



UNIVERSITY OF GUAM
UNIBETSEDĀT GUÅHAN
Board of Regents

Resolution No. 23-18

**RELATIVE TO ADOPTING THE ADJUSTED GENERAL PAY PLAN FOR UOG
CLASSIFIED EMPLOYEES AND QUALIFYING STAFF 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 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, Public Law 37-3 appropriates the sum of One Million One Hundred Thirty-Four Thousand Two Hundred Forty-Nine Dollars (\$1,134,249) from the government of Guam's General Fund to UOG for the purpose of paying salary adjustments to the employees affected by the GPP for FY2023;

WHEREAS, in order to ensure parity of UOG classified employees with their other GovGuam counterparts, the GPP enclosed will be adopted;

WHEREAS, the UOG Administration and BOR recognizes the importance of adjusting the UOG GPP (UGPP) as approved by BOR Resolution 15-01, and the UOG administration will submit under a separate plan of action to the BOR, an adjusted UGPP comparable to the government of Guam GPP before October 1, 2023 for approval, effective for the beginning of FY2024, subject to the approval of the Reapportioned FY2024 UOG General Operations Budget; and

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

NOW, THEREFORE, BE IT RESOLVED, that the BOR authorizes UOG to utilize funds appropriated by Public Law 37-3 for the purpose of making salary adjustments for UOG Classified Employees and Qualifying Staff Employees in FY2023; and


BE IT FURTHER RESOLVED, that the GPP becomes effective for all UOG
Classified employees and Qualifying Staff Employees upon adoption.

Adopted this 6th day of June, 2023.



Liza J. Provide, Chairperson

ATTESTED:



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

Guam Department of Administration January 30, 2023 General 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	\$57.83	\$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	\$53.81	\$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	\$88,958	\$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	\$71,225	\$73,872	\$76,592	\$79,397	\$82,281	\$85,245	\$88,335	\$90,531	\$93,816	\$96,793	\$100,054
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	\$29.83	\$30.83	\$31.82	\$32.86	\$33.86	\$34.93	\$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	\$72,916
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	\$33.96	\$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	\$36,658	\$37,814	\$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	\$11.35	\$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	\$24,266	\$25,118	\$26,230	\$27,155	\$28,016	\$28,906	\$29,823	\$30,769	\$31,746	\$32,752	\$33,792	\$34,864
2080 hours	\$9.25	\$9.69	\$10.05	\$10.43	\$10.83	\$11.24	\$11.52	\$11.89	\$12.26	\$12.65	\$13.05	\$13.47	\$13.90	\$14.34	\$14.79	\$15.26	\$15.75	\$16.25