



UNIVERSITY OF GUAM
UNIBETSEDÁT GUÅHAN
Board of Regents

Resolution No. 23-15

**RELATIVE TO ADOPTING THE UPDATED NURSES PAY PLAN FOR
STAFF, NON-FACULTY, NURSES**

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 region;

WHEREAS, the governance and well-being of UOG is vested in the Board of Regents (BOR) and authorized to develop rules and regulations governing the recruitment and selection of employees of the University;

WHEREAS, a “Nurse Professional Pay Structure and Differential Plan” was approved by the Governor of Guam on June 18, 2021, which did not include UOG’s student-focused Classified Community Health Nurse or non-faculty nursing employees that might be hired by other UOG units to provide their skills in non-formal instructional, research, or extension & outreach employment;

WHEREAS, notwithstanding the application to select nurses with the government of Guam, a new pay schedule was approved and administered by the government of Guam Department of Administration;

WHEREAS, in order to create parity, the BOR authorizes the use of the updated Nurse Pay Plan enclosed for purposes of compensating staff nurses employed by UOG under either the Classified government of Guam service or the Professional and Technical Employee category;

WHEREAS, UOG Administrative Council has reviewed this action and recommended that it be sent to the President for consideration to forward to the BOR Academic, Personnel and Tenure (AP&T) committee; and

WHEREAS, the Senior Vice President and Provost, President, and BOR AP&T Committee has reviewed this action and recommend this be sent to the full BOR for approval.

NOW, THEREFORE, BE IT RESOLVED, that the BOR approves the enclosed pay scale alignment for staff nurses.

Adopted this 6th day of June, 2023.

Liza J. Provideo, Chairperson

ATTESTED:

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

Attachment #1

NURSE PAY PLAN 2021																		
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
N-U	\$99,264	\$103,026	\$106,929	\$110,981	\$115,186	\$119,551	\$124,080	\$128,017	\$132,079	\$136,270	\$140,593	\$145,054	\$149,656	\$154,405	\$159,304	\$164,358	\$169,573	\$174,953
N-T	\$92,770	\$96,285	\$99,933	\$103,720	\$107,650	\$111,729	\$115,963	\$119,642	\$123,438	\$127,354	\$131,395	\$135,564	\$139,865	\$144,303	\$148,882	\$153,605	\$158,479	\$163,507
N-S	\$86,298	\$89,568	\$92,962	\$96,484	\$100,140	\$103,934	\$107,872	\$111,295	\$114,826	\$118,469	\$122,228	\$126,106	\$130,107	\$134,236	\$138,495	\$142,889	\$147,422	\$152,100
N-R	\$79,906	\$82,933	\$86,076	\$89,337	\$92,722	\$96,236	\$99,882	\$103,051	\$106,321	\$109,694	\$113,175	\$116,765	\$120,470	\$124,293	\$128,236	\$132,305	\$136,503	\$140,834
N-Q	\$73,646	\$76,437	\$79,333	\$82,339	\$85,459	\$88,697	\$92,058	\$94,978	\$97,992	\$101,101	\$104,309	\$107,618	\$111,033	\$114,556	\$118,190	\$121,940	\$125,809	\$129,801
N-P	\$67,565	\$70,125	\$72,782	\$75,540	\$78,402	\$81,373	\$84,456	\$87,136	\$89,900	\$92,753	\$95,696	\$98,732	\$101,864	\$105,096	\$108,431	\$111,871	\$115,421	\$119,083
N-O	\$61,033	\$63,345	\$65,746	\$68,237	\$70,822	\$73,506	\$76,291	\$78,712	\$81,209	\$83,786	\$86,444	\$89,187	\$92,016	\$94,936	\$97,948	\$101,056	\$104,262	\$107,570
N-N	\$55,329	\$57,425	\$59,601	\$61,859	\$64,203	\$66,636	\$69,161	\$71,355	\$73,619	\$75,955	\$78,365	\$80,852	\$83,417	\$86,063	\$88,794	\$91,611	\$94,518	\$97,517
N-M	\$50,361	\$52,269	\$54,250	\$56,305	\$58,439	\$60,653	\$62,951	\$64,948	\$67,009	\$69,135	\$71,329	\$73,592	\$75,927	\$78,336	\$80,821	\$83,386	\$86,031	\$88,761
N-L	\$45,598	\$47,326	\$49,119	\$50,980	\$52,912	\$54,917	\$56,997	\$58,806	\$60,672	\$62,597	\$64,583	\$66,632	\$68,746	\$70,927	\$73,178	\$75,499	\$77,895	\$80,366
N-K	\$41,548	\$43,122	\$44,756	\$46,452	\$48,212	\$50,039	\$51,935	\$53,583	\$55,283	\$57,037	\$58,847	\$60,714	\$62,640	\$64,628	\$66,678	\$68,794	\$70,977	\$73,229
N-J	\$38,148	\$39,593	\$41,093	\$42,651	\$44,267	\$45,944	\$47,685	\$49,198	\$50,759	\$52,369	\$54,031	\$55,745	\$57,514	\$59,339	\$61,221	\$63,164	\$65,168	\$67,235
N-I	\$34,798	\$36,117	\$37,485	\$38,905	\$40,380	\$41,910	\$43,498	\$44,878	\$46,302	\$47,771	\$49,286	\$50,850	\$52,464	\$54,128	\$55,846	\$57,617	\$59,446	\$61,332
N-H	\$32,098	\$33,314	\$34,576	\$35,887	\$37,246	\$38,658	\$40,122	\$41,395	\$42,709	\$44,064	\$45,462	\$46,904	\$48,393	\$49,928	\$51,512	\$53,147	\$54,833	\$56,573
N-G	\$29,798	\$30,927	\$32,099	\$33,315	\$34,577	\$35,888	\$37,247	\$38,429	\$39,648	\$40,906	\$42,204	\$43,543	\$44,925	\$46,350	\$47,821	\$49,338	\$50,904	\$52,519
N-F	\$27,798	\$28,851	\$29,944	\$31,079	\$32,256	\$33,479	\$34,747	\$35,850	\$36,987	\$38,161	\$39,371	\$40,621	\$41,910	\$43,239	\$44,611	\$46,027	\$47,487	\$48,994

University of Guam

Request for Official Action on a Policy or Regulation

1. **Date of this request:** 3 /22 /2023
2. **Destination of request:** (as per governance guidance or manual)
 Board of Regents President SVP&P VPAF/CBO Other _____
 BOR Committee: Academic, Personnel, and Tenure Budget, Finance, Investments, and Audit
 Physical Facilities Student Affairs, Scholarship, Alumni Relations and Honorary Degree
3. **Originating organizational unit:** HRO/EMSS
4. **Action proponent name:** J.Gumataotao & L. Camacho email: gumataotaoj@triton.uog.edu phone: Ext. 2350
5. **Action requested:** To approve the updated Nurses Pay Plan to align UOG nurses with GovGuam pay schedule

6. **Justification supporting action request:** To ensure equity and alignment with others similarly situated in position

7. **Requested effective date of action, if approved:** 4 /27 /2023

8. **Manual or document to be altered:**
- | | |
|--|---|
| <input type="checkbox"/> BOR Policy
<input type="checkbox"/> Academics
<input type="checkbox"/> Auxiliary Services _____
<input type="checkbox"/> Business Office _____
<input type="checkbox"/> Enrollment Management & Student Success
<input type="checkbox"/> Facilities Maintenance & Services
<input type="checkbox"/> Graduate Studies
<input type="checkbox"/> Human Resources Office | <input type="checkbox"/> RFK Library or MARC
<input type="checkbox"/> Office of Information Technology
<input type="checkbox"/> Office of Marketing & Communications
<input type="checkbox"/> Office of Research & Sponsored Programs
<input type="checkbox"/> Safety & Security
<input type="checkbox"/> Triton Athletics
<input type="checkbox"/> Other _____ |
|--|---|

Location of proposed alteration in manual: _____ **Version dated:** ___/___/___

9. **Attach:**
- a. Proposed Procedure, Regulation, or Policy language (*in unlocked finalized Word file only, no PDFs*).
 - b. Documentation showing reason and appropriate consultation with advisory and/or governance committees has been done.
 - c. Documentation of a public hearing, as applicable.

10. **Consultation Record** (as per governance guidance, manual, or courtesy)

Committee	Position	Name / Signature (use BLUE ink)	Date
Originating Unit AAC <input type="checkbox"/> NA	_____	_____ / _____	___/___/20__
Appropriate Dean/Director/ Admin <input type="checkbox"/> NA	<u>EMSS Dean</u>	<u>Dr. Lawrence F. Camacho</u>	<u>3/23/2023</u>
AD HOC Committee <input type="checkbox"/> NA	_____	_____ / _____	___/___/20__
Student Gov Association <input type="checkbox"/> NA	_____	_____ / _____	___/___/20__
Staff Council <input type="checkbox"/> NA	_____	_____ / _____	___/___/20__
Administrative Council <input type="checkbox"/> NA	<u>Chairperson</u>	<u>Rachel F. Cubacub</u> <small>Rachel Cubacub-May 30, 2023 12:38 GM T-101</small>	<u>Passed by AC on 5/10/23</u>
Faculty Senate <input type="checkbox"/> NA	_____	_____ / _____	___/___/20__
Faculty Union <input type="checkbox"/> NA	_____	_____ / _____	___/___/20__

11. **Administration Approvals** (as applicable)

- | | | | |
|--|--|--------------------------------------|---------------------|
| <u>Anita B. Enriquez, DBA</u> , SVP&P | <input type="checkbox"/> Approved | <input type="checkbox"/> Disapproved | <u>May 30, 2023</u> |
| <u>Randall V. Wiegand</u> , VPAF/CBO | <input checked="" type="checkbox"/> Approved | <input type="checkbox"/> Disapproved | <u>Jun 2, 2023</u> |
| <u>Thomas W. Krise, Ph.D.</u> , UOG President | <input checked="" type="checkbox"/> Approved | <input type="checkbox"/> Disapproved | <u>Jun 2, 2023</u> |
| <u>Janice Malilay, Chair</u> , BOR AP&T Comm | <input checked="" type="checkbox"/> Approved | <input type="checkbox"/> Disapproved | <u>June 6, 2023</u> |
| <u>Liza J. Provide</u> , Chair, Board of Regents | <input checked="" type="checkbox"/> Approved | <input type="checkbox"/> Disapproved | <u>6/6/23</u> |