

**MEMORANDUM HRO-082-2026**

**TO:** UOG Faculty Members

**FROM:**   
Joseph B. Gumataotao (Feb 5, 2026 11:43:00 GMT+10)  
Joseph B. Gumataotao, Chief Human Resources Officer

**SUBJECT:** PAY OPTION SELECTION FOR ACADEMIC YEAR APPOINTMENTS

**DATE:** February 5, 2026

Regular, full-time faculty members that are on **academic year appointments for more than one year AND have been employed for at least one academic year** may opt to be paid on an 18 or a 26 pay period protocol on or before **July 24, 2026**. Please indicate your selection in the form on the next page. (Note: This is not applicable to Faculty on Special Employment Agreements and Faculty who are on a Non-Tenure Track Full Time Appointment for one academic year or less.)

This option may **only be exercised prior** to the beginning of the academic year with notice received by the Human Resources Office **on or before July 24, 2026**. Selection changes **cannot** be accommodated during the academic year. Please consider your option carefully as this is an important decision. Further, your preference will be reflected in the first paycheck of each academic year.

Please note that faculty on the 18 pay period protocol receive their regular pay **only** during the Fanuchånan (Rainy) and Fañomnåkan (Dry) Semester and **do not** receive their regular pay during Tinalo' (Intersession) and in the Finakpo' (Summer).

Faculty who wish to remain on their respective pay protocol **do not** have to complete this form. The first payday on the 26 pay protocol is **08/14/26** and on the 18 pay protocol is **08/28/26**.

For any questions regarding the pay protocols, kindly contact Ms. Elizabeth Guruwaen, Payroll Supervisor. She may be reached at [guruwaene@triton.uog.edu](mailto:guruwaene@triton.uog.edu) or at 735-2950.

Please see attached payday schedules.

Attachments

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<b>Payday Schedule for 18 Pay Period Protocol</b>	
Fanuchånan (Rainy) 2026 (Semester Period 08/17/26 – 12/18/26)	Fañomnåkan (Dry) 2027 (Semester Period 01/19/27 – 05/21/27)
08/28/26	01/29/27
09/11/26	02/12/27
09/25/26	02/26/27
10/09/26	03/12/27
10/23/26	03/26/27
11/06/26	04/09/27
11/20/26	04/23/27
12/04/26	05/07/27
12/18/26	05/21/27

<b>Payday Schedule for 26 Pay Period Protocol</b>	
08/14/26	02/12/27
08/28/26	02/26/27
09/11/26	03/12/27
09/25/26	03/26/27
10/09/26	04/09/27
10/23/26	04/23/27
11/06/26	05/07/27
11/20/26	05/21/27
12/04/26	06/04/27
12/18/26	06/18/27
12/31/26	07/02/27
01/15/27	07/16/27
01/29/27	07/30/27

Note: Paydays are bi-weekly on Fridays. If the Friday falls on a GovGuam Holiday, payday will be on Thursday.

Revised 02/03/26