



Felix P. Camacho
Governor

Michael W. Cruz, M.D.
Lieutenant Governor

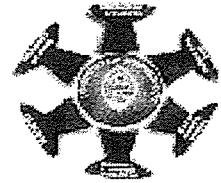
GOVERNMENT OF GUAM
(GUBETNAMENTON GUÅHAN)

DEPARTMENT OF ADMINISTRATION
(DIPATTAMENTON ATMENESTRASON)

DIRECTOR'S OFFICE

(Ufisinan Direktot)

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Lourdes M. Perez
Director

Joseph C. Manibusan
Deputy Director

OCT 14 2009

Department of Administration Organizational Circular No.: **2010-003**

MEMORANDUM

To: Guam Police Department, Guam Fire Department, Department of Corrections, Customs & Quarantine Agency, Jose D. Leon Guerrero Commercial Port Authority, A.B. Won Pat International Airport Authority, Department of Parks and Recreation, Department of Agriculture, Attorney General's Office, Department of Youth Affairs, Department of Military Affairs, Department of Public Works, and The Judiciary of Guam

From: Director, Department of Administration

Subject: Public Safety and Law Enforcement Compensation FY2010 Adjustment
RE: 10 G.C.A. §55102 (Public Law 29-105)

Buenas yan Háfa Adai! This circular has reference to the provisions of Title 10 Guam Code Annotated (G.C.A.) §55102 (Public Law 29-105) relative to public safety and law enforcement personnel as identified under Department of Administration Organizational Circular No. 09-003.

This circular is now authorized to be released based on the Attorney General of Guam's findings that this Department has properly computed and implemented the pay increases for these positions (see attachment). The Attorney General was mandated to make this determination pursuant to Public Law 30-55, Chapter XIII Administrative Provisions, Section 21.

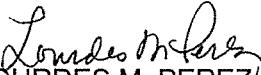
The provisions of §55102 authorizes a forty percent (40%) increase for public safety and law enforcement positions over a four (4) year period at no less than ten percent (10%) each year commencing October 1, 2008, October 1, 2009, October 1, 2010, with the aggregate final increase not to exceed 40%, or the amount of increase indicated by the Public Safety and Law Enforcement Compensation Review Report, for the respective classes of positions, whichever is greater, by October 1, 2011. The provisions also state that each percentage increase shall be based on rates of compensation on September 30, 2008. The rate of compensation in effect on September 30, 2008 is the 1991 Unified Pay Schedule.

Being that it is October 2009, the attached approved pay plan reflects a 20% increase based on the 1991 Unified Pay Schedule. For Line Departments and Agencies only, please submit Request for Personnel Actions (GG-1s) reflecting the nature of action as "Pay Adjustment", and the effective date of "10/1/09" for all affected employees to the Human Resources Division, Department of Administration for processing.

Public Safety and Law Enforcement Compensation FY2010 Adjustment
RE: 10 G.C.A. §55102 (Public Law 29-105)

Page 2

Should you have any questions, please contact the Classification & Pay Branch, Human Resources Division at 475-1123 or 1265. Dângkolo na Agradesimiento!


LOURDES M. PEREZ

Attachments

Alicia G. Limtiaco
Attorney General



Phillip J. Tydingco
Chief Deputy Attorney General

OFFICE OF THE ATTORNEY GENERAL

October 5, 2009

Hon. Judith T. Won Pat
Speaker
I Mina' Trenta Na Liheslaturan Guahan
155 Hesler Place
Hagatna, Guam 96910

Ref: LEG 09-0892

DIRECTOR'S OFFICE
OCT 10 2009
10:00 AM

RE: Pay Increase for Public Safety and Law Enforcement Officers

Dear Speaker Won Pat:

Pursuant to Public Law 30-55:XIII:21, the Fiscal Year 2010 Budget Act, we submit our findings regarding the pay increases for public safety and law enforcement officers of the Government of Guam, mandated by Public Law 29-105.

First enacted in 2006, 10 G.C.A. §55102 required the Department of Administration to perform a study regarding the compensation of certain public safety and law enforcement officers of the Government of Guam. In 2008, *I Liheslatura* enacted Public Law 29-105, the relevant portion of which added a new subsection (e) to Section 55102 to read:

(e) Compensation...*shall* be increased by forty percent (40%) over a four (4) year period. Effective October 1, 2008, compensation...*shall* be increased by forty percent (40%) to be implemented so that the increase *shall* be *no less than* ten percent (10%) on October 1, 2008, *no less than* the aggregate of twenty percent (20%) on October 1, 2009, *no less than* the aggregate of thirty percent (30%) on October 1, 2010, with the aggregate final increase to *not exceed* forty percent (40%),...by October 1, 2011...Each percentage increase *shall* be based on rates of compensation on September 30, 2008....

The Department of Administration implemented the first ten percent pay increase. Section 21 of Chapter XIII of the Fiscal Year 2010 Budget Act, [see p. 167], directed the Office of the Attorney General to submit its findings as to whether the Department of Administration was properly implementing the required annual ten percent pay increases. Based on this Office's legal review and analysis, and on information provided by the Department of Administration, the Department of Administration has complied with Public Law 29-105.

It is the position of the Department of Administration that Public Law 29-105 created a new and separate pay scale for public safety and law enforcement officers of the Government of Guam. Thus, it treated the ten percent pay increases mandated by Section 55102(e) as increases to the public safety and law enforcement officers' base salaries, as affixed by grade and step. This new pay scale applies to public safety and law enforcement officers named in Section 55102(a), and to no other employees.

Thus, a public safety and law enforcement officer covered by Section 55102 received an automatic ten percent pay increase on October 1, 2008. If he then became eligible for an annual increment during Fiscal Year 2009, he received that as well. Then, on October 1, 2009, he will receive another ten percent pay increase.

For example, a public safety and law enforcement officer at grade and step J-01 before September 30, 2008, was receiving \$22,942.00 per annum. On October 1, 2008, his salary automatically increased to \$25,236.20. [$\$22,942 \times 1.1 = \$25,236.20$]. If he received an annual increment to grade and step J-02 during Fiscal Year 2009 on February 1, 2009, his pay would increase to \$26,813.60 on that day. On October 1, 2009, however, his pay would again increase by ten percent.

Public Law 29-105 mandates increases in pay grades and steps, and not just increases in salary based on a public safety and law enforcement officer's salary as of September 30, 2008.

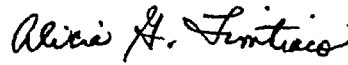
A different method would create onerously difficult and time consuming calculations for the Department of Administration. It would also put every public safety and law enforcement officer on his own pay scale because every ten percent pay increase, with annual increments taken into consideration, would be different for every officer. There would be no consistency in public safety and law enforcement officer salaries. If the ten percent pay increases are made to each pay grade and step, however, consistency among the officers will be maintained. As Section 55102 mandates, the new salaries are to be applied "across the board" to all public safety and law enforcement officers of the Government of Guam.

An alternate interpretation of Section 55102 would create another problem. Section 55102 raises salaries only for public safety and law enforcement officers working as of September 30, 2008. If a new officer joined government service on or after October 1, 2008, he would not receive the pay increase at all under any interpretation other than that used by the Department of Administration. However, if we accept that Section 55102(e) increased the pay for grade and step levels for all public safety and law enforcement officer positions, the new recruits would also receive the increases in pay. Section 55102 states explicitly that the intent of the law was to assist public safety and law enforcement agencies to "recruit and retain" personnel. Placing new officers on a significantly lower pay scale than officers already on the force will not serve that purpose.

Ref: LEG09-0892
Letter to Speaker Won Pat
Dated October 5, 2009
Page 3

The Department of Administration has advised this Office that the same methodology was utilized by the Department of Administration in previous years when the law increased salaries of nurses and teachers with the Government of Guam. It is in keeping with the merit system to reward employees on an annual basis for good performance and to maintain equal salaries for comparable work. The Department of Administration has treated all public safety and law enforcement officers within its purview in a consistent manner, thus ensuring fairness throughout the Government of Guam.

Sincerely,



ALICIA G. LIMTIACO
Attorney General

cc: Department of Administration

Public Safety & Law Enforcement Pay Scale: Public Law 29-105: Effective: 10/1/09 - 9/30/10

10/1/2009	C-01	C-02	C-03	C-04	C-05	C-06	C-07	C-08	C-09	C-10	C-11	C-12	C-13	C-14	C-15	C-16	C-17	C-18	C-19	C-20
	\$15,133.00	\$16,079.00	\$17,024.00	\$17,970.00	\$18,916.00	\$19,873.00	\$20,829.00	\$21,786.00	\$22,743.00	\$23,699.00	\$24,656.00	\$25,613.00	\$26,570.00	\$27,527.00	\$28,484.00	\$29,441.00	\$30,398.00	\$31,355.00	\$32,312.00	\$33,269.00
	\$ 7.28	\$ 7.73	\$ 8.18	\$ 8.64	\$ 9.09	\$ 9.54	\$ 9.99	\$ 10.44	\$ 10.89	\$ 11.34	\$ 11.79	\$ 12.24	\$ 12.69	\$ 13.14	\$ 13.59	\$ 14.04	\$ 14.49	\$ 14.94	\$ 15.39	\$ 15.84
	\$18,159.80	\$19,294.80	\$20,429.80	\$21,564.80	\$22,699.80	\$23,834.80	\$24,969.80	\$26,104.80	\$27,239.80	\$28,374.80	\$29,509.80	\$30,644.80	\$31,779.80	\$32,914.80	\$34,049.80	\$35,184.80	\$36,319.80	\$37,454.80	\$38,589.80	\$39,724.80

10/1/2009	D-01	D-02	D-03	D-04	D-05	D-06	D-07	D-08	D-09	D-10	D-11	D-12	D-13	D-14	D-15	D-16	D-17	D-18	D-19	D-20
	\$15,840.00	\$16,830.00	\$17,820.00	\$18,810.00	\$19,800.00	\$20,790.00	\$21,780.00	\$22,770.00	\$23,760.00	\$24,750.00	\$25,740.00	\$26,730.00	\$27,720.00	\$28,710.00	\$29,700.00	\$30,690.00	\$31,680.00	\$32,670.00	\$33,660.00	\$34,650.00
	\$ 7.62	\$ 8.09	\$ 8.57	\$ 9.04	\$ 9.52	\$ 9.99	\$ 10.46	\$ 10.93	\$ 11.40	\$ 11.87	\$ 12.34	\$ 12.81	\$ 13.28	\$ 13.75	\$ 14.22	\$ 14.69	\$ 15.16	\$ 15.63	\$ 16.10	\$ 16.57
	\$19,008.00	\$20,186.00	\$21,364.00	\$22,542.00	\$23,720.00	\$24,898.00	\$26,076.00	\$27,254.00	\$28,432.00	\$29,610.00	\$30,788.00	\$31,966.00	\$33,144.00	\$34,322.00	\$35,500.00	\$36,678.00	\$37,856.00	\$39,034.00	\$40,212.00	\$41,390.00

10/1/2009	E-01	E-02	E-03	E-04	E-05	E-06	E-07	E-08	E-09	E-10	E-11	E-12	E-13	E-14	E-15	E-16	E-17	E-18	E-19	E-20	
	\$16,556.00	\$17,697.00	\$18,838.00	\$19,979.00	\$21,120.00	\$22,261.00	\$23,402.00	\$24,543.00	\$25,684.00	\$26,825.00	\$27,966.00	\$29,107.00	\$30,248.00	\$31,389.00	\$32,530.00	\$33,671.00	\$34,812.00	\$35,953.00	\$37,094.00	\$38,235.00	\$39,376.00
	\$ 8.01	\$ 8.51	\$ 9.01	\$ 9.51	\$ 10.01	\$ 10.51	\$ 11.01	\$ 11.51	\$ 12.01	\$ 12.51	\$ 13.01	\$ 13.51	\$ 14.01	\$ 14.51	\$ 15.01	\$ 15.51	\$ 16.01	\$ 16.51	\$ 17.01	\$ 17.51	\$ 18.01
	\$19,987.20	\$21,236.40	\$22,485.60	\$23,734.80	\$24,984.00	\$26,233.20	\$27,482.40	\$28,731.60	\$29,980.80	\$31,230.00	\$32,479.20	\$33,728.40	\$34,977.60	\$36,227.00	\$37,476.40	\$38,725.80	\$40,000.00	\$41,274.40	\$42,549.00	\$43,823.60	\$45,098.20

10/1/2009	F-01	F-02	F-03	F-04	F-05	F-06	F-07	F-08	F-09	F-10	F-11	F-12	F-13	F-14	F-15	F-16	F-17	F-18	F-19	F-20	
	\$17,635.00	\$18,737.00	\$19,840.00	\$20,942.00	\$22,044.00	\$23,146.00	\$24,248.00	\$25,350.00	\$26,452.00	\$27,554.00	\$28,656.00	\$29,758.00	\$30,860.00	\$31,962.00	\$33,064.00	\$34,166.00	\$35,268.00	\$36,370.00	\$37,472.00	\$38,574.00	\$39,676.00
	\$8.48	\$9.01	\$9.54	\$10.07	\$10.60	\$11.13	\$11.66	\$12.19	\$12.72	\$13.25	\$13.78	\$14.31	\$14.84	\$15.37	\$15.90	\$16.43	\$16.96	\$17.49	\$18.02	\$18.55	\$19.08
	\$21,162.00	\$22,484.40	\$23,806.80	\$25,130.40	\$26,454.00	\$27,778.00	\$29,102.00	\$30,426.00	\$31,750.00	\$33,074.00	\$34,398.00	\$35,722.00	\$37,046.00	\$38,370.00	\$39,694.00	\$41,018.00	\$42,342.00	\$43,666.00	\$44,990.00	\$46,314.00	\$47,638.00

10/1/2009	G-01	G-02	G-03	G-04	G-05	G-06	G-07	G-08	G-09	G-10	G-11	G-12	G-13	G-14	G-15	G-16	G-17	G-18	G-19	G-20	
	\$18,723.00	\$19,893.00	\$21,064.00	\$22,234.00	\$23,404.00	\$24,574.00	\$25,744.00	\$26,914.00	\$28,084.00	\$29,254.00	\$30,424.00	\$31,594.00	\$32,764.00	\$33,934.00	\$35,104.00	\$36,274.00	\$37,444.00	\$38,614.00	\$39,784.00	\$40,954.00	\$42,124.00
	\$9.00	\$9.56	\$10.13	\$10.69	\$11.25	\$11.81	\$12.37	\$12.93	\$13.49	\$14.05	\$14.61	\$15.17	\$15.73	\$16.29	\$16.85	\$17.41	\$17.97	\$18.53	\$19.09	\$19.65	\$20.21
	\$22,467.60	\$23,871.60	\$25,276.00	\$26,680.80	\$28,084.80	\$29,489.20	\$30,893.60	\$32,298.00	\$33,702.40	\$35,106.80	\$36,511.20	\$37,915.60	\$39,320.00	\$40,724.40	\$42,128.80	\$43,533.20	\$44,937.60	\$46,342.00	\$47,746.40	\$49,150.80	\$50,555.20

10/1/2009	H-01	H-02	H-03	H-04	H-05	H-06	H-07	H-08	H-09	H-10	H-11	H-12	H-13	H-14	H-15	H-16	H-17	H-18	H-19	H-20	
	\$19,974.00	\$21,223.00	\$22,471.00	\$23,720.00	\$24,968.00	\$26,217.00	\$27,466.00	\$28,715.00	\$29,964.00	\$31,213.00	\$32,462.00	\$33,711.00	\$34,960.00	\$36,209.00	\$37,458.00	\$38,707.00	\$39,956.00	\$41,205.00	\$42,454.00	\$43,703.00	\$44,952.00
	\$9.60	\$10.20	\$10.80	\$11.40	\$12.00	\$12.60	\$13.20	\$13.80	\$14.40	\$15.00	\$15.60	\$16.20	\$16.80	\$17.40	\$18.00	\$18.60	\$19.20	\$19.80	\$20.40	\$21.00	\$21.60
	\$23,968.80	\$25,467.60	\$26,966.40	\$28,465.20	\$29,964.00	\$31,462.80	\$32,961.60	\$34,460.40	\$35,959.20	\$37,458.00	\$38,956.80	\$40,455.60	\$41,954.40	\$43,453.20	\$44,952.00	\$46,450.80	\$47,949.60	\$49,448.40	\$50,947.20	\$52,446.00	\$53,944.80

10/1/2009	I-01	I-02	I-03	I-04	I-05	I-06	I-07	I-08	I-09	I-10	I-11	I-12	I-13	I-14	I-15	I-16	I-17	I-18	I-19	I-20	
	\$21,389.00	\$22,726.00	\$24,062.00	\$25,399.00	\$26,736.00	\$28,073.00	\$29,410.00	\$30,747.00	\$32,084.00	\$33,421.00	\$34,758.00	\$36,095.00	\$37,432.00	\$38,769.00	\$40,106.00	\$41,443.00	\$42,780.00	\$44,117.00	\$45,454.00	\$46,791.00	\$48,128.00
	\$10.28	\$10.93	\$11.57	\$12.21	\$12.85	\$13.49	\$14.13	\$14.77	\$15.41	\$16.05	\$16.69	\$17.33	\$17.97	\$18.61	\$19.25	\$19.89	\$20.53	\$21.17	\$21.81	\$22.45	\$23.09
	\$25,666.80	\$27,271.20	\$28,875.60	\$30,480.00	\$32,084.40	\$33,688.80	\$35,293.20	\$36,897.60	\$38,502.00	\$40,106.40	\$41,710.80	\$43,315.20	\$44,919.60	\$46,524.00	\$48,128.40	\$49,732.80	\$51,337.20	\$52,941.60	\$54,546.00	\$56,150.40	\$57,754.80

Public Safety & Law Enforcement Pay Scale: Public Law 29-105: Effective: 10/1/09 - 9/30/10

	J-01	J-02	J-03	J-04	J-05	J-06	J-07	J-08	J-09	J-10	J-11	J-12	J-13	J-14	J-15	J-16	J-17	J-18	J-19	J-20
	\$22,942.00	\$24,376.00	\$25,810.00	\$27,244.00	\$28,678.00	\$29,825.00	\$30,972.00	\$32,119.00	\$33,266.00	\$34,414.00	\$35,618.00	\$36,865.00	\$38,155.00	\$39,491.00	\$40,873.00	\$42,304.00	\$43,784.00	\$45,317.00	\$46,903.00	\$48,544.00
	\$11.03	\$11.72	\$12.41	\$13.10	\$13.79	\$14.34	\$14.89	\$15.44	\$15.99	\$16.55	\$17.12	\$17.68	\$18.24	\$18.80	\$19.35	\$19.91	\$20.47	\$21.03	\$21.59	\$22.15
	JL02-01	JL02-02	JL02-03	JL02-04	JL02-05	JL02-06	JL02-07	JL02-08	JL02-09	JL02-10	JL02-11	JL02-12	JL02-13	JL02-14	JL02-15	JL02-16	JL02-17	JL02-18	JL02-19	JL02-20
20%	\$27,630.40	\$29,251.20	\$30,972.00	\$32,692.80	\$34,413.60	\$35,790.00	\$37,166.40	\$38,542.80	\$39,919.20	\$41,296.80	\$42,741.60	\$44,238.00	\$45,786.00	\$47,389.20	\$49,047.60	\$50,764.80	\$52,540.80	\$54,380.40	\$56,283.60	\$58,252.80
10/1/2009	\$13.24	\$14.06	\$14.89	\$15.72	\$16.55	\$17.21	\$17.87	\$18.53	\$19.19	\$19.85	\$20.55	\$21.27	\$22.01	\$22.78	\$23.58	\$24.41	\$25.26	\$26.14	\$27.06	\$28.01

	K-01	K-02	K-03	K-04	K-05	K-06	K-07	K-08	K-09	K-10	K-11	K-12	K-13	K-14	K-15	K-16	K-17	K-18	K-19	K-20
	\$24,656.00	\$26,197.00	\$27,738.00	\$29,279.00	\$30,820.00	\$32,053.00	\$33,286.00	\$34,518.00	\$35,751.00	\$36,984.00	\$38,278.00	\$39,618.00	\$41,005.00	\$42,440.00	\$43,925.00	\$45,463.00	\$47,054.00	\$48,701.00	\$50,405.00	\$52,170.00
	\$11.85	\$12.59	\$13.34	\$14.08	\$14.82	\$15.41	\$16.00	\$16.60	\$17.19	\$17.78	\$18.40	\$19.05	\$19.71	\$20.40	\$21.12	\$21.86	\$22.62	\$23.41	\$24.23	\$25.08
	KL02-01	KL02-02	KL02-03	KL02-04	KL02-05	KL02-06	KL02-07	KL02-08	KL02-09	KL02-10	KL02-11	KL02-12	KL02-13	KL02-14	KL02-15	KL02-16	KL02-17	KL02-18	KL02-19	KL02-20
20%	\$29,687.20	\$31,436.40	\$33,285.60	\$35,134.80	\$36,984.00	\$38,463.60	\$39,943.20	\$41,421.60	\$42,901.20	\$44,380.80	\$45,933.60	\$47,541.60	\$49,206.00	\$50,928.00	\$52,710.00	\$54,555.60	\$56,464.80	\$58,441.20	\$60,486.00	\$62,604.00
10/1/2009	\$14.22	\$15.11	\$16.00	\$16.89	\$17.78	\$18.49	\$19.20	\$19.91	\$20.63	\$21.34	\$22.08	\$22.86	\$23.66	\$24.48	\$25.34	\$26.23	\$27.15	\$28.10	\$29.08	\$30.10

	L-01	L-02	L-03	L-04	L-05	L-06	L-07	L-08	L-09	L-10	L-11	L-12	L-13	L-14	L-15	L-16	L-17	L-18	L-19	L-20
	\$26,520.00	\$28,178.00	\$29,835.00	\$31,493.00	\$33,150.00	\$34,476.00	\$35,802.00	\$37,128.00	\$38,454.00	\$39,780.00	\$41,172.00	\$42,613.00	\$44,105.00	\$45,648.00	\$47,246.00	\$48,900.00	\$50,611.00	\$52,383.00	\$54,216.00	\$56,114.00
	\$12.75	\$13.55	\$14.34	\$15.14	\$15.94	\$16.58	\$17.21	\$17.85	\$18.49	\$19.13	\$19.79	\$20.49	\$21.20	\$21.95	\$22.71	\$23.51	\$24.33	\$25.18	\$26.07	\$26.98
	LL02-01	LL02-02	LL02-03	LL02-04	LL02-05	LL02-06	LL02-07	LL02-08	LL02-09	LL02-10	LL02-11	LL02-12	LL02-13	LL02-14	LL02-15	LL02-16	LL02-17	LL02-18	LL02-19	LL02-20
20%	\$31,824.00	\$33,813.60	\$35,802.00	\$37,791.60	\$39,780.00	\$41,371.20	\$42,962.40	\$44,553.60	\$46,144.80	\$47,736.00	\$49,406.40	\$51,135.60	\$52,926.00	\$54,777.60	\$56,695.20	\$58,680.00	\$60,733.20	\$62,859.60	\$65,059.20	\$67,336.80
10/1/2009	\$15.30	\$16.26	\$17.21	\$18.17	\$19.13	\$19.89	\$20.66	\$21.42	\$22.19	\$22.95	\$23.75	\$24.58	\$25.45	\$26.34	\$27.26	\$28.21	\$29.20	\$30.22	\$31.28	\$32.37

	M-01	M-02	M-03	M-04	M-05	M-06	M-07	M-08	M-09	M-10	M-11	M-12	M-13	M-14	M-15	M-16	M-17	M-18	M-19	M-20
	\$28,678.00	\$30,471.00	\$32,263.00	\$34,056.00	\$35,848.00	\$37,282.00	\$38,716.00	\$40,150.00	\$41,584.00	\$43,018.00	\$44,524.00	\$46,082.00	\$47,695.00	\$49,364.00	\$51,092.00	\$52,880.00	\$54,731.00	\$56,646.00	\$58,629.00	\$60,681.00
	\$13.79	\$14.65	\$15.51	\$16.37	\$17.23	\$17.92	\$18.61	\$19.30	\$19.99	\$20.68	\$21.41	\$22.15	\$22.93	\$23.73	\$24.56	\$25.42	\$26.31	\$27.23	\$28.19	\$29.17
	ML02-01	ML02-02	ML02-03	ML02-04	ML02-05	ML02-06	ML02-07	ML02-08	ML02-09	ML02-10	ML02-11	ML02-12	ML02-13	ML02-14	ML02-15	ML02-16	ML02-17	ML02-18	ML02-19	ML02-20
20%	\$34,413.60	\$36,565.20	\$38,716.80	\$40,867.20	\$43,017.60	\$44,738.40	\$46,459.20	\$48,180.00	\$49,900.80	\$51,621.60	\$53,428.80	\$55,298.40	\$57,234.00	\$59,236.80	\$61,310.40	\$63,466.00	\$65,677.20	\$67,975.20	\$70,354.80	\$72,817.20
10/1/2009	\$16.55	\$17.58	\$18.61	\$19.65	\$20.68	\$21.51	\$22.34	\$23.16	\$23.99	\$24.82	\$25.69	\$26.59	\$27.52	\$28.48	\$29.48	\$30.51	\$31.58	\$32.68	\$33.82	\$35.01

	N-01	N-02	N-03	N-04	N-05	N-06	N-07	N-08	N-09	N-10	N-11	N-12	N-13	N-14	N-15	N-16	N-17	N-18	N-19	N-20
	\$31,064.00	\$33,006.00	\$34,947.00	\$36,889.00	\$38,830.00	\$40,383.00	\$41,936.00	\$43,490.00	\$45,043.00	\$46,596.00	\$48,227.00	\$49,915.00	\$51,662.00	\$53,470.00	\$55,341.00	\$57,278.00	\$59,283.00	\$61,358.00	\$63,506.00	\$65,728.00
	\$14.93	\$15.87	\$16.80	\$17.74	\$18.67	\$19.41	\$20.16	\$20.91	\$21.66	\$22.40	\$23.19	\$24.00	\$24.84	\$25.71	\$26.61	\$27.54	\$28.50	\$29.50	\$30.53	\$31.60
	NL02-01	NL02-02	NL02-03	NL02-04	NL02-05	NL02-06	NL02-07	NL02-08	NL02-09	NL02-10	NL02-11	NL02-12	NL02-13	NL02-14	NL02-15	NL02-16	NL02-17	NL02-18	NL02-19	NL02-20
20%	\$37,276.80	\$39,607.20	\$41,936.40	\$44,266.80	\$46,596.00	\$48,459.60	\$50,323.20	\$52,186.80	\$54,051.60	\$55,915.20	\$57,872.40	\$59,898.00	\$61,994.40	\$64,164.00	\$66,409.20	\$68,733.60	\$71,139.60	\$73,629.60	\$76,207.20	\$78,873.60
10/1/2009	\$17.92	\$19.04	\$20.16	\$21.28	\$22.40	\$23.30	\$24.19	\$25.09	\$25.99	\$26.88	\$27.82	\$28.80	\$29.81	\$30.85	\$31.93	\$33.05	\$34.20	\$35.40	\$36.64	\$37.92

	O-01	O-02	O-03	O-04	O-05	O-06	O-07	O-08	O-09	O-10	O-11	O-12	O-13	O-14	O-15	O-16	O-17	O-18	O-19	O-20
	\$33,811.00	\$35,924.00	\$38,038.00	\$40,151.00	\$42,264.00	\$43,955.00	\$45,645.00	\$47,336.00	\$49,026.00	\$50,717.00	\$52,492.00	\$54,329.00	\$56,231.00	\$58,199.00	\$60,236.00	\$62,344.00	\$64,526.00	\$66,785.00	\$69,122.00	\$71,541.00
	\$16.26	\$17.27	\$18.29	\$19.30	\$20.32	\$21.13	\$21.94	\$22.76	\$23.57	\$24.38	\$25.24	\$26.12	\$27.03	\$27.98	\$28.96	\$29.97	\$31.02	\$32.11	\$33.23	\$34.39
	OL02-01	OL02-02	OL02-03	OL02-04	OL02-05	OL02-06	OL02-07	OL02-08	OL02-09	OL02-10	OL02-11	OL02-12	OL02-13	OL02-14	OL02-15	OL02-16	OL02-17	OL02-18	OL02-19	OL02-20
20%	\$40,573.20	\$43,108.80	\$45,645.60	\$48,181.20	\$50,716.80	\$52,746.00	\$54,774.00	\$56,803.20	\$58,831.20	\$60,860.40	\$62,990.40	\$65,194.80	\$67,477.20	\$69,838.80	\$72,283.20	\$74,812.80	\$77,431.20	\$80,142.00	\$82,946.40	\$85,849.20
10/1/2009	\$19.51	\$20.73	\$21.95	\$23.16	\$24.38	\$25.38	\$26.33	\$27.31	\$28.28	\$29.26	\$30.28	\$31.34	\$32.44	\$33.58	\$34.75	\$35.97	\$37.23	\$38.53	\$39.88	\$41.27

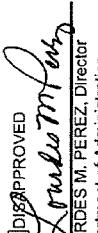
	P-01	P-02	P-03	P-04	P-05	P-06	P-07	P-08	P-09	P-10	P-11	P-12	P-13	P-14	P-15	P-16	P-17	P-18	P-19	P-20
	\$36,850.00	\$39,163.00	\$41,456.00	\$43,759.00	\$46,062.00	\$47,904.00	\$49,747.00	\$51,589.00	\$53,432.00	\$55,274.00	\$57,209.00	\$59,211.00	\$61,283.00	\$63,428.00	\$65,648.00	\$67,946.00	\$70,324.00	\$72,785.00	\$75,333.00	\$77,969.00
	\$17.72	\$18.82	\$19.93	\$21.04	\$22.15	\$23.03	\$23.92	\$24.80	\$25.69	\$26.57	\$27.50	\$28.47	\$29.46	\$30.49	\$31.56	\$32.67	\$33.81	\$34.99	\$36.22	\$37.49
	PL02-01	PL02-02	PL02-03	PL02-04	PL02-05	PL02-06	PL02-07	PL02-08	PL02-09	PL02-10	PL02-11	PL02-12	PL02-13	PL02-14	PL02-15	PL02-16	PL02-17	PL02-18	PL02-19	PL02-20
20%	\$44,220.00	\$46,983.60	\$49,747.20	\$52,510.80	\$55,274.40	\$57,484.80	\$59,696.40	\$61,906.80	\$64,118.40	\$66,328.80	\$68,550.80	\$71,053.20	\$73,539.60	\$76,113.60	\$78,777.60	\$81,535.20	\$84,388.80	\$87,342.00	\$90,399.60	\$93,562.80
10/1/2009	\$21.26	\$22.59	\$23.92	\$25.25	\$26.57	\$27.64	\$28.70	\$29.76	\$30.83	\$31.89	\$33.01	\$34.16	\$35.36	\$36.59	\$37.87	\$39.20	\$40.57	\$41.99	\$43.46	\$44.98

Public Safety & Law Enforcement Pay Scale: Effective: 10/1/09 - 9/30/10

	Q-01	Q-02	Q-03	Q-04	Q-05	Q-06	Q-07	Q-08	Q-09	Q-10	Q-11	Q-12	Q-13	Q-14	Q-15	Q-16	Q-17	Q-18	Q-19	Q-20
	\$40,352.00	\$42,874.00	\$45,396.00	\$47,918.00	\$50,440.00	\$52,962.00	\$55,484.00	\$58,006.00	\$60,528.00	\$63,050.00	\$65,572.00	\$68,094.00	\$70,616.00	\$73,138.00	\$75,660.00	\$78,182.00	\$80,704.00	\$83,226.00	\$85,748.00	\$88,270.00
	\$19.40	\$20.61	\$21.83	\$23.04	\$24.25	\$25.46	\$26.67	\$27.88	\$29.09	\$30.30	\$31.51	\$32.72	\$33.93	\$35.14	\$36.35	\$37.56	\$38.77	\$39.98	\$41.19	\$42.40
20%	\$48,422.40	\$51,448.80	\$54,475.20	\$57,501.60	\$60,528.00	\$63,554.40	\$66,580.80	\$69,607.20	\$72,633.60	\$75,660.00	\$78,686.40	\$81,712.80	\$84,739.20	\$87,765.60	\$90,792.00	\$93,818.40	\$96,844.80	\$99,871.20	\$102,897.60	\$105,924.00
10/1/2009	\$23.28	\$24.74	\$26.19	\$27.65	\$29.10	\$30.56	\$32.01	\$33.47	\$34.92	\$36.38	\$37.83	\$39.29	\$40.74	\$42.19	\$43.65	\$45.10	\$46.56	\$48.01	\$49.47	\$50.92

	R-01	R-02	R-03	R-04	R-05	R-06	R-07	R-08	R-09	R-10	R-11	R-12	R-13	R-14	R-15	R-16	R-17	R-18	R-19	R-20
	\$44,242.00	\$47,008.00	\$49,774.00	\$52,540.00	\$55,306.00	\$58,072.00	\$60,838.00	\$63,604.00	\$66,370.00	\$69,136.00	\$71,902.00	\$74,668.00	\$77,434.00	\$80,200.00	\$82,966.00	\$85,732.00	\$88,498.00	\$91,264.00	\$94,030.00	\$96,796.00
	\$21.27	\$22.60	\$23.93	\$25.26	\$26.59	\$27.92	\$29.25	\$30.58	\$31.91	\$33.24	\$34.57	\$35.90	\$37.23	\$38.56	\$39.89	\$41.22	\$42.55	\$43.88	\$45.21	\$46.54
20%	\$53,090.40	\$56,409.60	\$59,728.80	\$63,048.00	\$66,367.20	\$69,686.40	\$73,005.60	\$76,324.80	\$79,644.00	\$82,963.20	\$86,282.40	\$89,601.60	\$92,920.80	\$96,240.00	\$99,559.20	\$102,878.40	\$106,197.60	\$109,516.80	\$112,836.00	\$116,155.20
10/1/2009	\$25.52	\$27.12	\$28.72	\$30.31	\$31.91	\$33.50	\$35.10	\$36.69	\$38.29	\$39.88	\$41.47	\$43.07	\$44.66	\$46.25	\$47.85	\$49.44	\$51.03	\$52.62	\$54.21	\$55.80

	S-01	S-02	S-03	S-04	S-05	S-06	S-07	S-08	S-09	S-10	S-11	S-12	S-13	S-14	S-15	S-16	S-17	S-18	S-19	S-20
	\$48,680.00	\$51,723.00	\$54,766.00	\$57,809.00	\$60,852.00	\$63,895.00	\$66,938.00	\$70,000.00	\$73,062.00	\$76,124.00	\$79,186.00	\$82,248.00	\$85,310.00	\$88,372.00	\$91,434.00	\$94,496.00	\$97,558.00	\$100,620.00	\$103,682.00	\$106,744.00
	\$23.40	\$24.87	\$26.33	\$27.79	\$29.25	\$30.71	\$32.17	\$33.63	\$35.09	\$36.55	\$38.01	\$39.47	\$40.93	\$42.39	\$43.85	\$45.31	\$46.77	\$48.23	\$49.69	\$51.15
20%	\$58,416.00	\$62,067.60	\$65,719.20	\$69,370.80	\$73,022.40	\$76,674.00	\$80,325.60	\$83,977.20	\$87,628.80	\$91,280.40	\$94,932.00	\$98,583.60	\$102,235.20	\$105,886.80	\$109,538.40	\$113,190.00	\$116,841.60	\$120,493.20	\$124,144.80	\$127,796.40
10/1/2009	\$28.08	\$29.84	\$31.60	\$33.35	\$35.11	\$36.86	\$38.62	\$40.37	\$42.13	\$43.88	\$45.64	\$47.39	\$49.15	\$50.90	\$52.66	\$54.41	\$56.17	\$57.92	\$59.68	\$61.43

APPROVED
 DISAPPROVED

 LOURDES M. PEREZ, Director
 Department of Administration
 Date: 10/14/09