externally funded positions, the President and the AP&T Committee recommends to the BOR the attached UGPP.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents hereby adopts the University of Guam General Pay Plan (UGPP) as the pay plan for University support personnel.

Adopted this 19th day of February, 2015.

William D. Leon Guerrero, Chairperson

ATTESTED:

Dr. Robert A. Underwood, Executive Secretary

UNIVERSITY OF GUAM**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	\$17,535	\$18,200	\$18,889	\$19,605	\$20,348	\$21,119	\$21,920	\$22,615	\$23,332
A	\$17,160	\$17,810	\$18,485	\$19,186	\$19,913	\$20,668	\$21,451	\$22,131	\$22,833

UNIVERSITY OF GUAM**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	\$24,071	\$24,834	\$25,622	\$26,434	\$27,272	\$28,136	\$29,028	\$29,948	\$30,898
A	\$23,556	\$24,303	\$25,074	\$25,868	\$26,689	\$27,535	\$28,407	\$29,308	\$30,237