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LOURDES A. LEON GUERRERO
Governor (Maga'hâga)
JOSHUA F. TENORIO
Lt. Governor (Sigundo Maga'lâhi)

June 18, 2026

HRD NO.: 26-282A

MEMORANDUM

TO: Director, Customs and Quarantine Agency, Guam

FROM: Director of Administration

SUBJECT: **Implementation Guidelines**
RE: 2026 Customs and Quarantine Agency (CQA) Pay Plan Schedule

Buenas yan Håfa Adai! This is issued to serve as a guide to the implementation and administration of the 2026 Customs and Quarantine Agency (CQA) Pay Plan, that was concurred and approved by Governor Lourdes A. Leon Guerrero on June 16, 2026.

Section I. AFFECTED POSITIONS:

The 2026 CQA Pay Plan is restricted to positions identified below as uniformed personnel of the Customs and Quarantine Agency, Guam.

Customs & Quarantine Officer Trainee	Customs & Quarantine Officer Supervisor
Customs & Quarantine Officer I	Assistant Chief of Customs & Quarantine
Customs & Quarantine Officer II	Chief of Customs & Quarantine
Customs & Quarantine Officer III	Internal Investigation Agent

Section II. TRANSITION:

Transition to the new pay plan shall be applied directly "step-to-step" from the 2021 Law Enforcement/Public Safety Compensation Pay Plan (LEPP) to the 2026 CQA Pay Plan utilizing the attached pay scale (Attachment #1). The transition will be implemented through the Government of Guam Request for Personnel Action (GG-1) with the Nature of Action to read: "Pay Adjustment", and the Remarks section to read: "Pursuant to DOA Memorandum HRD No.

26-282, from the Director of Administration, dated June 12, 2026; Subject: 2026 Customs and Quarantine Agency Pay Plan, as concurred and approved by the Governor on June 16, 2026.

Example: A Customs & Quarantine Officer III at Pay Grade KL21 Step 1 at $40,732.00 per annum, will be directly slotted to the 2026 CQA Pay Plan to Pay Grade KL-C26 Step 1 at $46,841 per annum.

Section III. SALARY INCREMENTS:

The salary increment schedule for incumbents transitioned into the 2026 CQA Pay Plan shall not be impacted, as the direct "step-to-step" transition will not interrupt an incumbent's increment anniversary date. Positive efforts must be taken to ensure that all salary increments due prior to the new pay plan implementation are effectuated properly to avoid any delays in processing of the pay adjustments accordingly.

Section IV. PAY DIFFERENTIALS:

All current differentials pay will remain in effect as the intent of those differentials that are currently being applied were designed to address specific issues within the respective department/agency. The pay differentials shall apply to employee's base salary while on work status as it appears on the employee's timesheet.

Section V. NEW HIRES, TRANSFERS, PROMOTION, etc.:

All subsequent new hires of authorized positions under the CQA Pay Plan, to include probationary appointments, limited term appointments, temporary appointments, re-employments and any transfers, promotions, demotions, shall be compensated accordingly under the 2026 CQA pay scale pursuant to established pay policies.

Note that under re-employment rules and regulations, employees that separated employment under previous pay scales and are to be slotted into the new pay plan, are slotted according to the last salary held (closest to and not less than).

Section VI. PRIOR APPROVAL REQUIRED:

Any upcoming new or existing positions to be included under the 2026 CQA Pay Plan requires written approval from the Director of Administration.

The above guidelines will remain in effect unless otherwise amended and/or modified in writing by the Director of Administration.

Should you have any questions, please do not hesitate to contact our Classification and Pay Branch at 475-1174/1201. ***Dångkolo na Agradesimiento!***

Rena Borja

EDWARD M. BIRN

Attachments

2026 CQA PAY PLAN (15%)

EFFECTIVE 6/16/2026

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	Step 19	Step 20
UL-C26	$112,614.44	$119,653.20	$126,690.06	$133,728.82	$140,767.58	$146,398.59	$152,029.60	$157,660.60	$163,289.71	$168,920.72	$174,832.89	$180,952.15	$187,286.08	$193,840.39	$200,624.58	$207,646.24	$214,914.88	$222,436.18	$230,221.56	$238,278.62
	$54.14	$57.53	$60.91	$64.29	$67.68	$70.38	$73.09	$75.80	$78.51	$81.21	$84.05	$87.00	$90.04	$93.19	$96.45	$99.83	$103.32	$106.94	$110.68	$114.56
TL-C26	$102,057.26	$108,436.78	$114,814.41	$121,193.94	$127,571.57	$132,674.43	$137,777.30	$142,880.16	$147,983.02	$153,085.88	$158,443.32	$163,988.84	$169,728.13	$175,668.81	$181,818.46	$188,180.89	$194,767.50	$201,583.98	$208,639.84	$215,942.67
	$49.07	$52.13	$55.20	$58.27	$61.33	$63.79	$66.24	$68.69	$71.15	$73.60	$76.18	$78.84	$81.60	$84.46	$87.41	$90.47	$93.64	$96.92	$100.31	$103.82
SL-C26	$92,482.26	$98,263.36	$104,042.55	$109,823.64	$115,602.83	$120,226.94	$124,851.06	$129,475.17	$134,099.28	$138,723.40	$143,579.28	$148,604.26	$153,805.91	$159,188.04	$164,760.16	$170,526.05	$176,495.22	$182,671.47	$189,066.20	$195,683.20
	$44.46	$47.24	$50.02	$52.80	$55.58	$57.80	$60.03	$62.25	$64.47	$66.69	$69.03	$71.44	$73.95	$76.53	$79.21	$81.98	$84.85	$87.82	$90.90	$94.08
RL-C26	$84,050.95	$89,305.80	$94,558.75	$99,811.69	$105,064.64	$109,267.00	$113,469.35	$117,671.71	$121,874.07	$126,078.33	$130,491.56	$135,058.68	$139,785.38	$144,677.37	$149,742.24	$154,981.88	$160,407.71	$166,021.62	$171,831.21	$177,845.98
	$40.41	$42.94	$45.48	$47.99	$50.51	$52.53	$54.55	$56.57	$58.59	$60.62	$62.74	$64.93	$67.21	$69.56	$71.99	$74.51	$77.12	$79.82	$82.61	$85.50
QL-C26	$76,660.73	$81,452.03	$86,243.32	$91,034.62	$95,825.91	$99,659.71	$103,491.61	$107,325.40	$111,157.30	$114,991.09	$119,014.87	$123,181.13	$127,491.78	$131,954.41	$136,572.82	$141,352.72	$146,301.70	$151,421.66	$156,720.20	$162,206.82
	$36.86	$39.16	$41.46	$43.77	$46.07	$47.91	$49.76	$51.60	$53.44	$55.28	$57.22	$59.22	$61.29	$63.44	$65.66	$67.96	$70.34	$72.80	$75.35	$77.98
PL-C26	$70,007.63	$74,382.87	$78,758.11	$83,133.35	$87,508.59	$91,008.02	$94,509.35	$98,008.78	$101,510.11	$105,009.55	$108,685.66	$112,489.06	$116,425.44	$120,500.51	$124,718.07	$129,083.81	$133,601.54	$138,276.94	$143,117.63	$148,125.51
	$33.66	$35.76	$37.86	$39.97	$42.07	$43.75	$45.44	$47.12	$48.80	$50.49	$52.25	$54.08	$55.97	$57.93	$59.96	$62.06	$64.23	$66.48	$68.81	$71.21
OL-C26	$64,234.14	$68,248.42	$72,264.59	$76,278.87	$80,293.15	$83,505.71	$86,716.37	$89,928.93	$93,139.59	$96,352.16	$99,724.30	$103,214.23	$106,827.65	$110,566.46	$114,436.35	$118,441.13	$122,586.49	$126,878.14	$131,317.98	$135,913.59
	$30.88	$32.81	$34.74	$36.67	$38.60	$40.15	$41.69	$43.24	$44.78	$46.32	$47.94	$49.62	$51.36	$53.16	$55.02	$56.94	$58.94	$61.00	$63.13	$65.34
NL-C26	$59,015.39	$62,704.80	$66,392.31	$70,081.72	$73,769.23	$76,719.62	$79,670.01	$82,622.30	$85,572.69	$88,523.08	$91,621.65	$94,828.52	$98,147.47	$101,582.31	$105,136.83	$108,816.74	$112,625.84	$116,567.93	$120,648.70	$124,870.05
	$28.37	$30.15	$31.92	$33.69	$35.47	$36.88	$38.30	$39.72	$41.14	$42.56	$44.05	$45.59	$47.19	$48.84	$50.55	$52.32	$54.15	$56.04	$58.00	$60.03
ML-C26	$54,482.46	$57,888.81	$61,293.25	$64,699.59	$68,104.03	$70,828.34	$73,552.66	$76,276.97	$79,001.28	$81,725.60	$84,586.70	$87,546.58	$90,610.96	$93,781.73	$97,064.58	$100,461.42	$103,977.95	$107,616.07	$111,381.47	$115,281.76
	$26.19	$27.83	$29.47	$31.11	$32.74	$34.05	$35.36	$36.67	$37.98	$39.29	$40.67	$42.09	$43.56	$45.09	$46.67	$48.30	$49.99	$51.74	$53.55	$55.42
LL-C26	$50,382.70	$53,532.56	$56,680.53	$59,830.40	$62,978.37	$65,497.50	$68,016.64	$70,535.77	$73,054.91	$75,574.04	$78,218.57	$80,956.18	$83,790.68	$86,722.07	$89,757.95	$92,900.22	$96,150.78	$99,517.22	$102,999.56	$106,605.38
	$24.22	$25.74	$27.25	$28.76	$30.28	$31.49	$32.70	$33.91	$35.12	$36.33	$37.61	$38.92	$40.28	$41.69	$43.15	$44.66	$46.23	$47.84	$49.52	$51.25
KL-C26	$46,841.47	$49,769.06	$52,696.65	$55,624.24	$58,551.84	$60,894.29	$63,236.74	$65,577.30	$67,919.75	$70,262.20	$72,720.54	$75,266.28	$77,901.30	$80,627.51	$83,448.72	$86,370.61	$89,393.19	$92,522.16	$95,759.42	$99,112.57
	$22.52	$23.93	$25.34	$26.74	$28.15	$29.28	$30.40	$31.53	$32.65	$33.78	$34.96	$36.19	$37.45	$38.76	$40.12	$41.52	$42.98	$44.48	$46.04	$47.65
JL-C26	$43,585.21	$46,309.52	$49,033.84	$51,758.15	$54,482.46	$56,661.54	$58,840.61	$61,019.68	$63,198.75	$65,379.72	$67,667.08	$70,036.13	$72,486.87	$75,025.00	$77,650.53	$80,369.14	$83,180.84	$86,093.24	$89,106.32	$92,223.89
	$20.95	$22.26	$23.57	$24.88	$26.19	$27.24	$28.29	$29.34	$30.38	$31.43	$32.53	$33.67	$34.85	$36.07	$37.33	$38.64	$39.99	$41.39	$42.84	$44.34
IL-C26	$40,634.82	$43,174.85	$45,712.99	$48,253.02	$50,793.05	$52,823.94	$54,856.73	$56,887.61	$58,920.40	$60,951.28	$63,084.76	$65,292.33	$67,577.79	$69,943.04	$72,391.88	$74,924.31	$77,547.94	$80,260.85	$83,070.65	$85,977.35
	$19.54	$20.76	$21.98	$23.20	$24.42	$25.40	$26.37	$27.35	$28.33	$29.30	$30.33	$31.39	$32.49	$33.63	$34.80	$36.02	$37.28	$38.59	$39.94	$41.34
HL-C26	$37,946.61	$40,319.46	$42,690.41	$45,063.26	$47,434.21	$49,332.11	$51,228.11	$53,126.01	$55,023.91	$56,921.81	$58,914.70	$60,975.98	$63,109.46	$65,318.92	$67,604.38	$69,971.53	$72,420.38	$74,954.71	$77,578.33	$80,293.15
	$18.24	$19.38	$20.52	$21.67	$22.81	$23.72	$24.63	$25.54	$26.45	$27.37	$28.32	$29.32	$30.34	$31.40	$32.50	$33.64	$34.82	$36.04	$37.30	$38.60
GL-C26	$35,569.96	$37,792.72	$40,017.39	$42,240.15	$44,462.92	$46,241.13	$48,019.34	$49,797.56	$51,577.67	$53,355.88	$55,223.39	$57,155.48	$59,155.97	$61,226.75	$63,369.73	$65,588.70	$67,883.65	$70,260.30	$72,718.64	$75,264.38
	$17.10	$18.17	$19.24	$20.31	$21.38	$22.23	$23.09	$23.94	$24.80	$25.65	$26.55	$27.48	$28.44	$29.44	$30.47	$31.53	$32.64	$33.78	$34.96	$36.19
FL-C26	$33,502.97	$35,596.55	$37,692.03	$39,785.61	$41,879.19	$43,554.81	$45,230.44	$46,904.16	$48,579.79	$50,255.41	$52,014.62	$53,834.63	$55,719.23	$57,668.43	$59,687.92	$61,775.80	$63,939.67	$66,177.63	$68,493.49	$70,891.04
	$16.11	$17.11	$18.12	$19.13	$20.13	$20.94	$21.75	$22.55	$23.36	$24.16	$25.01	$25.88	$26.79	$27.73	$28.70	$29.70	$30.74	$31.82	$32.93	$34.08
EL-C26	$31,643.07	$33,620.76	$35,598.45	$37,576.14	$39,553.84	$41,136.37	$42,718.90	$44,299.54	$45,882.07	$47,464.60	$49,125.03	$50,844.35	$52,624.46	$54,467.27	$56,372.77	$58,346.66	$60,388.94	$62,501.52	$64,690.09	$66,952.75
	$15.21	$16.16	$17.12	$18.07	$19.02	$19.78	$20.54	$21.30	$22.06	$22.82	$23.62	$24.44	$25.30	$26.19	$27.10	$28.05	$29.03	$30.05	$31.10	$32.19
DL-C26	$30,092.83	$31,973.63	$33,854.44	$35,735.24	$37,616.04	$39,120.68	$40,625.32	$42,129.96	$43,634.61	$45,139.25	$46,719.88	$48,353.71	$50,046.43	$51,798.05	$53,610.46	$55,487.46	$57,429.05	$59,439.04	$61,519.32	$63,673.70
	$14.47	$15.37	$16.28	$17.18	$18.09	$18.81	$19.53	$20.26	$20.98	$21.70	$22.46	$23.25	$24.06	$24.90	$25.77	$26.68	$27.61	$28.58	$29.58	$30.61