

**BEFORE THE
BOARD OF TRUSTEES OF THE
PUBLIC DEFENDER SERVICE CORPORATION
RELATIVE TO THE
GUBETNAMENTON GUAHAN
COMPETITIVE WAGE ACT of 2011
(Public Law 30-196)**

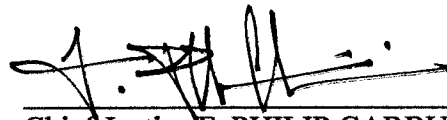
RESOLUTION NO. PDSC 06-11

- WHEREAS,** the *Gubetnamenton Guahan* Competitive Wage Act of 2011 was enacted pursuant to Public Law 30-196 and made effective on October 2, 2010; and
- WHEREAS,** the *Gubetnamenton Guahan Competitive Wage Act of 2011* established a pay plan recommended by Hay Group Inc., which follows the principles of fairness and equity for the same or similar work and provides a level of flexibility to meet the needs of departments and agencies with respect to recruitment and retention issues and overall performance management following sound fiscal discipline consistent with the executive and judicial branches of the government of Guam; and
- WHEREAS,** the Board of Trustees designates the Executive Director of the Public Defender Service Corporation (PDSC) as the administrator of the new pay plan for the PDSC, as previously designated in the Uniform Position Classification and Salary Administration Act; and
- WHEREAS,** the Board of Trustees of the PDSC desires a smooth and expedient process as well as a fair and cost-effective method for conversion to the new plan; and
- WHEREAS,** the *Gubetnamenton Guahan* Competitive Wage Act of 2011 was suspended on January 31, 2011 due to the government of Guam's financial crisis; now therefore be it
- RESOLVED,** the Board of Trustees of the Public Defender Service Corporation hereby adopts the *Gubetnamenton Guahan* Competitive Wage Act of 2011 for the period of October 01, 2010 to January 31, 2011 for the transitioning of all classified PDSC positions from the Unified Pay Scale to the Hay Pay Scale, as recommended by the Hay Group Inc., the methodology of which is provided for in "Attachment A" (Transition to the New Pay Plans and Rates of Pay, and the Recommended Pay Structure with Steps by the Hay Group), which is made a part of this resolution; and be it further

RESOLVED, there will be no Request for Review process. The amount of \$40,353.99 (appropriated through Public Law 30-196), due to affected PDSC employees was reported and deemed true and correct as certified by the Department of Administration, and PDSC Personnel/Fiscal Officers. The spreadsheet marked "Attachment B" (delineating the specific amounts due to each employee) is herewith attached and also made a part of this resolution; and be it further

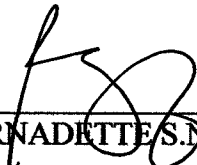
RESOLVED, that after January 31, 2011 the salary pay scale for the employees of the PDSC shall revert back to the pre-October 1, 2010 salary pay scale.

DULY AND REGULARLY ADOPTED this 7th day of June, 2011.



Chief Justice F. PHILIP CARBULLIDO
Chairman

ATTEST:



BERNADETTE S.N. CHARGUALAF
Secretary

Transition to the New Pay Plans and Rates of Pay

I. Coverage:

- A. §____ provides that unless otherwise specified, the Government of Guam Position Classification and Salary Administration Act of 2011 shall apply to all positions, officers and employees, classified and unclassified (where specified), inclusive of the Executive and Judicial Branches, autonomous and semi-autonomous agencies, public corporations, and other public instrumentalities of the government of Guam.
- B. §____ provides that the salaries of the Governor and Lieutenant Governor shall be reviewed and recommended by the Director of Administration pursuant to §____.
- C. §____ provides that the salaries of the Mayors, Vice Mayors, the Public Auditor, and the Attorney General of Guam shall be determined by the Director of Administration pursuant to §____.

II. Incumbent Positions:

Pursuant to _____ of Public Law _____, no employee whose position is to be transitioned into the new pay plans and rates of pay shall receive a base salary reduction or deprived of benefits.

A. Classified Employees:

- 1. **Transition:** The initial slotting of incumbents into the new pay plans or rates of pay shall be closest to and not less than the rate of pay in effect in Fiscal Year 2011. For incumbents whose salaries exceed midpoint and maximum of their ranges, will retain their current rates of pay upon implementation. These transition procedures apply to positions which were evaluated and found to fall in the following categories:
 - a. Status Quo Positions: No change in pay grade.
 - b. Upgrade Positions: Upward change in pay grade.
 - c. Right-sized (Downgrade) Positions: Downward change in pay grade.

Note: Upon implementation, the incumbents shall maintain their pay grades until separation from government. All new hires will utilize the new pay grades.

d. **Market Premium Positions:** Those positions which the market demands a higher pay than others with similar job content (i.e. Pharmacists, Pay Grade N). Salaries for those positions will be administered at a higher pay grade identified with a parenthesis ().

e. **Certification Pay Positions:**

§6229.6. Certification Pay Differential - Upon implementation, incumbents receiving certification pay based on this subsection will not be slotted with their certification pay.

Recruitment & Retention Policies: (i.e. Allied Health positions) - Upon implementation, incumbents receiving recruitment and retention pay will be slotted with their certification pay, thereafter recruitment and retention policies in place will be repealed.

§6223 – EMT – A Pay Differential - Upon implementation, incumbents receiving certification pay based on this subsection will not be slotted with their certification pay.

f. **Attorneys:**

Upon implementation attorneys will be slotted at their current attorney levels within the new pay structure. A reclassification review shall be conducted to properly classify incumbent attorneys. The Department of Administration will be responsible for conducting this review and making recommendations for reclassifications to the appropriate department / agency heads.

2. **Implementation Step:** A one-step adjustment after initial slotting shall be granted in the appropriate category as identified below:

a. **At Minimum:** No adjustment for all incumbents who receive equal or more than a 3.8% increase upon initial slotting. For all incumbents receiving less than a 3.8% pay adjustment upon initial slotting shall move to the next higher step.

Example: Slotted to Steps.

Employee "A-1" is a Personnel Officer, currently at Step 7 of Pay Grade L, \$35,802. The initial slotting consideration will therefore be at Step 1 of Pay Grade L, \$37,100 on the

General Pay Plan (GPP). Employee "A-1" received a 3.63% increase and is entitled to an implementation step to Step 2, Pay Grade L, \$38,506.

- b. Between Step 2 to Step 6 (Step 3 for Attorney Pay Plan): All incumbents shall move to the next higher step after initial slotting if increase is less than 3.8%.

Example: Slotted to Steps.

Employee "A-1" is a Personnel Officer, currently at Step 9 of Pay Grade L, \$38,454. The initial slotting consideration will therefore be at Step 2 of Pay Grade L, \$38,506 on the General Pay Plan (GPP). Employee "A-1" received a .14% increase and is entitled to an implementation step to Step 3, Pay Grade L, \$39,965.

- c. At the Range (Inclusive of Midpoint or Market Policy Position): No adjustment after initial slotting.
- d. At Maximum: No adjustment or lump-sum payment after initial slotting.
- e. Market Premium Position: No adjustment after initial slotting.

Note: The guidelines above are applicable only to those positions which fall under the GPP. Positions which fall under the EDU, LEO, ATTY, NPP, and EXEC pay plans do not receive adjustments to base pay upon initial slotting for implementation purposes. These exemptions are done on the basis that the individualized pay plans for those positions are closer to actual market pay than the GPP.

PUBLIC DEFENDER

New Pay Grade

ADMINISTRATIVE ASSISTANT	PUBLIC DEFENDER CORPORATION OF GUAM	J
ADMINISTRATIVE DIRECTOR	PUBLIC DEFENDER CORPORATION OF GUAM	E-S
ATTORNEY IV	PUBLIC DEFENDER CORPORATION OF GUAM	Attorney IV
CHIEF FISCAL OFFICER	PUBLIC DEFENDER CORPORATION OF GUAM	N
CHIEF INVESTIGATOR	PUBLIC DEFENDER CORPORATION OF GUAM	P
COMPUTER SYSTEMS ANALYST I	PUBLIC DEFENDER CORPORATION OF GUAM	K
DIRECTOR	PUBLIC DEFENDER CORPORATION OF GUAM	N/A
DOMESTIC VIOLENCE PROGRAM SPECIALIST	PUBLIC DEFENDER CORPORATION OF GUAM	K
INVESTIGATOR AGENT I (AG)	PUBLIC DEFENDER CORPORATION OF GUAM	K
INVESTIGATOR AGENT III (AG)	PUBLIC DEFENDER CORPORATION OF GUAM	N
INVESTIGATOR II (AG)	PUBLIC DEFENDER CORPORATION OF GUAM	M
LEG SECRETARY I	PUBLIC DEFENDER CORPORATION OF GUAM	H
LEGAL CLERK I	PUBLIC DEFENDER CORPORATION OF GUAM	F
LEGAL CLERK II	PUBLIC DEFENDER CORPORATION OF GUAM	H
LEGAL CLERK SUPERVISOR	PUBLIC DEFENDER CORPORATION OF GUAM	J
LEGAL SECRETARY I	PUBLIC DEFENDER CORPORATION OF GUAM	H
LEGAL SECRETARY II	PUBLIC DEFENDER CORPORATION OF GUAM	I
LEGAL SECRETARY III	PUBLIC DEFENDER CORPORATION OF GUAM	J
LEGAL SECRETARY I-MLWOP	PUBLIC DEFENDER CORPORATION OF GUAM	Did not evaluate
LEGAL SECRETARY SUPERVISOR	PUBLIC DEFENDER CORPORATION OF GUAM	L
MANAGEMENT INFORMATION SYSTEMS ADMINISTRATOR	PUBLIC DEFENDER CORPORATION OF GUAM	P
PERSONNEL SPECIALIST IV	PUBLIC DEFENDER CORPORATION OF GUAM	O
PROCESS OFFICER I	PUBLIC DEFENDER CORPORATION OF GUAM	I
PROCESS SERVICE SUPERVISOR	PUBLIC DEFENDER CORPORATION OF GUAM	J
REC'S, PROP, & MICRO TECH	PUBLIC DEFENDER CORPORATION OF GUAM	J

General Pay Plan (cont'd)

Recommended Pay Structure with Steps

Grade	80% Minimum (Step 1)	Step 2	Step 3	Step 4	Step 5	Step 6	Midpoint	120% Maximum
X	\$96,175	\$99,819	\$103,601	\$107,527	\$111,601	\$115,830	\$120,219	\$144,263
W	\$91,595	\$95,066	\$98,668	\$102,407	\$106,287	\$110,314	\$114,494	\$137,393
V	\$86,820	\$90,110	\$93,524	\$97,068	\$100,746	\$104,563	\$108,525	\$130,230
U	\$81,521	\$84,610	\$87,816	\$91,144	\$94,597	\$98,181	\$101,902	\$122,282
T	\$76,188	\$79,075	\$82,071	\$85,181	\$88,409	\$91,758	\$95,235	\$114,282
S	\$70,873	\$73,558	\$76,345	\$79,238	\$82,240	\$85,357	\$88,591	\$106,309
R	\$65,623	\$68,109	\$70,690	\$73,369	\$76,149	\$79,034	\$82,029	\$98,434
Q	\$60,482	\$62,774	\$65,152	\$67,621	\$70,183	\$72,842	\$75,602	\$90,723
P	\$55,488	\$57,590	\$59,773	\$62,037	\$64,388	\$66,828	\$69,360	\$83,232
O	\$49,897	\$51,787	\$53,750	\$55,786	\$57,900	\$60,094	\$62,371	\$74,845
N	\$45,014	\$46,720	\$48,490	\$50,328	\$52,235	\$54,214	\$56,268	\$67,522
M	\$40,762	\$42,307	\$43,910	\$45,573	\$47,300	\$49,092	\$50,953	\$61,143
L	\$37,100	\$38,506	\$39,965	\$41,479	\$43,051	\$44,682	\$46,375	\$55,650
K	\$33,911	\$35,196	\$36,529	\$37,914	\$39,350	\$40,841	\$42,389	\$50,866
J	\$31,076	\$32,253	\$33,476	\$34,744	\$36,061	\$37,427	\$38,845	\$46,614
I	\$28,595	\$29,679	\$30,803	\$31,971	\$33,182	\$34,439	\$35,744	\$42,893
H	\$26,520	\$27,525	\$28,568	\$29,650	\$30,774	\$31,940	\$33,150	\$39,780
G	\$24,729	\$25,666	\$26,638	\$27,648	\$28,695	\$29,782	\$30,911	\$37,093
F	\$23,171	\$24,049	\$24,960	\$25,906	\$26,888	\$27,907	\$28,964	\$34,757
E	\$21,095	\$21,894	\$22,724	\$23,585	\$24,479	\$25,406	\$26,369	\$31,642
D	\$19,040	\$19,761	\$20,510	\$21,287	\$22,094	\$22,931	\$23,800	\$28,560
C	\$17,769	\$18,442	\$19,141	\$19,866	\$20,619	\$21,400	\$22,211	\$26,653
B	\$16,693	\$17,326	\$17,982	\$18,664	\$19,371	\$20,105	\$20,867	\$25,040
A	\$15,716	\$16,311	\$16,929	\$17,571	\$18,236	\$18,927	\$19,644	\$23,573

Nurses Pay Plan

Recommended Pay Structure with Steps

Grade	80% Minimum (Step 1)	Step 2	Step 3	Step 4	Step 5	Step 6	Midpoint	120% Maximum
N-U	\$85,418	\$88,654	\$92,013	\$95,500	\$99,118	\$102,874	\$106,772	\$128,126
N-T	\$79,830	\$82,854	\$85,994	\$89,252	\$92,634	\$96,144	\$99,787	\$119,744
N-S	\$74,260	\$77,074	\$79,994	\$83,025	\$86,171	\$89,436	\$92,825	\$111,390
N-R	\$68,759	\$71,365	\$74,069	\$76,875	\$79,788	\$82,811	\$85,949	\$103,139
N-Q	\$63,373	\$65,774	\$68,266	\$70,853	\$73,537	\$76,324	\$79,216	\$95,059
N-P	\$58,140	\$60,343	\$62,629	\$65,002	\$67,465	\$70,022	\$72,675	\$87,210
N-O	\$52,331	\$54,314	\$56,372	\$58,508	\$60,725	\$63,026	\$65,414	\$78,496
N-N	\$47,258	\$49,049	\$50,907	\$52,836	\$54,838	\$56,916	\$59,073	\$70,887
N-M	\$42,840	\$44,463	\$46,148	\$47,897	\$49,711	\$51,595	\$53,550	\$64,260
N-L	\$38,849	\$40,321	\$41,849	\$43,435	\$45,080	\$46,789	\$48,561	\$58,274
N-K	\$35,373	\$36,714	\$38,105	\$39,548	\$41,047	\$42,602	\$44,217	\$53,060
N-J	\$32,283	\$33,507	\$34,776	\$36,094	\$37,462	\$38,881	\$40,354	\$48,425
N-I	\$29,580	\$30,701	\$31,864	\$33,071	\$34,325	\$35,625	\$36,975	\$44,370
N-H	\$27,263	\$28,296	\$29,368	\$30,481	\$31,636	\$32,834	\$34,078	\$40,894
N-G	\$25,289	\$26,247	\$27,241	\$28,274	\$29,345	\$30,457	\$31,611	\$37,933
N-F	\$23,572	\$24,465	\$25,392	\$26,355	\$27,353	\$28,390	\$29,465	\$35,358

Executive Pay Plan

Recommended Pay Structure with Steps

Grade	80% Minimum (Step 1)	Step 2	Step 3	Step 4	Step 5	Step 6	Midpoint	120% Maximum
E-X	\$96,175	\$99,819	\$103,601	\$107,527	\$111,601	\$115,830	\$120,219	\$144,263
E-W	\$91,595	\$95,066	\$98,668	\$102,407	\$106,287	\$110,314	\$114,494	\$137,393
E-V	\$86,820	\$90,110	\$93,524	\$97,068	\$100,746	\$104,563	\$108,525	\$130,230
E-U	\$81,521	\$84,610	\$87,816	\$91,144	\$94,597	\$98,181	\$101,902	\$122,282
E-T	\$76,188	\$79,075	\$82,071	\$85,181	\$88,409	\$91,758	\$95,235	\$114,282
E-S	\$70,873	\$73,558	\$76,345	\$79,238	\$82,240	\$85,357	\$88,591	\$106,309
E-R	\$65,623	\$68,109	\$70,690	\$73,369	\$76,149	\$79,034	\$82,029	\$98,434
E-Q	\$60,482	\$62,774	\$65,152	\$67,621	\$70,183	\$72,842	\$75,602	\$90,723
E-P	\$55,488	\$57,590	\$59,773	\$62,037	\$64,388	\$66,828	\$69,360	\$83,232
E-O	\$49,897	\$51,787	\$53,750	\$55,786	\$57,900	\$60,094	\$62,371	\$74,845
E-N	\$45,014	\$46,720	\$48,490	\$50,328	\$52,235	\$54,214	\$56,268	\$67,522
E-M	\$40,762	\$42,307	\$43,910	\$45,573	\$47,300	\$49,092	\$50,953	\$61,143

Law Enforcement Pay Plan

Recommended Pay Structure with Steps

Grade	80% Minimum (Step 1)	Step 2	Step 3	Step 4	Step 5	Step 6	Midpoint	120% Maximum
U-LEO	\$84,778	\$87,990	\$91,324	\$94,785	\$98,376	\$102,104	\$105,973	\$127,167
T-LEO	\$79,232	\$82,234	\$85,350	\$88,584	\$91,940	\$95,424	\$99,040	\$118,848
S-LEO	\$73,704	\$76,497	\$79,395	\$82,404	\$85,526	\$88,767	\$92,130	\$110,556
R-LEO	\$68,244	\$70,830	\$73,514	\$76,300	\$79,191	\$82,191	\$85,306	\$102,367
Q-LEO	\$62,898	\$65,281	\$67,755	\$70,322	\$72,987	\$75,752	\$78,623	\$94,347
P-LEO	\$57,705	\$59,891	\$62,161	\$64,516	\$66,960	\$69,498	\$72,131	\$86,557
O-LEO	\$51,893	\$53,859	\$55,900	\$58,018	\$60,216	\$62,498	\$64,866	\$77,839
N-LEO	\$46,615	\$48,381	\$50,214	\$52,117	\$54,092	\$56,141	\$58,269	\$69,922
M-LEO	\$42,030	\$43,623	\$45,276	\$46,991	\$48,772	\$50,620	\$52,538	\$63,045
L-LEO	\$38,090	\$39,533	\$41,031	\$42,585	\$44,199	\$45,874	\$47,612	\$57,134
K-LEO	\$34,665	\$35,978	\$37,341	\$38,756	\$40,225	\$41,749	\$43,331	\$51,997
J-LEO	\$31,628	\$32,827	\$34,071	\$35,362	\$36,702	\$38,092	\$39,536	\$47,443
I-LEO	\$28,977	\$30,075	\$31,214	\$32,397	\$33,624	\$34,899	\$36,221	\$43,465
H-LEO	\$26,756	\$27,770	\$28,822	\$29,914	\$31,047	\$32,224	\$33,445	\$40,134
G-LEO	\$24,839	\$25,780	\$26,757	\$27,770	\$28,823	\$29,915	\$31,048	\$37,258
F-LEO	\$23,171	\$24,049	\$24,960	\$25,906	\$26,888	\$27,907	\$28,964	\$34,757
E-LEO	\$21,095	\$21,894	\$22,724	\$23,585	\$24,479	\$25,406	\$26,369	\$31,642
D-LEO	\$19,040	\$19,761	\$20,510	\$21,287	\$22,094	\$22,931	\$23,800	\$28,560

Educator Pay Plan (cont'd)

- Plan includes six steps between Minimum and Midpoint and six steps between the Midpoint and Maximum
- Step increases between Minimum and Midpoint are a uniform 3.8%
- Step increases between Midpoint and Maximum are a uniform 3.1%

Grade	Minimum (Step 1)	Step 2	Step 3	Step 4	Step 5	Step 6	Midpoint (Step 7)	Step 8	Step 9	Step 10	Step 11	Step 12	Maximum (Step 13)
Ed-12	\$74,669	\$77,498	\$80,435	\$83,483	\$86,646	\$89,929	\$93,336	\$96,216	\$99,185	\$102,245	\$105,399	\$108,651	\$112,004
Ed-11	\$67,881	\$70,453	\$73,123	\$75,893	\$78,769	\$81,754	\$84,851	\$87,469	\$90,168	\$92,950	\$95,818	\$98,774	\$101,822
Ed-10	\$61,710	\$64,048	\$66,475	\$68,994	\$71,608	\$74,321	\$77,138	\$79,517	\$81,971	\$84,500	\$87,107	\$89,795	\$92,565
Ed-9	\$56,100	\$58,226	\$60,432	\$62,722	\$65,098	\$67,565	\$70,125	\$72,289	\$74,519	\$76,818	\$79,188	\$81,631	\$84,150
Ed-8	\$51,000	\$52,932	\$54,938	\$57,020	\$59,180	\$61,423	\$63,750	\$65,717	\$67,744	\$69,835	\$71,989	\$74,210	\$76,500
Ed-7	\$45,939	\$47,680	\$49,487	\$51,362	\$53,308	\$55,328	\$57,424	\$59,196	\$61,022	\$62,905	\$64,846	\$66,847	\$68,909
Ed-6	\$43,752	\$45,410	\$47,130	\$48,916	\$50,769	\$52,693	\$54,690	\$56,377	\$58,117	\$59,910	\$61,758	\$63,663	\$65,628
Ed-5	\$40,699	\$42,241	\$43,842	\$45,503	\$47,227	\$49,017	\$50,874	\$52,444	\$54,062	\$55,730	\$57,449	\$59,222	\$61,049
Ed-4	\$38,761	\$40,230	\$41,754	\$43,336	\$44,978	\$46,683	\$48,452	\$49,946	\$51,488	\$53,076	\$54,714	\$56,402	\$58,142
Ed-3	\$36,057	\$37,423	\$38,841	\$40,313	\$41,840	\$43,426	\$45,071	\$46,462	\$47,895	\$49,373	\$50,896	\$52,467	\$54,086
Ed-2	\$34,340	\$35,641	\$36,992	\$38,393	\$39,848	\$41,358	\$42,925	\$44,249	\$45,615	\$47,022	\$48,473	\$49,968	\$51,510
Ed-1C	\$31,765	\$32,968	\$34,217	\$35,514	\$36,859	\$38,256	\$39,706	\$40,931	\$42,194	\$43,495	\$44,837	\$46,221	\$47,647
Ed-1B	\$30,176	\$31,320	\$32,506	\$33,738	\$35,016	\$36,343	\$37,720	\$38,884	\$40,084	\$41,321	\$42,595	\$43,910	\$45,264
Ed-1A	\$28,667	\$29,754	\$30,881	\$32,051	\$33,266	\$34,526	\$35,834	\$36,940	\$38,080	\$39,255	\$40,466	\$41,714	\$43,001

Attorney Pay Plan (cont'd)

- The table below shows the 5 levels of Attorney with steps between the Minimum and Market Policy Position.
 - As mentioned earlier, Attorney Level 1 has a narrow range, and therefore only has a total of 3 steps: minimum, market policy position, and maximum.
 - Step progression between the Minimum and MPP for Attorney Levels 2-5 is 3.6%

	Min	Step 2	Step 3	MPP	Open Range (Performance Increases)	Max
Attorney Level 5	\$85,950	\$89,022	\$92,204	\$95,500	<----->	\$114,600
Attorney Level 4	\$75,780	\$78,489	\$81,294	\$84,200	<----->	\$101,040
Attorney Level 3	\$66,600	\$68,981	\$71,446	\$74,000	<----->	\$88,800
Attorney Level 2	\$57,375	\$59,426	\$61,550	\$63,750	<----->	\$70,125
Attorney Level 1	\$50,825	-	-	\$53,500	<----->	\$56,175

FY 2011 Pay Increases - HayGroup Study
Effective October 1, 2010

EMP NO.	NAME	POSITION TITLE	as of 09/30/10		INITIAL		Increase Amnt	%	FINAL		Increase Amnt	%	Pay Plan
			PG/S	Annual	PG/S	Annual			PG/S	Annual			
1004	CECILIA A. AQUINO	LEGAL SECRETARY III	J-18	\$ 45,317.00	J-MID	\$ 45,317.00	\$ -	0.00%	J-MID	\$ 45,317.00	\$ -	0.00%	General
1011	BERNADETTE S.N. CHARGUALAF	ADMINISTRATIVE DIRECTOR	R-14	\$ 76,154.00	E-S/3	\$ 76,345.00	\$ 191.00	0.25%	E-S/3	\$ 76,345.00	\$ 191.00	0.25%	EXECUTIVE
1017	FLORENZO P. FEJERAN	CHIEF INVESTIGATOR	Q-14	\$ 69,457.00	Q-5	\$ 70,183.00	\$ 726.00	1.05%	Q-6	\$ 72,842.00	\$ 3,385.00	4.87%	General
1018	MICHAEL E. GOGUE	LEGAL CLERK SUPERVISOR	L-9	\$ 38,454.00	L-2	\$ 38,506.00	\$ 52.00	0.14%	L-3	\$ 39,965.00	\$ 1,511.00	3.93%	General
1021	JOSELITO S. MARQUEZ	INVESTIGATOR I	K-13	\$ 41,005.00	K-MID	\$ 42,389.00	\$ 1,384.00	3.38%	K-MID	\$ 42,389.00	\$ 1,384.00	3.38%	General
1036	JOEY A. GOGUE	REC'S, PROP. & MICRO TECH	J-14	\$ 39,491.00	J-MID	\$ 39,491.00	\$ -	0.00%	J-MID	\$ 39,491.00	\$ -	0.00%	General
1039	RICHARD S. DIRKX	ATTORNEY IV	IV-6(7X)	\$ 102,520.00	IV-MAX	\$ 102,520.00	\$ -	0.00%	IV-MAX	\$ 102,520.00	\$ -	0.00%	Attorney
1040	JANE L. KENNEDY	ATTORNEY IV	IV-6(7X)	\$ 102,520.00	IV-MAX	\$ 102,520.00	\$ -	0.00%	IV-MAX	\$ 102,520.00	\$ -	0.00%	Attorney
1041	RANDOLPH F. RIVERA, SR.	LEGAL CLERK II	H-15	\$ 35,585.00	H-MID	\$ 35,585.00	\$ -	0.00%	H-MID	\$ 35,585.00	\$ -	0.00%	General
1043	TERRANCE A. LONG	ATTORNEY IV	IV-6(2x)	\$ 86,319.00	IV-RANGE	\$ 86,319.00	\$ -	0.00%	IV-RANGE	\$ 86,319.00	\$ -	0.00%	Attorney
1045	REYNALDO G. SERAFICO	PROCESS SERVICE SUPERVISOR	J-11	\$ 35,618.00	J-5	\$ 36,061.00	\$ 443.00	1.24%	J-6	\$ 37,427.00	\$ 1,809.00	5.08%	General
1047	ELEANOR A. QUENGA	LEGAL SECRETARY III	J-15	\$ 40,873.00	J-MID	\$ 40,873.00	\$ -	0.00%	J-MID	\$ 40,873.00	\$ -	0.00%	General
1052	CECELIA M. FERNANDEZ	ADMINISTRATIVE ASSISTANT	J-12	\$ 36,865.00	J-6	\$ 37,427.00	\$ 562.00	1.52%	J-MID	\$ 38,845.00	\$ 1,980.00	5.37%	General
1054	LORETTA T. GUTIERREZ-LONG	ATTORNEY IV	IV-6(2X)	\$ 86,319.00	IV-RANGE	\$ 86,319.00	\$ -	0.00%	IV-RANGE	\$ 86,319.00	\$ -	0.00%	Attorney
1062	PABLO M. AGLUBAT	ATTORNEY IV	IV-6(5X)	\$ 95,703.00	IV-RANGE	\$ 95,703.00	\$ -	0.00%	IV-RANGE	\$ 95,703.00	\$ -	0.00%	Attorney
1068	VANESSA L. DIAZ	LEGAL SECRETARY SUPERVISOR	L-7	\$ 35,802.00	L-1	\$ 37,100.00	\$ 1,298.00	3.63%	L-2	\$ 38,506.00	\$ 2,704.00	7.55%	General
1070	JULITO B. TINGSON, JR.	MGMT. INFO SYS. ADMINISTRATOR	P-9	\$ 53,432.00	P-1	\$ 55,488.00	\$ 2,056.00	3.85%	P-1	\$ 55,488.00	\$ 2,056.00	3.85%	General
1071	RAYMOND B. ILAGAN	ATTORNEY IV	IV-6 (1x)	\$ 83,400.00	IV-MPP	\$ 84,200.00	\$ 800.00	0.96%	IV-MPP	\$ 84,200.00	\$ 800.00	0.96%	Attorney
1072	JOCELYN M. RODEN	ATTORNEY IV	IV-6 (1x)	\$ 83,400.00	IV-MPP	\$ 84,200.00	\$ 800.00	0.96%	IV-MPP	\$ 84,200.00	\$ 800.00	0.96%	Attorney
1073	CECILIA A.T. LIZAMA	CHIEF FISCAL OFFICER	N-14	\$ 53,470.00	N-6	\$ 54,214.00	\$ 744.00	1.39%	N-MID	\$ 56,268.00	\$ 2,798.00	5.23%	General
1079	STACEY ANN F. CRUZ	LEGAL SECRETARY II	J-9	\$ 33,266.00	J-3	\$ 33,476.00	\$ 210.00	0.63%	J-4	\$ 34,744.00	\$ 1,478.00	4.44%	General
1085	JOAQUIN Q. DELOS SANTOS	PROCESS OFFICER I	G-10	\$ 28,085.00	I-1	\$ 28,595.00	\$ 510.00	1.82%	I-2	\$ 29,679.00	\$ 1,594.00	5.68%	General
1089	NORMA D. AGUON	LEGAL SECRETARY I	H-9	\$ 28,963.00	H-4	\$ 29,650.00	\$ 687.00	2.37%	H-5	\$ 30,774.00	\$ 1,811.00	6.25%	General
1093	NIKKI A. SANTOS	LEGAL SECRETARY I	H-3	\$ 22,471.00	H-1	\$ 26,520.00	\$ 4,049.00	18.02%	H-1	\$ 26,520.00	\$ 4,049.00	18.02%	General
1094	CLARISSA JEAN C. LEON GUERRERO	LEGAL SECRETARY II	I-2	\$ 22,726.00	I-1	\$ 28,595.00	\$ 5,869.00	25.83%	I-1	\$ 28,595.00	\$ 5,869.00	25.83%	General
1096	KENNETH A. LIM	LEGAL SECRETARY II	I-4	\$ 25,399.00	I-1	\$ 28,595.00	\$ 3,196.00	12.58%	I-1	\$ 28,595.00	\$ 3,196.00	12.58%	General
1097	RICARDO S. TAIMANAO	INVESTIGATOR III	N-4	\$ 36,889.00	N-1	\$ 45,014.00	\$ 8,125.00	22.03%	N-1	\$ 45,014.00	\$ 8,125.00	22.03%	General
1098	PETER J. SABLAN	ATTORNEY IV	IV-4	\$ 75,208.00	IV-1	\$ 75,780.00	\$ 572.00	0.76%	IV-1	\$ 75,780.00	\$ 572.00	0.76%	Attorney
1099	ROBBIE T. CALL	INVESTIGATOR II	M-8	\$ 40,150.00	M-1	\$ 40,762.00	\$ 612.00	1.52%	M-2	\$ 42,307.00	\$ 2,157.00	5.37%	General
1101	MARIA G. FITZPATRICK	ATTORNEY IV	IV-6(7X)	\$ 102,520.00	IV-MAX	\$ 102,520.00	\$ -	0.00%	IV-MAX	\$ 102,520.00	\$ -	0.00%	Attorney
1103	SEA A. CRUZ	INVESTIGATOR II	M-8	\$ 40,150.00	M-1	\$ 40,762.00	\$ 612.00	1.52%	M-2	\$ 42,307.00	\$ 2,157.00	5.37%	General
1104	MIKE A. NISPEROS, JR.	DIRECTOR	UNC	\$ 120,000.00		\$ -	\$ -	0.00%	TBD	\$ 120,000.00	\$ -	0.00%	General
1105	EDBERT J. QUINTANILLA	PERSONNEL SPECIALIST IV	N-6	\$ 40,383.00	O-1	\$ 49,897.00	\$ 9,514.00	23.56%	O-1	\$ 49,897.00	\$ 9,514.00	23.56%	General
1106	RACHEL N. MESUBED	LEGAL CLERK I	F-4	\$ 20,942.00	F-1	\$ 23,171.00	\$ 2,229.00	10.64%	F-1	\$ 23,171.00	\$ 2,229.00	10.64%	General
1107	REBECCA M. WARFIELD	ATTORNEY IV	IV-5	\$ 77,894.00	IV-2	\$ 78,489.00	\$ 595.00	0.76%	IV-2	\$ 78,489.00	\$ 595.00	0.76%	Attorney
1108	AGNES F. CAMACHO	Legal Secretary I	H-2	\$ 21,223.00	H-1	\$ 26,520.00	\$ 5,297.00	24.96%	H-1	\$ 26,520.00	\$ 5,297.00	24.96%	General
1109	JOJOHN M. QUINATA	COMPUTER SYSTEMS ANALYST I	L-2	\$ 28,178.00	L-1	\$ 37,100.00	\$ 8,922.00	31.66%	L-1	\$ 37,100.00	\$ 8,922.00	31.66%	General
1110	JOLEEN M. GUZMAN	Legal Clerk I	F-1	\$ 17,635.00	F-1	\$ 23,171.00	\$ 5,536.00	31.39%	F-1	\$ 23,171.00	\$ 5,536.00	31.39%	General
1111	KIMBERLY Q. FLORES	Legal Clerk I	F-1	\$ 17,635.00	F-1	\$ 23,171.00	\$ 5,536.00	31.39%	F-1	\$ 23,171.00	\$ 5,536.00	31.39%	General
1113	JOYCE M. TRECEPONA	Legal Secretary I	H-1	\$ 19,974.00	H-1	\$ 26,520.00	\$ 6,546.00	32.77%	H-1	\$ 26,520.00	\$ 6,546.00	32.77%	General