

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).

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
ED-10	\$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
ED-10	\$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	-	-	-	-	-

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	
Legal Advisor	
Staff Attorney (Judicial)	
Territorial Principal Tax Attorney	
Compiler of Laws	
Chief Assistant to Compiler of Laws	
Public Guardian	
Ethics Prosecutor	
Note: Attorney General of Guam salary is recommended in the "Rate of Pay" positions. Attorney Level 1 only includes two steps with the expectation of moving to the Attorney Level 2 upon meeting the minimum requirements.	

Exhibit 5. Executive Pay Plan (EXEC)

EXECUTIVE PAY PLAN							
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
E-X	\$96,175	\$99,819	\$103,602	\$107,527	\$111,601	\$115,830	\$120,219
E-W	\$91,595	\$95,066	\$98,668	\$102,407	\$106,287	\$110,314	\$114,494
E-V	\$86,820	\$90,110	\$93,524	\$97,068	\$100,746	\$104,563	\$108,525
E-U	\$81,522	\$84,611	\$87,816	\$91,144	\$94,597	\$98,182	\$101,902
E-T	\$76,188	\$79,075	\$82,071	\$85,181	\$88,408	\$91,758	\$95,235
E-S	\$70,873	\$73,558	\$76,345	\$79,238	\$82,241	\$85,357	\$88,591
E-R	\$65,623	\$68,110	\$70,690	\$73,369	\$76,149	\$79,034	\$82,029
E-Q	\$60,482	\$62,773	\$65,152	\$67,620	\$70,183	\$72,842	\$75,602
E-P	\$55,488	\$57,590	\$59,773	\$62,037	\$64,388	\$66,828	\$69,360
E-O	\$49,897	\$51,787	\$53,750	\$55,786	\$57,900	\$60,094	\$62,371
E-N	\$45,014	\$46,720	\$48,490	\$50,328	\$52,235	\$54,214	\$56,268
E-M	\$40,762	\$42,307	\$43,910	\$45,574	\$47,301	\$49,093	\$50,953

EXECUTIVE PAY PLAN						
Grade	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
E-X	\$124,033	\$127,969	\$132,029	\$136,218	\$140,540	\$144,999
E-W	\$118,127	\$121,875	\$125,742	\$129,731	\$133,847	\$138,094
E-V	\$111,968	\$115,521	\$119,186	\$122,968	\$126,869	\$130,895
E-U	\$105,135	\$108,471	\$111,913	\$115,463	\$119,127	\$122,907
E-T	\$98,257	\$101,374	\$104,591	\$107,909	\$111,333	\$114,865
E-S	\$91,402	\$94,302	\$97,294	\$100,381	\$103,566	\$106,852
E-R	\$84,632	\$87,317	\$90,087	\$92,946	\$95,895	\$98,937
E-Q	\$78,001	\$80,476	\$83,029	\$85,663	\$88,381	\$91,185
E-P	\$71,561	\$73,831	\$76,174	\$78,591	\$81,084	\$83,657
E-O	\$64,350	\$66,392	\$68,498	\$70,671	\$72,914	\$75,227
E-N	\$58,053	\$59,895	\$61,796	\$63,756	\$65,779	\$67,866
E-M	\$52,570	\$54,238	\$55,958	\$57,734	\$59,566	\$61,456