



# RESEARCH CORPORATION OF THE UNIVERSITY OF GUAM

## **Resolution No. 20-07 RELATIVE TO AMENDING THE RCUOG GENERAL PAY PLAN**

**WHEREAS** the Research Corporation of the University of Guam (RCUOG) was established by Public Law 32-114 as a public corporation; and

**WHEREAS**, Public Law 32-114 requires the RCUOG Board of Directors to set employees' duties, responsibilities, and salaries; and

**WHEREAS**, the RCUOG pay plan was adopted October 30, 2014; and

**WHEREAS**, the 2014 pay plan has been modified to factor in the Government of Guam's intent to increase the minimum wage to \$9.25 in March 2021; and

**WHEREAS**, after operating for five years, the Research Corporation reviewed its pay plan to ensure adequate compensation for its employees; and

**WHEREAS**, the Research Corporation recommends approval of the amended general pay plan to support the recruitment and retention of qualified employees; and

**WHEREAS**, Research Corporation administrators will use the amended pay plan to hire personnel for those grants supported by RCUOG.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Directors hereby adopts the RCUOG General Pay Plan, as amended.

Adopted this 11th Day of December 2020.

*Thomas W. Krise*  
[Thomas W. Krise \(Dec 17, 2020 10:04 GMT+10\)](#)

Dr. Thomas W. Krise, Chairperson

**ATTESTED:**

*Cheryl R. Sangueza*  
[Cheryl R. Sangueza \(Dec 17, 2020 09:48 GMT+10\)](#)

Dr. Cheryl Sangueza, Secretary

**RCUOG GENERAL PAY PLAN - HOURLY**

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
A	\$ 9.25	\$ 9.60	\$ 9.96	\$ 10.34	\$ 10.73	\$ 11.14	\$ 11.56	\$ 12.00	\$ 12.46	\$ 12.93	\$ 13.42	\$ 13.93	\$ 14.46	\$ 15.01	\$ 15.58	\$ 16.17	\$ 16.78	\$ 17.42
B	\$ 9.90	\$ 10.28	\$ 10.67	\$ 11.08	\$ 11.50	\$ 11.94	\$ 12.39	\$ 12.86	\$ 13.35	\$ 13.86	\$ 14.39	\$ 14.94	\$ 15.51	\$ 16.10	\$ 16.71	\$ 17.34	\$ 18.00	\$ 18.68
C	\$ 10.59	\$ 10.99	\$ 11.41	\$ 11.84	\$ 12.29	\$ 12.76	\$ 13.24	\$ 13.74	\$ 14.26	\$ 14.80	\$ 15.36	\$ 15.94	\$ 16.55	\$ 17.18	\$ 17.83	\$ 18.51	\$ 19.21	\$ 19.94
D	\$ 11.33	\$ 11.76	\$ 12.21	\$ 12.67	\$ 13.15	\$ 13.65	\$ 14.17	\$ 14.71	\$ 15.27	\$ 15.85	\$ 16.45	\$ 17.08	\$ 17.73	\$ 18.40	\$ 19.10	\$ 19.83	\$ 20.58	\$ 21.36
E	\$ 12.12	\$ 12.58	\$ 13.06	\$ 13.56	\$ 14.08	\$ 14.62	\$ 15.18	\$ 15.76	\$ 16.36	\$ 16.98	\$ 17.63	\$ 18.30	\$ 19.00	\$ 19.72	\$ 20.47	\$ 21.25	\$ 22.06	\$ 22.90
F	\$ 12.97	\$ 13.46	\$ 13.97	\$ 14.50	\$ 15.05	\$ 15.62	\$ 16.21	\$ 16.83	\$ 17.47	\$ 18.13	\$ 18.82	\$ 19.54	\$ 20.28	\$ 21.05	\$ 21.85	\$ 22.68	\$ 23.54	\$ 24.43
G	\$ 13.88	\$ 14.41	\$ 14.96	\$ 15.53	\$ 16.12	\$ 16.73	\$ 17.37	\$ 18.03	\$ 18.72	\$ 19.43	\$ 20.17	\$ 20.94	\$ 21.74	\$ 22.57	\$ 23.43	\$ 24.32	\$ 25.24	\$ 26.20
H	\$ 14.85	\$ 15.41	\$ 16.00	\$ 16.61	\$ 17.24	\$ 17.90	\$ 18.58	\$ 19.29	\$ 20.02	\$ 20.78	\$ 21.57	\$ 22.39	\$ 23.24	\$ 24.12	\$ 25.04	\$ 25.99	\$ 26.98	\$ 28.01
I	\$ 15.89	\$ 16.49	\$ 17.12	\$ 17.77	\$ 18.45	\$ 19.15	\$ 19.88	\$ 20.64	\$ 21.42	\$ 22.23	\$ 23.07	\$ 23.95	\$ 24.86	\$ 25.80	\$ 26.78	\$ 27.80	\$ 28.86	\$ 29.96
J	\$ 17.00	\$ 17.65	\$ 18.32	\$ 19.02	\$ 19.74	\$ 20.49	\$ 21.27	\$ 22.08	\$ 22.92	\$ 23.79	\$ 24.69	\$ 25.63	\$ 26.60	\$ 27.61	\$ 28.66	\$ 29.75	\$ 30.88	\$ 32.05
K	\$ 18.19	\$ 18.88	\$ 19.60	\$ 20.34	\$ 21.11	\$ 21.91	\$ 22.74	\$ 23.60	\$ 24.50	\$ 25.43	\$ 26.40	\$ 27.40	\$ 28.44	\$ 29.52	\$ 30.64	\$ 31.80	\$ 33.01	\$ 34.26
L	\$ 19.46	\$ 20.20	\$ 20.97	\$ 21.77	\$ 22.60	\$ 23.46	\$ 24.35	\$ 25.28	\$ 26.24	\$ 27.24	\$ 28.28	\$ 29.35	\$ 30.47	\$ 31.63	\$ 32.83	\$ 34.08	\$ 35.38	\$ 36.72
M	\$ 20.82	\$ 21.61	\$ 22.43	\$ 23.28	\$ 24.16	\$ 25.08	\$ 26.03	\$ 27.02	\$ 28.05	\$ 29.12	\$ 30.23	\$ 31.38	\$ 32.57	\$ 33.81	\$ 35.09	\$ 36.42	\$ 37.80	\$ 39.24
Nurse N/M	\$ 21.05	\$ 21.85	\$ 22.68	\$ 23.54	\$ 24.43	\$ 25.36	\$ 26.32	\$ 27.13	\$ 27.98	\$ 28.85	\$ 29.74	\$ 30.67	\$ 31.62	\$ 32.60	\$ 33.64	\$ 34.66	\$ 35.73	\$ 36.84
N	\$ 22.28	\$ 23.13	\$ 24.01	\$ 24.92	\$ 25.87	\$ 26.85	\$ 27.87	\$ 28.93	\$ 30.03	\$ 31.17	\$ 32.35	\$ 33.58	\$ 34.86	\$ 36.18	\$ 37.55	\$ 38.98	\$ 40.46	\$ 42.00
O	\$ 24.71	\$ 25.65	\$ 26.62	\$ 27.63	\$ 28.68	\$ 29.77	\$ 30.90	\$ 32.07	\$ 33.29	\$ 34.56	\$ 35.87	\$ 37.23	\$ 38.64	\$ 40.11	\$ 41.63	\$ 43.21	\$ 44.85	\$ 46.55
P	\$ 27.49	\$ 28.53	\$ 29.61	\$ 30.74	\$ 31.91	\$ 33.12	\$ 34.38	\$ 35.69	\$ 37.05	\$ 38.46	\$ 39.92	\$ 41.44	\$ 43.01	\$ 44.64	\$ 46.34	\$ 48.10	\$ 49.93	\$ 51.83
Q	\$ 29.96	\$ 31.10	\$ 32.28	\$ 33.51	\$ 34.78	\$ 36.10	\$ 37.47	\$ 38.89	\$ 40.37	\$ 41.90	\$ 43.49	\$ 45.14	\$ 46.86	\$ 48.64	\$ 50.49	\$ 52.41	\$ 54.40	\$ 56.47
R	\$ 32.51	\$ 33.75	\$ 35.03	\$ 36.36	\$ 37.74	\$ 39.17	\$ 40.66	\$ 42.21	\$ 43.81	\$ 45.47	\$ 47.20	\$ 48.99	\$ 50.85	\$ 52.78	\$ 54.79	\$ 56.87	\$ 59.03	\$ 61.27
S	\$ 35.11	\$ 36.44	\$ 37.82	\$ 39.26	\$ 40.75	\$ 42.30	\$ 43.91	\$ 45.58	\$ 47.31	\$ 49.11	\$ 50.98	\$ 52.92	\$ 54.93	\$ 57.02	\$ 59.19	\$ 61.44	\$ 63.77	\$ 66.19
T	\$ 37.74	\$ 39.17	\$ 40.66	\$ 42.21	\$ 43.81	\$ 45.47	\$ 47.20	\$ 48.99	\$ 50.85	\$ 52.78	\$ 54.79	\$ 56.87	\$ 59.03	\$ 61.27	\$ 63.60	\$ 66.02	\$ 68.53	\$ 71.13
U	\$ 40.38	\$ 41.91	\$ 43.50	\$ 45.15	\$ 46.87	\$ 48.65	\$ 50.50	\$ 52.42	\$ 54.41	\$ 56.48	\$ 58.63	\$ 60.86	\$ 63.17	\$ 65.57	\$ 68.06	\$ 70.65	\$ 73.33	\$ 76.12
V	\$ 43.00	\$ 44.63	\$ 46.33	\$ 48.09	\$ 49.92	\$ 51.82	\$ 53.79	\$ 55.83	\$ 57.95	\$ 60.15	\$ 62.44	\$ 64.81	\$ 67.27	\$ 69.83	\$ 72.48	\$ 75.23	\$ 78.09	\$ 81.06
W	\$ 45.37	\$ 47.09	\$ 48.88	\$ 50.74	\$ 52.67	\$ 54.67	\$ 56.75	\$ 58.91	\$ 61.15	\$ 63.47	\$ 65.88	\$ 68.38	\$ 70.98	\$ 73.68	\$ 76.48	\$ 79.39	\$ 82.41	\$ 85.54
X	\$ 47.64	\$ 49.45	\$ 51.33	\$ 53.28	\$ 55.30	\$ 57.40	\$ 59.58	\$ 61.84	\$ 64.19	\$ 66.63	\$ 69.16	\$ 71.79	\$ 74.52	\$ 77.35	\$ 80.29	\$ 83.34	\$ 86.51	\$ 89.80

**RCUOG GENERAL PAY PLAN - ANNUAL**

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
A	\$ 19,240	\$ 19,968	\$ 20,717	\$ 21,507	\$ 22,318	\$ 23,171	\$ 24,045	\$ 24,960	\$ 25,917	\$ 26,894	\$ 27,914	\$ 28,974	\$ 30,077	\$ 31,221	\$ 32,406	\$ 33,634	\$ 34,902	\$ 36,234
B	\$ 20,592	\$ 21,382	\$ 22,194	\$ 23,046	\$ 23,920	\$ 24,835	\$ 25,771	\$ 26,749	\$ 27,768	\$ 28,829	\$ 29,931	\$ 31,075	\$ 32,261	\$ 33,488	\$ 34,757	\$ 36,067	\$ 37,440	\$ 38,854
C	\$ 22,027	\$ 22,859	\$ 23,733	\$ 24,627	\$ 25,563	\$ 26,541	\$ 27,539	\$ 28,579	\$ 29,661	\$ 30,784	\$ 31,949	\$ 33,155	\$ 34,424	\$ 35,734	\$ 37,086	\$ 38,501	\$ 39,957	\$ 41,475
D	\$ 23,566	\$ 24,461	\$ 25,397	\$ 26,354	\$ 27,352	\$ 28,392	\$ 29,474	\$ 30,597	\$ 31,762	\$ 32,968	\$ 34,216	\$ 35,526	\$ 36,878	\$ 38,272	\$ 39,728	\$ 41,246	\$ 42,806	\$ 44,429
E	\$ 25,210	\$ 26,166	\$ 27,165	\$ 28,205	\$ 29,286	\$ 30,410	\$ 31,574	\$ 32,781	\$ 34,029	\$ 35,318	\$ 36,670	\$ 38,064	\$ 39,520	\$ 41,018	\$ 42,578	\$ 44,200	\$ 45,885	\$ 47,632
F	\$ 26,978	\$ 27,997	\$ 29,058	\$ 30,160	\$ 31,304	\$ 32,490	\$ 33,717	\$ 35,006	\$ 36,338	\$ 37,710	\$ 39,146	\$ 40,643	\$ 42,182	\$ 43,784	\$ 45,448	\$ 47,174	\$ 48,963	\$ 50,814
G	\$ 28,870	\$ 29,973	\$ 31,117	\$ 32,302	\$ 33,530	\$ 34,798	\$ 36,130	\$ 37,502	\$ 38,938	\$ 40,414	\$ 41,954	\$ 43,555	\$ 45,219	\$ 46,946	\$ 48,734	\$ 50,586	\$ 52,499	\$ 54,496
H	\$ 30,888	\$ 32,053	\$ 33,280	\$ 34,549	\$ 35,859	\$ 37,232	\$ 38,646	\$ 40,123	\$ 41,642	\$ 43,222	\$ 44,866	\$ 46,571	\$ 48,339	\$ 50,170	\$ 52,083	\$ 54,059	\$ 56,118	\$ 58,261
I	\$ 33,051	\$ 34,299	\$ 35,610	\$ 36,962	\$ 38,376	\$ 39,832	\$ 41,350	\$ 42,931	\$ 44,554	\$ 46,238	\$ 47,986	\$ 49,816	\$ 51,709	\$ 53,664	\$ 55,702	\$ 57,824	\$ 60,029	\$ 62,317
J	\$ 35,360	\$ 36,712	\$ 38,106	\$ 39,562	\$ 41,059	\$ 42,619	\$ 44,242	\$ 45,926	\$ 47,674	\$ 49,483	\$ 51,355	\$ 53,310	\$ 55,328	\$ 57,429	\$ 59,613	\$ 61,880	\$ 64,230	\$ 66,664
K	\$ 37,835	\$ 39,270	\$ 40,768	\$ 42,307	\$ 43,909	\$ 45,573	\$ 47,299	\$ 49,088	\$ 50,960	\$ 52,894	\$ 54,912	\$ 56,992	\$ 59,155	\$ 61,402	\$ 63,731	\$ 66,144	\$ 68,661	\$ 71,261
L	\$ 40,477	\$ 42,016	\$ 43,618	\$ 45,282	\$ 47,008	\$ 48,797	\$ 50,648	\$ 52,582	\$ 54,579	\$ 56,659	\$ 58,822	\$ 61,048	\$ 63,378	\$ 65,790	\$ 68,286	\$ 70,886	\$ 73,590	\$ 76,378
M	\$ 43,306	\$ 44,949	\$ 46,654	\$ 48,422	\$ 50,253	\$ 52,166	\$ 54,142	\$ 56,202	\$ 58,344	\$ 60,570	\$ 62,878	\$ 65,270	\$ 67,746	\$ 70,325	\$ 72,987	\$ 75,754	\$ 78,624	\$ 81,619
Nurse N/M	\$ 43,792	\$ 45,451	\$ 47,174	\$ 48,961	\$ 50,816	\$ 52,742	\$ 54,740	\$ 56,440	\$ 58,193	\$ 60,001	\$ 61,856	\$ 63,786	\$ 65,767	\$ 67,810	\$ 69,971	\$ 72,088	\$ 74,327	\$ 76,636
N	\$ 46,342	\$ 48,110	\$ 49,941	\$ 51,834	\$ 53,810	\$ 55,848	\$ 57,970	\$ 60,174	\$ 62,462	\$ 64,834	\$ 67,288	\$ 69,846	\$ 72,509	\$ 75,254	\$ 78,104	\$ 81,078	\$ 84,157	\$ 87,360
O	\$ 51,397	\$ 53,352	\$ 55,370	\$ 57,470	\$ 59,654	\$ 61,922	\$ 64,272	\$ 66,706	\$ 69,243	\$ 71,885	\$ 74,610	\$ 77,438	\$ 80,371	\$ 83,429	\$ 86,590	\$ 89,877	\$ 93,288	\$ 96,824
P	\$ 57,179	\$ 59,342	\$ 61,589	\$ 63,939	\$ 66,373	\$ 68,890	\$ 71,510	\$ 74,235	\$ 77,064	\$ 79,997	\$ 83,034	\$ 86,195	\$ 89,461	\$ 92,851	\$ 96,387	\$ 100,048	\$ 103,854	\$ 107,806
Q	\$ 62,317	\$ 64,688	\$ 67,142	\$ 69,701	\$ 72,342	\$ 75,088	\$ 77,938	\$ 80,891	\$ 83,970	\$ 87,152	\$ 90,459	\$ 93,891	\$ 97,469	\$ 101,171	\$ 105,019	\$ 109,013	\$ 113,152	\$ 117,458
R	\$ 67,621	\$ 70,200	\$ 72,862	\$ 75,629	\$ 78,499	\$ 81,474	\$ 84,573	\$ 87,797	\$ 91,125	\$ 94,578	\$ 98,176	\$ 101,899	\$ 105,768	\$ 109,782	\$ 113,963	\$ 118,290	\$ 122,782	\$ 127,442
S	\$ 73,029	\$ 75,795	\$ 78,666	\$ 81,661	\$ 84,760	\$ 87,984	\$ 91,333	\$ 94,806	\$ 98,405	\$ 102,149	\$ 106,038	\$ 110,074	\$ 114,254	\$ 118,602	\$ 123,115	\$ 127,795	\$ 132,642	\$ 137,675
T	\$ 78,499	\$ 81,474	\$ 84,573	\$ 87,797	\$ 91,125	\$ 94,578	\$ 98,176	\$ 101,899	\$ 105,768	\$ 109,782	\$ 113,963	\$ 118,290	\$ 122,782	\$ 127,442	\$ 132,288	\$ 137,322	\$ 142,542	\$ 147,950
U	\$ 83,990	\$ 87,173	\$ 90,480	\$ 93,912	\$ 97,490	\$ 101,192	\$ 105,040	\$ 109,034	\$ 113,173	\$ 117,478	\$ 121,950	\$ 126,589	\$ 131,394	\$ 136,386	\$ 141,565	\$ 146,952	\$ 152,526	\$ 158,330
V	\$ 89,440	\$ 92,830	\$ 96,366	\$ 100,027	\$ 103,834	\$ 107,786	\$ 111,883	\$ 116,126	\$ 120,536	\$ 125,112	\$ 129,875	\$ 134,805	\$ 139,922	\$ 145,246	\$ 150,758	\$ 156,478	\$ 162,427	\$ 168,605
W	\$ 94,370	\$ 97,947	\$ 101,670	\$ 105,539	\$ 109,554	\$ 113,714	\$ 118,040	\$ 122,533	\$ 127,192	\$ 132,018	\$ 137,030	\$ 142,230	\$ 147,638	\$ 153,254	\$ 159,078	\$ 165,131	\$ 171,413	\$ 177,923
X	\$ 99,091	\$ 102,856	\$ 106,766	\$ 110,822	\$ 115,024	\$ 119,392	\$ 123,926	\$ 128,627	\$ 133,515	\$ 138,590	\$ 143,853	\$ 149,323	\$ 155,002	\$ 160,888	\$ 167,003	\$ 173,347	\$ 179,941	\$ 186,784