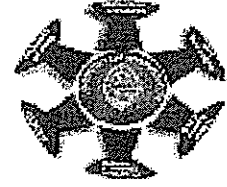




GOVERNMENT OF GUÅHAN  
(GUBETNAMENTON GUÅHAN)

DEPARTMENT OF ADMINISTRATION  
(DIPATTAMENTON ATMENESTRASION)



Felix P. Camacho  
Governor  
Michael W. Cruz, M.D.  
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Lourdes M. Perez  
Director  
Joseph C. Manibusan  
Deputy Director

**DEPARTMENT OF ADMINISTRATION CIRCULAR NO.: 2010-020**

To: All Employees  
From: Director, Department of Administration **JUL 09 2010**  
Subject: Status  
RE: Government-Wide Position Classification, Compensation and Benefits Study


Buenas yan Háfa Adai! It is with pleasure that we announce the near completion of the above referenced study, a study that has been long overdue for all the dedicated and hardworking employees of this government.

In May 2010, the Hay Group Inc. along with the Department of Administration (DOA) Project Team presented to the Governor and members of his cabinet to include the media preliminary results of this study. This preliminary report has been posted on our website: [www.hr.doa.guam.gov](http://www.hr.doa.guam.gov) since May 2010. The preliminary results include the proposal to have six pay plans instead of one unified pay plan. The proposed pay plans are a General Pay Plan, a Law Enforcement Officer Pay Plan, a Nurses Pay Plan, an Attorney Pay Plan, an Educator Pay Plan and an Executive Pay Plan. The rationale behind having more than one pay plan is that "one size does not fit all". The results also indicate that the Unified Pay Plan of 1991 is lagging behind the market by about 59%. This is not to say that the salaries of government workers will be increased by 59%. The Consultant has recommended that the proposed pay plans be set at approximately fifteen percent (-15%) from the market for affordability reasons and should the market justify further movement in the future to do so accordingly considering fiscal allowances.

The DOA Project Team has been working diligently on the development of proposed legislation for approval and adoption by the Governor and the Thirtieth Guam Legislature, respectively. Proposed compensation policies and implementation procedures are also being developed at this time. The aim is to implement in Fiscal Year 2011.

More information regarding this study will be made available in the months ahead bringing us into Fiscal Year 2011. We humbly ask for your continued patience and cooperation as we move forward with this study.

Should you have any questions, you may contact Ms. Cecilia G. Martinez, Mrs. Rose A. N. Cruz, Mr. Francis N. Flisco or Mr. Shane G. Ngata at 475-1132/1288 or via email at [Cecilia.martinez@doa.guam.gov](mailto:Cecilia.martinez@doa.guam.gov), [rose.cruz@doa.guam.gov](mailto:rose.cruz@doa.guam.gov), [francis.flisco@doa.guam.gov](mailto:francis.flisco@doa.guam.gov) or [shane.ngata@doa.guam.gov](mailto:shane.ngata@doa.guam.gov). Dangkolo na agradesimiento!

  
LOURDES M. PEREZ