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Director (Direktot)
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DIRECTOR'S OFFICE
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LOURDES A. LEON GUERRERO
Governor (Maga'hâga)
JOSHUA F. TENORIO
Lt. Governor (Sigundo Maga'lâhi)

September 28, 2026

HRD NO.: 26-341B

MEMORANDUM

To: Acting Director, Department of Corrections
Adjutant General, Department of Military Affairs
Director, Department of Agriculture
Director, Department of Parks and Recreation
Director, Department of Public Works
Director, Department of Revenue and Taxation
Director, Department of Youth Affairs
Director, Guam Behavioral & Wellness Center
Fire Chief, Guam Fire Department
Attorney General of Guam, Office of the Attorney General
Hospital Administrator/CEO, Guam Memorial Hospital Authority
Director, Bureau of Budget & Management Research
Chief Payroll Officer, Department of Administration

From: Director of Administration

Subject: **Implementation Guidelines**
RE: 2026 Law Enforcement Pay Plan

Buenas yan Håfa Adai! This is issued to serve as a guide to regulate the implementation of the 2026 Law Enforcement Pay Plan (LEPP), that was signed by Governor Lourdes A. Leon Guerrero on September 21, 2026.

Section I. EFFECTIVE DATE:

The implementation of the 2026 LEPP is effective on September 21, 2026, to ensure consistent implementation of all impacted employees.

Note: Non-line agencies (Guam Memorial Hospital Authority (GMHA) and the Office of the Attorney General) must coordinate the effective date with their respective payroll divisions).

Section II. AFFECTED POSITIONS:

The 2026 LEPP is restricted to the positions currently under the existing Law Enforcement Pay Plan, excluding all Guam Police Department Police Officer positions and the Guam Customs and Quarantine Officer positions. A list of LEPP positions is attached as Attachment #1.

Section III. TRANSITION STEP-TO-STEP

Transition to the new pay plan shall be applied directly "step-to-step" from the existing 2021 LEPP utilizing the pay scale attached as Attachment #2. The means for the transition will be through the Government of Guam Request for Personnel Action (GG1) with the Nature of Action to read: "Pay Adjustment" and the Remarks section to read: "Pursuant to the 2026 LEPP approved by the Governor of Guam on September 21, 2026."

> Example: A Fire Fighter I at Pay Grade IL21 Step 05 at $44,168 P/A, will be directly slotted to the 2026 LEPP to Pay Grade IL26 Step 5 at $50,793 P/A.
>
> Example: A Correction Officer III at Pay Grade JL21 Step 18 at $74,864 P/A, will be directly slotted to the 2026 LEPP to Pay Grade JL26 Step 18 at $86,093 P/A.

Section IV. SALARY INCREMENTS STEP-TO-STEP

The salary increment schedule for incumbents transitioned into the 2026 LEPP shall not be impacted, as the direct step-to-step transition will not interrupt an incumbent's increment anniversary date.

Incumbents transitioned into the 2026 LEPP that have not received their increment due for the period prior to the transition will be considered on a case -by-case basis. For line agencies, proper documentation to grant any pending salary increments must be submitted for the update pursuant to the act to take effect. It must be ensured that all salary increments are effectuated properly to avoid any delays in the processing of the pay adjustments.

Section V. PAY DIFFERENTIALS:

All current differentials of 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 departments/agencies.

Section VI. NEW HIRES, TRANSFERS, PROMOTIONS, ETC.:

All subsequent new hires of authorized positions under the 2026 LEPP, to include probationary appointments, temporary appointments of retired law enforcement personnel (P.L. 38-60, Chapter XII, Miscellaneous Provisions, Section 3 through 7), re-employments and any transfers, promotions, demotions, detail appointments and extensions thereof, shall be compensated under the 2026 LEPP pay scale pursuant to established CWA pay policies and procedures, to include any amendments.

Section VII. RETURNING LAW ENFORCEMENT OFFICERS FROM APPOINTED POSITIONS:

The Director of Administration shall have the authority to adopt policy governing the slotting of law enforcement officers who return to classified status at the conclusion of service as an agency head or deputy. Such policy shall ensure that employees shall be slotted in accordance with the provisions of the 2026 LEPP implementation policy.

Section VIII. PRIOR APPROVAL REQUIRED:

All law enforcement public safety positions created after the implementation of the 2026 LEPP must obtain prior written approval from the Director of Administration, for inclusion in the 2026 LEPP.

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!***

EDWARD M. BIRN

Attachments

Appendix #1

GENERAL SECURITY POSITIONS (NON-P.O.S.T)
CHIEF OF SECURITY
GUARD
GUARD SUPERVISOR
SECURITY GUARD (ARMED)
SECURITY GUARD SUPERVISOR
DEPARTMENT OF AGRICULTURE
ANIMAL CONTROL SUPERVISOR
ANIMAL CONTROL OFFICER II
ANIMAL CONTROL OFFICER I
COMMODITY INSPECTOR III
COMMODITY INSPECTOR II
COMMODITY INSPECTOR I
CONSERVATION CAPTAIN
CONSERVATION LIEUTENANT
CONSERVATION SERGEANT
CONSERVATION OFFICER III
CONSERVATION OFFICER II
CONSERVATION OFFICER I
CONSERVATION RECRUIT
ENTOMOLOGIST
DEPARTMENT OF CORRECTIONS
CORRECTIONS FACILITY SUPERINTENDENT
CORRECTIONS FACILITY ASSISTANT SUPERINTENDENT
CORRECTION OFFICER SUPERVISOR II
CORRECTION OFFICER SUPERVISOR I
CORRECTION OFFICER III
CORRECTION OFFICER II
CORRECTION OFFICER I
CORRECTION RECRUIT
CHIEF PAROLE OFFICER
PAROLE OFFICER III
PAROLE OFFICER II
PAROLE OFFICER I
DETENTION FACILITY GUARD LEADER
DETENTION FACILITY GUARD

DEPARTMENT OF PARKS AND RECREATION
TERRITORIAL PARK PATROL SUPERINTENDENT
TERRITORIAL PARK PATROL SUPERVISOR
TERRITORIAL PARK PATROL OFFICER II
TERRITORIAL PARK PATROL OFFICER I
TERRITORIAL PARK PATROL RECRUIT
DEPARTMENT OF REVENUE AND TAXATION
CRIMINAL INVESTIGATION SUPERVISOR (DRT)
TAX INVESTIGATOR II
TAX INVESTIGATOR I
ASSISTANT TAX INVESTIGATOR
COMPLIANCE INSPECTION SUPERVISOR
COMPLIANCE INSPECTOR III
COMPLIANCE INSPECTOR II
COMPLIANCE INSPECTOR I
DEPARTMENT OF YOUTH AFFAIRS
YOUTH CORRECTION SUPERINTENDENT
YOUTH SERVICE SUPERVISOR
YOUTH SERVICE WORKER II
YOUTH SERVICE WORKER I
YOUTH SERVICE WORKER ASSISTANT
GUAM FIRE DEPARTMENT
DEPUTY FIRE CHIEF
ASSISTANT FIRE CHIEF
FIRE BATTALION CHIEF
FIRE CAPTAIN
FIRE SERVICE SPECIALIST
FIRE FIGHTER II
FIRE FIGHTER I
FIRE FIGHTER RECRUIT
FIRE FIGHTER (APPRENTICE)
OFFICE OF THE ATTORNEY GENERAL (OAG)
CHIEF INVESTIGATION AGENT
INVESTIGATOR IV
INVESTIGATOR III
INVESTIGATOR II
INVESTIGATOR I

GUAM POLICE DEPARTMENT
DETENTION FACILITY GUARD LEADER
DETENTION FACILITY GUARD

2026 LEO PAY PLAN (15%)

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	E
UL-26	$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	$21
	$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	
TL-26	$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	$19
	$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	
SL-26	$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	$148,604.28	$153,805.91	$159,188.04	$164,760.16	$170,526.05	$17
	$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	
HL-26	$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	$16
	$40.41	$42.94	$45.46	$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	
GL-26	$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	$14
	$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	
FL-26	$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	$13
	$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	
DL-26	$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	$12
	$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	
UL-25	$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	$11
	$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	
HP-25	$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	$10
	$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	
TL-25	$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	$9
	$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	
SL-25	$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	$8
	$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	
JL-25	$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	$8
	$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	
IL-25	$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	$7
	$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	
HL-25	$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	$7
	$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	
GL-25	$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	$6
	$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	
FL-25	$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	$6
	$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	
EL-25	$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	$58,348.66	$6
	$15.21	$16.16	$17.12	$18.07	$19.02	$19.78	$20.54	$21.30	$22.05	$22.82	$23.62	$24.44	$25.30	$26.19	$27.10	$28.05	
DL-25	$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	$5
	$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	