

PORT AUTHORITY OF GUAM
Jose D. Leon Guerrero Commercial Port
Piti, Guam

November 4, 2009

INTER-OFFICE MEMORANDUM

TO: All Employees

FROM: General Manager

SUBJECT: Pay Allocation Final Results of Port Compensation & Classification Plan

We are forwarding for your information the Consultant's final results of the appeals submitted by employees regarding the Port Compensation and Classification Plan.

Should you have any questions, please feel free to contact the Human Resources Office.


GLENN A. LEON GUERRERO

Cc: Port Compensation & Benefits File
Corporate Services Manager
Personnel Services Administrator

Pay Allocation - Final Results

| Hay Grade | Position | JE Points | Structural Adjustment - MIN (at 10th market percentile) | | | | Structural Adjustment - MAX (at 10th market percentile) | | | | Impact of appeals and other minor adjustments |
|-----------|----------------------------------|-----------|--|-------|------|----------|--|-------|------|----------|--|
| | | | Base Salary | Grade | Step | Sub Step | Base Salary | Grade | Step | Sub Step | |
| K | Accountant I | 565 | 32,329 | I | 1 | D | 37,533 | I | 5 | C | Status quo |
| L | Accountant II | 805 | 41,118 | J | 4 | C | 47,737 | J | 8 | B | Status quo |
| N | Accountant III | 913 | 49,349 | L | 2 | C | 57,292 | L | 6 | B | Higher |
| G | Accounting Technician I | 338 | 20,935 | E | 4 | A | 24,305 | E | 7 | D | Higher |
| I | Accounting Technician II | 414 | 23,629 | F | 3 | D | 27,433 | F | 7 | C | Higher |
| J | Accounting Technician III | 490 | 28,359 | H | 1 | D | 32,924 | H | 5 | C | Higher |
| K | Accounting Technician Supervisor | 684 | 35,358 | I | 4 | A | 41,050 | I | 7 | D | Status quo |
| F | Administrative Aide | 274 | 15,327 | C | 2 | D | 17,794 | C | 6 | C | Status quo |
| J | Administrative Assistant | 491 | 27,754 | G | 4 | C | 32,221 | G | 8 | B | Status quo |
| L | Administrative Officer | 601 | 31,378 | I | 1 | A | 36,429 | I | 4 | D | Status quo |
| N | Administrative Services Officer | 900 | 42,015 | K | 1 | D | 48,778 | K | 5 | C | Higher |
| P | Assistant Comptroller | 1074 | 66,077 | N | 3 | B | 76,713 | N | 7 | A | Status quo |
| O | Assistant Harbor Master | 1001 | 60,315 | M | 4 | B | 70,024 | M | 8 | A | Status quo |
| N | Assistant Port Police Chief | 977 | 55,607 | L | 5 | C | 64,558 | L | 9 | B | Status quo |
| I | Automotive Body Worker | 543 | 30,104 | H | 3 | B | 34,949 | H | 7 | A | Status quo |
| H | Automotive Mechanic I | 461 | 26,407 | G | 3 | B | 30,657 | G | 7 | A | Status quo |
| I | Automotive Mechanic II | 543 | 30,104 | H | 3 | B | 34,949 | H | 7 | A | Status quo |
| J | Automotive Mechanic Leader | 683 | 37,909 | I | 5 | D | 44,011 | I | 9 | C | Status quo |
| L | Budget Analyst | 779 | 39,514 | J | 3 | C | 45,874 | J | 7 | B | Status quo |

Pay Allocation - Final Results

| | | | | | | | | | | | |
|---|---|------|--------|---|---|---|--------|---|----|---|------------|
| C | Building Custodian | 320 | 16,432 | C | 4 | C | 19,078 | C | 8 | B | Status quo |
| J | Building Maintenance Leader | 686 | 34,318 | I | 3 | B | 39,842 | I | 7 | A | Status quo |
| O | Building Maintenance Superintendent | 1015 | 59,718 | M | 4 | A | 69,331 | M | 7 | D | Status quo |
| L | Building Maintenance Supervisor | 858 | 45,496 | K | 3 | D | 52,820 | K | 7 | C | Status quo |
| G | Buyer I | 327 | 19,689 | D | 5 | D | 22,858 | D | 9 | C | Lower |
| H | Buyer II | 388 | 22,445 | E | 5 | D | 26,058 | E | 9 | C | Lower |
| J | Buyer Supervisor | 722 | 38,352 | J | 2 | D | 44,525 | J | 6 | C | Lower |
| O | Capital Improvement Project Coordinator | 1034 | 62,143 | M | 5 | A | 72,146 | M | 8 | D | Status quo |
| I | Captain | 948 | 51,779 | K | 7 | A | 60,114 | K | 10 | D | Status quo |
| F | Cargo Checker | 425 | 27,433 | F | 7 | C | 31,849 | F | 11 | B | Status quo |
| H | Cargo Checker Leader | 517 | 31,326 | H | 4 | B | 36,368 | H | 8 | A | Status quo |
| J | Cargo Checker Supervisor | 749 | 38,352 | J | 2 | D | 44,525 | J | 6 | C | Status quo |
| H | Carpenter I | 461 | 26,407 | G | 3 | B | 30,657 | G | 7 | A | Status quo |
| I | Carpenter II | 543 | 30,104 | H | 3 | B | 34,949 | H | 7 | A | Status quo |
| P | Chief Planner | 1067 | 66,077 | N | 3 | B | 76,713 | N | 7 | A | Status quo |
| E | Claims Clerk | 274 | 16,270 | C | 4 | B | 18,889 | C | 8 | A | Status quo |
| H | Claims Officer | 351 | 19,526 | E | 2 | B | 22,669 | E | 6 | A | Status quo |
| H | Clerical Services Supervisor | 582 | 30,709 | H | 3 | D | 35,652 | H | 7 | C | Status quo |
| C | Clerk I | 212 | 15,428 | A | 9 | C | 17,912 | A | 13 | B | Higher |
| D | Clerk II | 235 | 16,082 | B | 7 | B | 18,670 | B | 11 | A | Higher |
| E | Clerk III | 274 | 16,270 | C | 4 | B | 18,889 | C | 8 | A | Higher |
| D | Clerk Typist I | 241 | 16,082 | B | 7 | B | 18,670 | B | 11 | A | Status quo |
| E | Clerk Typist II | 289 | 16,270 | C | 4 | B | 18,889 | C | 8 | A | Status quo |

Pay Allocation - Final Results

| | | | | | | | | | | | |
|----|------------------------------|------|--------|---|---|---|---------|---|----|---|------------|
| F | Clerk Typist III | 332 | 19,109 | D | 5 | A | 22,186 | D | 8 | D | Status quo |
| P | Commercial Manager | 1106 | 68,079 | N | 4 | A | 79,037 | N | 7 | D | Status quo |
| R | Comptroller | 1221 | 81,705 | P | 2 | A | 94,857 | P | 5 | D | Status quo |
| G | Computer Operator | 356 | 19,722 | E | 2 | C | 22,896 | E | 6 | B | Status quo |
| G | Computer Operator I | 356 | 19,722 | E | 2 | C | 22,896 | E | 6 | B | Status quo |
| I | Computer Operator II | 486 | 26,145 | G | 3 | A | 30,354 | G | 6 | D | Status quo |
| J | Computer Operator III | 624 | 33,642 | I | 2 | D | 39,057 | I | 6 | C | Status quo |
| K | Computer Operator Specialist | 805 | 41,530 | J | 4 | D | 48,214 | J | 8 | C | Status quo |
| I | Computer Programmer I | 486 | 26,145 | G | 3 | A | 30,354 | G | 6 | D | Status quo |
| J | Computer Programmer II | 624 | 33,642 | I | 2 | D | 39,057 | I | 6 | C | Status quo |
| K | Computer Programmer III | 805 | 41,530 | J | 4 | D | 48,214 | J | 8 | C | Status quo |
| S | Corporate Services Manager | 1227 | 82,522 | P | 2 | B | 95,806 | P | 6 | A | Status quo |
| H | Crane Mechanic I | 468 | 25,886 | G | 2 | D | 30,053 | G | 6 | C | Status quo |
| I | Crane Mechanic II | 551 | 33,978 | I | 3 | A | 39,448 | I | 6 | D | Status quo |
| J | Crane Mechanic Leader | 700 | 37,972 | J | 2 | C | 44,084 | J | 6 | B | Status quo |
| L | Crane Mechanic Supervisor | 932 | 50,256 | K | 6 | B | 58,346 | K | 10 | A | Status quo |
| I | Crane Operator | 551 | 33,978 | I | 3 | A | 39,448 | I | 6 | D | Higher |
| J | Crane Operator Leader | 700 | 37,972 | J | 2 | C | 44,084 | J | 6 | B | Higher |
| F | Data Production Coordinator | 356 | 19,722 | E | 2 | C | 22,896 | E | 6 | B | Status quo |
| F | Deckhand | 425 | 27,161 | F | 7 | B | 31,533 | F | 11 | A | Status quo |
| L3 | Deputy General Manager | 1598 | 95,967 | Q | 2 | D | 111,414 | Q | 6 | C | Status quo |
| H | Electrician I | 478 | 27,479 | G | 4 | B | 31,902 | G | 8 | A | Status quo |
| I | Electrician II | 585 | 37,533 | I | 5 | C | 43,575 | I | 9 | B | Status quo |

Pay Allocation - Final Results

| | | | | | | | | | | | |
|----|--------------------------------------|------|---------|---|---|---|---------|---|----|---|------------|
| J | Electrician Leader | 728 | 39,909 | J | 3 | D | 46,333 | J | 7 | C | Status quo |
| L | Electrician Supervisor | 911 | 48,778 | K | 5 | C | 56,630 | K | 9 | B | Status quo |
| L | Engineer I | 677 | 38,352 | J | 2 | D | 44,525 | J | 6 | C | Status quo |
| M | Engineer II | 809 | 47,344 | K | 4 | D | 54,965 | K | 8 | C | Status quo |
| N | Engineer III | 933 | 54,511 | L | 5 | A | 63,286 | L | 8 | D | Higher |
| Q | Engineering Manager | 1204 | 78,386 | O | 4 | B | 91,004 | O | 8 | A | Higher |
| I | Engineering Technician I | 477 | 25,886 | G | 2 | D | 30,053 | G | 6 | C | Status quo |
| J | Engineering Technician II | 578 | 31,326 | H | 4 | B | 36,368 | H | 8 | A | Status quo |
| P | Equipment Maintenance Superintendent | 1085 | 67,405 | N | 3 | D | 78,255 | N | 7 | C | Higher |
| F | Equipment Operator I | 386 | 23,125 | E | 6 | C | 26,847 | E | 10 | B | Higher |
| G | Equipment Operator II | 440 | 28,312 | G | 5 | A | 32,869 | G | 8 | D | Higher |
| H | Equipment Operator III | 489 | 32,598 | H | 5 | B | 37,845 | H | 9 | A | Higher |
| J | Equipment Operator Leader | 634 | 35,712 | I | 4 | B | 41,460 | I | 8 | A | Higher |
| J | Executive Secretary | 596 | 31,016 | H | 4 | A | 36,008 | H | 7 | D | Status quo |
| R | Financial Affairs Controller | 1074 | 66,077 | N | 3 | B | 76,713 | N | 7 | A | Higher |
| O | General Accounting Supervisor | 1001 | 56,820 | M | 2 | D | 65,966 | M | 6 | C | Higher |
| L2 | General Manager | 1749 | 108,319 | R | 2 | C | 125,755 | R | 6 | B | Status quo |
| R | Harbor Master | 1119 | 68,079 | N | 4 | A | 79,037 | N | 7 | D | Higher |
| H | Heavy Equipment Mechanic I | 468 | 25,886 | G | 2 | D | 30,053 | G | 6 | C | Status quo |
| I | Heavy Equipment Mechanic II | 551 | 33,978 | I | 3 | A | 39,448 | I | 6 | D | Status quo |
| J | Heavy Equipment Mechanic Leader | 700 | 37,972 | J | 2 | C | 44,084 | J | 6 | B | Status quo |
| L | Heavy Equipment Mechanic Supervisor | 893 | 48,295 | K | 5 | B | 56,069 | K | 9 | A | Status quo |
| D | Laborer | 297 | 16,432 | C | 4 | C | 19,078 | C | 8 | B | Status quo |

Pay Allocation - Final Results

| | | | | | | | | | | | |
|---|--------------------------------------|------|--------|---|---|---|--------|---|---|---|------------|
| D | Maintenance Custodian | 320 | 16,432 | C | 4 | C | 19,078 | C | 8 | B | Status quo |
| E | Maintenance Custodian Leader | 341 | 17,647 | D | 3 | A | 20,488 | D | 6 | D | Status quo |
| G | Maintenance Custodian Supervisor | 386 | 21,569 | E | 4 | D | 25,041 | E | 8 | C | Status quo |
| R | Maintenance Manager | 1205 | 79,962 | O | 4 | D | 92,833 | O | 8 | C | Higher |
| F | Maintenance Worker I | 422 | 20,728 | E | 3 | D | 24,064 | E | 7 | C | Status quo |
| H | Maintenance Worker II | 468 | 25,886 | G | 2 | D | 30,053 | G | 6 | C | Higher |
| K | Management / Program Analyst | 602 | 32,979 | I | 2 | B | 38,288 | I | 6 | A | Status quo |
| N | Management / Program Analyst Officer | 913 | 49,349 | L | 2 | C | 57,292 | L | 6 | B | Higher |
| N | Manager, Equipment Support Services | 920 | 56,725 | L | 6 | A | 65,856 | L | 9 | D | Status quo |
| I | Marina Manager | 915 | 48,778 | K | 5 | C | 56,630 | K | 9 | B | Status quo |
| I | Marine Equipment Mechanic | 678 | 36,429 | I | 4 | D | 42,293 | I | 8 | C | Status quo |
| J | Marine Traffic Controller | 671 | 36,429 | I | 4 | D | 42,293 | I | 8 | C | Status quo |
| D | Mobile Equipment Dispatcher | 332 | 19,109 | D | 5 | A | 22,186 | D | 8 | D | Lower |
| F | Mobile Equipment Service Worker | 461 | 26,407 | G | 3 | B | 30,657 | G | 7 | A | Status quo |
| Q | Operations Manager | 1224 | 81,569 | O | 5 | B | 94,699 | O | 9 | A | Status quo |
| F | Painter I | 412 | 21,356 | E | 4 | C | 24,793 | E | 8 | B | Status quo |
| G | Painter II | 466 | 26,671 | G | 3 | C | 30,964 | G | 7 | B | Status quo |
| F | Payroll Clerk I | 288 | 16,270 | C | 4 | B | 18,889 | C | 8 | A | Status quo |
| H | Payroll Clerk II | 346 | 19,109 | D | 5 | A | 22,186 | D | 8 | D | Status quo |
| M | Payroll Supervisor | 805 | 42,364 | J | 5 | B | 49,184 | J | 9 | A | Status quo |
| I | Personnel Assistant | 364 | 21,144 | E | 4 | B | 24,548 | E | 8 | A | Status quo |
| P | Personnel Services Administrator | 1064 | 64,133 | N | 2 | C | 74,457 | N | 6 | B | Status quo |
| K | Personnel Specialist I | 508 | 27,754 | G | 4 | C | 32,221 | G | 8 | B | Status quo |

Pay Allocation - Final Results

| | | | | | | | | | | | |
|----|--|------|--------|---|---|---|--------|---|---|---|------------|
| L | Personnel Specialist II | 602 | 32,979 | I | 2 | B | 38,288 | I | 6 | A | Status quo |
| M | Personnel Specialist III | 805 | 41,118 | J | 4 | C | 47,737 | J | 8 | B | Status quo |
| N | Personnel Specialist IV | 913 | 49,349 | L | 2 | C | 57,292 | L | 6 | B | Higher |
| K | Planner / Work Coordinator | 593 | 32,653 | I | 2 | A | 37,909 | I | 5 | D | Status quo |
| K | Planner I | 593 | 32,653 | I | 2 | A | 37,909 | I | 5 | D | Status quo |
| L | Planner II | 704 | 38,352 | J | 2 | D | 44,525 | J | 6 | C | Status quo |
| M | Planner III | 809 | 47,344 | K | 4 | D | 54,965 | K | 8 | C | Status quo |
| N | Planner IV | 918 | 53,437 | L | 4 | C | 62,039 | L | 8 | B | Higher |
| H | Plumber I | 461 | 26,407 | G | 3 | B | 30,657 | G | 7 | A | Status quo |
| I | Plumber II | 543 | 30,104 | H | 3 | B | 34,949 | H | 7 | A | Status quo |
| P | Port Civil Engineer | 1066 | 64,775 | N | 2 | D | 75,201 | N | 6 | C | Status quo |
| P | Port Marketing Administrator | 1064 | 63,498 | N | 2 | B | 73,720 | N | 6 | A | Status quo |
| OL | Port Police Chief | 1058 | 63,498 | N | 2 | B | 73,720 | N | 6 | A | Higher |
| HL | Port Police Officer I | 483 | 27,479 | G | 4 | B | 31,902 | G | 8 | A | Status quo |
| IL | Port Police Officer II | 627 | 34,661 | I | 3 | C | 40,241 | I | 7 | B | Status quo |
| LL | Port Police Supervisor | 923 | 49,266 | K | 5 | D | 57,196 | K | 9 | C | Status quo |
| I | Preventive Maintenance Mechanic | 551 | 33,978 | I | 3 | A | 39,448 | I | 6 | D | Status quo |
| J | Preventive Maintenance Mechanic Leader | 700 | 37,972 | J | 2 | C | 44,084 | J | 6 | B | Status quo |
| L | Preventive Maintenance Mechanic Supervisor | 874 | 47,817 | K | 5 | A | 55,514 | K | 8 | D | Higher |
| P | Procurement & Supply Manager | 1070 | 65,422 | N | 3 | A | 75,953 | N | 6 | D | Status quo |
| K | Program Coordinator I | 508 | 27,754 | G | 4 | C | 32,221 | G | 8 | B | Status quo |
| L | Program Coordinator II | 602 | 32,979 | I | 2 | B | 38,288 | I | 6 | A | Status quo |
| M | Program Coordinator III | 805 | 41,118 | J | 4 | C | 47,737 | J | 8 | B | Status quo |

Pay Allocation - Final Results

| | | | | | | | | | | | |
|----|---------------------------------|------|--------|---|---|---|--------|---|----|---|------------|
| N | Program Coordinator IV | 913 | 49,349 | L | 2 | C | 57,292 | L | 6 | B | Higher |
| M | Programmer Analyst | 844 | 47,817 | K | 5 | A | 55,514 | K | 8 | D | Status quo |
| H | Property Control Officer | 437 | 21,144 | E | 4 | B | 24,548 | E | 8 | A | Status quo |
| M | Public Information Officer | 911 | 49,266 | K | 5 | D | 57,196 | K | 9 | C | Status quo |
| J | Records Management Officer | 480 | 26,937 | G | 3 | D | 31,274 | G | 7 | C | Status quo |
| H | Refrigeration Mechanic I | 468 | 25,886 | G | 2 | D | 30,053 | G | 6 | C | Status quo |
| I | Refrigeration Mechanic II | 551 | 33,978 | I | 3 | A | 39,448 | I | 6 | D | Status quo |
| G | Rigger | 465 | 28,881 | G | 5 | C | 33,530 | G | 9 | B | Status quo |
| I | Rigger Leader | 548 | 31,956 | H | 4 | D | 37,099 | H | 8 | C | Higher |
| M | Safety Administrator | 1009 | 50,844 | L | 3 | B | 59,028 | L | 7 | A | Higher |
| G | Safety Inspector I | 414 | 20,728 | E | 3 | D | 24,064 | E | 7 | C | Status quo |
| I | Safety Inspector II | 534 | 27,479 | G | 4 | B | 31,902 | G | 8 | A | Status quo |
| J | Safety Inspector III | 725 | 37,972 | J | 2 | C | 44,084 | J | 6 | B | Status quo |
| F | Safety Technician I | 315 | 16,109 | C | 4 | A | 18,702 | C | 7 | D | Status quo |
| G | Safety Technician II | 345 | 18,733 | D | 4 | C | 21,748 | D | 8 | B | Status quo |
| I | Safety Technician III | 376 | 19,919 | E | 2 | D | 23,125 | E | 6 | C | Status quo |
| FL | Security Guard (Armed) | 394 | 22,003 | E | 5 | B | 25,544 | E | 9 | A | Status quo |
| F | Stevodore | 425 | 27,161 | F | 7 | B | 31,533 | F | 11 | A | Status quo |
| H | Stevodore Leader | 548 | 31,956 | H | 4 | D | 37,099 | H | 8 | C | Status quo |
| J | Stevodore Supervisor I | 748 | 37,972 | J | 2 | C | 44,084 | J | 6 | B | Status quo |
| K | Stevodore Supervisor II | 801 | 40,308 | J | 4 | A | 46,797 | J | 7 | D | Status quo |
| P | Stevodoring Superintendent | 1051 | 62,870 | N | 2 | A | 72,990 | N | 5 | D | Status quo |
| N | Supply Management Administrator | 1005 | 59,718 | M | 4 | A | 69,331 | M | 7 | D | Status quo |

Pay Allocation - Final Results

| | | | | | | | | | | | |
|---|-------------------------------|------|--------|---|---|---|--------|---|----|---|------------|
| I | Supply Supervisor | 627 | 33,978 | I | 3 | A | 39,448 | I | 6 | D | Status quo |
| E | Supply Technician I | 297 | 16,432 | C | 4 | C | 19,078 | C | 8 | B | Status quo |
| F | Supply Technician II | 359 | 21,144 | E | 4 | B | 24,548 | E | 8 | A | Status quo |
| Q | Systems Manager | 1067 | 64,775 | N | 2 | D | 75,201 | N | 6 | C | Status quo |
| N | Systems Programmer | 918 | 50,844 | L | 3 | B | 59,028 | L | 7 | A | Higher |
| I | Tariff Supervisor | 664 | 35,358 | I | 4 | A | 41,050 | I | 7 | D | Status quo |
| H | Tariff Technician | 373 | 22,896 | E | 6 | B | 26,582 | E | 10 | A | Higher |
| P | Terminal Superintendent | 1112 | 69,447 | N | 4 | C | 80,626 | N | 8 | B | Higher |
| D | Tool Clerk | 275 | 16,432 | C | 4 | C | 19,078 | C | 8 | B | Status quo |
| F | Tool Mechanic | 422 | 20,728 | E | 3 | D | 24,064 | E | 7 | C | Status quo |
| D | Trades Helper | 348 | 17,300 | D | 2 | C | 20,084 | D | 6 | B | Status quo |
| P | Transportation Superintendent | 1102 | 68,079 | N | 4 | A | 79,037 | N | 7 | D | Higher |
| M | Transportation Supervisor | 937 | 51,266 | K | 6 | D | 59,519 | K | 10 | C | Status quo |
| H | Welder I | 468 | 25,886 | G | 2 | D | 30,053 | G | 6 | C | Higher |
| I | Welder II | 551 | 33,978 | I | 3 | A | 39,448 | I | 6 | D | Higher |
| J | Welder Leader | 700 | 37,972 | J | 2 | C | 44,084 | J | 6 | B | Higher |
| L | Welder Supervisor | 883 | 47,344 | K | 4 | D | 54,965 | K | 8 | C | Status quo |
| G | Winch Operator | 483 | 28,881 | G | 5 | C | 33,530 | G | 9 | B | Status quo |
| B | Worker Trainee | 306 | 17,473 | D | 2 | D | 20,285 | D | 6 | C | Status quo |