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DOA INTER-OFFICE MEMORANDUM NO.: 2025-01

To: Personnel Services Administrator
From: Director of Administration
Subject: **Government of Guam: Competitive Wage Act of 2014
Department of Administration - Policies and Procedures**

Hafa Adai! This memo addresses the inconsistencies in the Policies and Procedures issued on February 14, 2014, insofar they relate to unclassified employees in the Executive Pay Plan (EXEC), as follows:

II. Incumbent Positions

B. 1. Department/Agency Heads

Incumbents shall be slotted at the step in the grade assignment at least closest to and not less than the current rate of pay at the discretion of the Governor. Any further pay adjustments after implementation shall be at the discretion of the Governor.

This section controls and is mirrored for new appointments in Section B (1).

The Governor shall determine the slotting.

Amendment No. 1, dated February 2, 2022, does not refer to or apply to the Executive Pay Plan. Accordingly, paragraph B.1 above continues to apply.

Si Yu'os Ma'ase!

EDWARD M. BIRN

Copy: DOA Deputy Director