

Input By Department																	Input by Department				
No.	(A)	(B)	(C)	(Ca)	SPECIAL PAY			(D)	(E)	I-A	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	
	Division	Total Salary	Overtime	Law Enforcement Pay 10%	Holiday	Night Diff PL 30-105	Hazardous	Total Special*	Total Increment Amount	SATISFACTORY LUMP SUM 3.8%	(B+C+Ca+D+E +I-A) Subtotal	Benefits					Medical (Premium)	Dental (Premium)	Total Benefits (G thru M)	(F + N) TOTAL	
												Retirement (F * 27.46%)	Retire (DDI) (\$18.40*26PP)	ocial Secur (6.2% * J)	Medicare (1.45% * F)	Life (1/)					
GENERAL FUND																					
1	1000 Administration	970,128	0	6,732	6,084	14,380	0	20,464	6,516	0	1,003,840	275,654	2,874	0	12,682	4,176	63,153	4,060	362,600	1,366,440	
1	1000 Admin - Hay Study	998,640	0	6,732	6,131	14,491	0	20,621	10,158	3,142	1,039,293	285,390	2,874	0	13,165	4,176	63,153	4,060	372,819	1,412,112	
1000 ADMIN		(28,512)	0	0	(47)	(111)	0	(158)	(3,641)	(3,142)	(35,453)	(9,735)	0	0	(483)	0	0	0	(10,219)	(45,672)	
2	1020 Transportation Maint	784,408	0	0	3,292	0	7,782	11,074	12,430	0	807,912	221,348	3,031	0	8,733	3,654	62,282	3,763	303,134	1,111,046	
2	1020 TM - Hay Study	804,257	0	0	3,300	0	7,799	11,099	10,197	1,149	826,701	227,012	3,353	0	11,987	3,654	62,282	3,763	312,052	1,138,754	
1020 TM		(19,849)	0	0	(7)	0	(17)	(25)	2,233	(1,149)	(18,789)	(5,665)	(322)	0	(3,254)	0	0	0	(8,919)	(27,708)	
3	1030 Bus Operations	4,294,451	0	0	3,425	34,629	0	38,055	27,993	0	4,360,498	1,197,393	48,379	0	62,667	27,318	378,327	19,158	1,733,242	6,093,740	
3	1030 BO - Hay Study	4,680,962	0	0	4,249	36,312	0	40,561	64,561	4,415	4,790,498	1,315,471	48,379	0	69,462	27,318	378,327	19,158	1,858,115	6,648,613	
1030 BO		(386,511)	0	0	(824)	(1,682)	0	(2,506)	(36,568)	(4,415)	(430,000)	(118,078)	0	0	(6,795)	0	0	0	(124,873)	(554,873)	
GF HAY STUDY TOTAL		(434,872)	0	0	(878)	(1,793)	(17)	(2,688)	(37,976)	(8,706)	(484,242)	(133,478)	(322)	0	(10,532)	0	0	0	(144,010)	(628,252)	
GUAM HIGHWAY FUND																					
4	1010 Capital Improvement Project	1,424,775	0	0	0	0	0	0	13,486	0	1,438,261	394,946	5,748	0	17,267	5,219	89,476	4,636	517,291	1,955,552	
4	1010 CIP - Hay Study	1,491,296	0	0	0	0	0	0	23,244	0	1,514,540	415,893	5,748	0	21,961	5,219	89,476	4,636	542,932	2,057,472	
1010 CIP		(66,521)	0	0	0	0	0	0	(9,758)	0	(76,279)	(20,946)	0	0	(4,694)	0	0	0	(25,640)	(101,920)	
5	1040 Building Const & Fac Maint	811,556	0	0	0	0	0	0	4,463	0	816,019	224,079	3,832	0	10,215	3,479	41,276	2,516	285,397	1,101,416	
5	1040 BC&FM - Hay Study	841,502	0	0	0	0	0	0	15,135	0	856,637	235,233	3,832	0	12,421	3,479	41,276	2,516	298,757	1,155,394	
1040 BC&FM		(29,946)	0	0	0	0	0	0	(10,672)	0	(40,618)	(11,154)	0	0	(2,206)	0	0	0	(13,360)	(53,979)	
6	1060 Highways	2,172,778	0	0	29,676	0	0	29,676	21,132		2,223,586	610,597	11,496	0	26,536	10,266	143,676	9,591	812,162	3,035,748	
6	1060 HWY - Hay Study	2,234,281	0	0	30,162	0	0	30,162	35,739	7,222	2,307,404	633,613	11,496	0	33,457	10,266	143,676	9,591	842,099	3,149,503	
1060 HWY		(61,503)	0	0	(485)	0	0	(485)	(14,607)	(7,222)	(83,818)	(23,016)	0	0	(6,921)	0	0	0	(29,937)	(113,755)	
GHF HAY STUDY TOTAL		(157,970)	0	0	(485)	0	0	(485)	(35,038)	(7,222)	(200,715)	(55,116)	0	0	(13,822)	0	0	0	(68,938)	(269,653)	
DPW BUILDING & DESIGN FUND																					
7	1010 Building and Design	176,519	0	0	3,905	0	0	3,905	0	0	180,424	49,544	3,832	0	2,616	1,392	32,280	1,670	91,334	271,758	
7	1010 B&D - Hay Study	234,687	0	0	9,026	0	0	0	0	0	234,687	64,445	3,832	0	3,403	1,392	32,280	1,670	107,022	341,709	
DPW B&D HAY STUDY TOTAL		(58,168)	0	0	(5,122)	0	0	3,905	0	0	(54,263)	(14,901)	0	0	(787)	0	0	0	(15,688)	(69,951)	
FEDERAL FUND																					
8	1065/1066 Office of Highway Safety	288,245	0	0	0	0	0	0	1,011	0	289,256	79,430	3,353	0	4,194	1,566	27,859	1,568	117,970	407,226	
8	1065/1066 Office of Highway Safety	305,404	0	0	0	0	0	0	5,028	0	310,432	85,245	3,353	0	4,501	1,566	27,859	1,568	124,092	434,524	
1065/1066 OHS - HAY STUDY TOTAL		(17,159)	0	0	0	0	0	0	(4,017)	0	(21,176)	(5,815)	0	0	(307)	0	0	0	(6,122)	(27,298)	
9	1098 Highway-FHWA	295,654	0	0	0	0	0	0	2,483	0	298,137	81,868	2,874	0	4,323	1,740	22,501	1,050	114,357	412,494	
9	1098 Highway-FHWA - Hay Study	317,812	0	0	0	0	0	0	1,401	0	319,213	87,656	2,874	0	4,629	1,740	22,501	1,050	120,450	439,662	
1098 Highway-FHWA		(22,158)	0	0	0	0	0	0	1,082	0	(21,076)	(5,787)	0	0	(306)	0	0	0	(6,093)	(27,169)	
FED HAY STUDY TOTAL		(39,317)	0	0	0	0	0	0	(2,935)	0	(42,252)	(11,602)	0	0	(613)	0	0	0	(12,215)	(54,467)	
GF HAY STUDY TOTAL		(434,872)	0	0	(878)	(1,793)	(17)	(2,688)	(37,976)	(8,706)	(484,242)	(133,478)	(322)	0	(10,532)	0	0	0	(144,010)	(628,252)	
GHF HAY STUDY TOTAL		(157,970)	0	0	(485)	0	0	(485)	(35,038)	(7,222)	(200,715)	(55,116)	0	0	(13,822)	0	0	0	(68,938)	(269,653)	
B&D HAY STUDY TOTAL		(58,168)	0	0	(5,122)	0	0	3,905	0	0	(54,263)	(14,901)	0	0	(787)	0	0	0	(15,688)	(69,951)	
FED HAY STUDY TOTAL		(39,317)	0	0	0	0	0	0	(2,935)	0	(42,252)	(11,602)	0	0	(613)	0	0	0	(12,215)	(54,467)	
GRAND TOTAL		(690,327)	0	0	(6,485)	(1,793)	(17)	731	(75,949)	(15,928)	(781,473)	(215,098)	(322)	0	(25,753)	0	0	0	(240,851)	(1,022,324)	

Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

[BBMR SP-1]

	A	B	C	D	M	N	O	P	Q	R	S	T	U	W	X	Y	AA	AB	AI	AJ	AL																	
1	Function: Transportation and Housing & Economic Development ^{5/}									Section Leg:DO FM HRRD SA SE PCSW		Director's Office Fiscal Management Human Resources Research & Development Safety Security Property Control, Supply & Warehousing																										
2	DEPARTMENT/AGENCY: Public Works																																					
3	PROGRAM: 1000 Administration																																					
4	FUND: General 5100A111000GA001																																					
5																																						
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7																																						
8	Input by Department																						Input by Department															
9	(A)		(B)		(C)		(D)		(E)		(F)		(G)		(H)		(I)		I-A		(J)		(K)		(L)		(M)		(N)		(O)		(P)		(Q)		(R)	
10	No.	Position No. / Section	Position Title	Name of Incumbent	HAY STUDY Grade/ Step	HAY STUDY Salary	HAY STUDY VARIANCE FROM 2011 BUDGET	Law Enforcement 10%	Special*	Increment		SATISFACTORY LUMP SUM 38%	(E+F+G+I) Subtotal	Retirement (J * 27.46%)	Retire (DDI) (\$18.40*26PP)	SS (6.2% * J)	Benefits			Life (1/)	Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)															
11										Date	Amt.						Medicare (1.45% * J)																					
12						\$0	\$0	\$0	\$0		\$0	\$0	\$ -	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0															
13	1	4000 / DO	Director, Acting (unclass)	Andrew S. Leon Guerrero	L-02	88,915.00	-	-	\$0	N/A	0	0	\$ 88,915	24,416	0	0	1,289	174	4,815	259	\$ 30,953																	
14	2	4034 / DO	Deputy Director (unclass)	Jesse G. Garcia	L-04	60,850.00	-	-	\$0	N/A	0	0	\$ 60,850	16,709	0	0	882	174	-	-	\$ 17,766																	
15	3	4006 DO 2/	Private Secretary (unclass)	Jacinta T. Perez	I-12	34,368.00	-	-	\$0	Dec-06-2010	1,147	0	\$ 35,515	9,752	0	0	515	174	2,064	192	\$ 12,697																	
16	4	66000 / FM	Controller	Arleen U. Pierce	S-6	85,357.00	4,398.00	-	\$0	May-27-2011	1,348	0	\$ 86,705	23,809	0	0	1,257	174	4,366	407	\$ 30,014																	
17	5	5226 / FM	Management Analyst IV	Leopoldo C. Olhagan	N-00 - Open Range	57,278.00	-	-	\$0	Sep-29-2011	181	0	\$ 57,459	15,778	0	0	0	174	2,503	192	\$ 18,648																	
18	6	4024 / FM	Program Coordinator II	Bernice T. Duenas	M-3	43,910.00	2,738.00	-	\$0	Sep-13-2011	139	0	\$ 44,049	12,096	0	0	639	174	-	-	\$ 12,908																	
19	7	4306 / FM	Management Analyst I	Barbara Ann S. Narcis	K-4	37,914.00	2,163.00	-	\$0	Apr-28-2011	718	0	\$ 38,632	10,608	0	0	560	174	4,035	209	\$ 15,586																	
20	8	4656/PCSW 4/	Buyer II	Jaime L. Villanueva	I-MIDPOINT	35,744.00	159.00	-	\$0	Oct-03-2011	0	0	\$ 35,744	9,815	0	0	0	174	2,503	192	\$ 12,684																	
21	9	4440 / FM	Computer Systems Analyst I	Dean C. Rivera	L-03	39,965.00	1,511.00	-	\$0	Sep-30-2011	126	0	\$ 40,091	11,009	0	0	581	174	7,020	407	\$ 19,192																	
22	10	4674 / PCSW	Inventory Management Officer	Raymond R. Apellido	J-4	34,744.00	1,478.00	-	\$0	Jun-12-2011	423	0	\$ 34,321	9,425	0	0	498	174	2,503	192	\$ 12,791																	
23	11	4052 / PCSW	Property Control Officer	Christine B. Babauta	H-6	31,940.00	1,978.00	-	\$0	Mar-14-2011	706	0	\$ 32,646	8,965	479	0	473	174	2,503	192	\$ 12,786																	
24	12	4222 / PCSW	Storekeeper II	Anthony Q. Muna	I-MIDPOINT	35,744.00	910.00	-	\$0	Apr-13-2011	679	0	\$ 36,423	10,002	0	0	528	174	4,035	209	\$ 14,948																	
25	13	4848 / PCSW	Storekeeper II	Allan P. Cruz	I-2	29,679.00	1,342.00	-	\$0	Dec-19-2010	937	0	\$ 30,616	8,407	0	0	444	174	2,503	192	\$ 11,720																	
26	14	4014 / HRRD	Management Analyst III	Marlene T.A Tydingco	M-2	42,307.00	2,157.00	-	\$0	Sep-13-2011	134	0	\$ 42,441	11,654	0	0	615	174	2,064	192	\$ 14,699																	
27	15	4033 / HRRD	Personnel Officer	Louisa F. Marquez	M-5	47,300.00	3,195.00	-	\$0	Sep-27-2011	149	0	\$ 47,449	13,030	479	0	688	174	2,496	209	\$ 17,075																	
28	16	4426 / HRRD 3/	Administrative Assistant	Josephine MP Cruz	J-6	37,427.00	1,809.00	-	\$0	Apr-01-2011	709	0	\$ 38,136	10,472	479	0	0	174	0	0	\$ 11,125																	
29	17	4655 / HRRD	Administrative Aide	Jolyn J.G. Aquiningoc	F-01	17,635.00	-	-	\$0	N/A	0	0	\$ 17,635	4,843	0	0	256	174	2,064	-	\$ 7,336																	
30	18	4298/PCSW-4/	Supply Clerk	Bryan B. Benavente	E-00 - OPEN RANGE	27,700.00	-	-	\$0	Jan-06-2011	789	0	\$ 28,489	7,823	0	0	413	174	2,496	209	\$ 11,115																	
31	19	4036 / SA	Safety Inspector Supervisor	Ramon Q. Cruz	L-2	38,506.00	1,522.00	-	\$0	Feb-16-2011	973	0	\$ 39,479	10,841	479	0	572	174	0	0	\$ 12,066																	
32	20	4085 / SA	Safety Inspector I	Felix T. Mansapit	I-5	33,182.00	2,044.00	-	\$0	Dec-13-2010	1,048	0	\$ 34,230	9,399	479	0	496	174	0	0	\$ 10,549																	
33	21	4685 / SE	Guard Supervisor	Gil P. Duenas	FL-LEO-00-MAX	37,701.60	-	1,764.00	\$5,616	Oct-02-2011	0	0	\$ 45,082	12,379	0	0	654	174	7,020	407	\$ 20,635																	
34	22	4224 / SE	Guard	Brady S. Gatchalian	E-LEO-1	21,095.00	1,107.80	1,656.00	\$3,238	Oct-26-2010	799	0	\$ 26,788	7,356	479	0	388	174	2,064	192	\$ 10,653																	
35	23	4363 / SE	Guard	Joseph T. Manibusan	E-LEO-00-MAX	35,607.60	-	1,656.00	\$5,303	May-10-2011	0	1,416	\$ 43,983	12,078	0	0	638	174	2,064	0	\$ 14,953																	
36	24	4902 / SE	Guard	Nicolas G. Grey	E-LEO-00-MAX	43,770.56	-	1,656.00	\$6,465	Apr-27-2011	0	1,726	\$ 53,617	14,723	0	0	777	174	4,035	209	\$ 19,918																	
37	WARM BODIES TOTAL					998,639.76	28,511.80	6,732.00	\$20,621		10,158	3,142	\$ 1,039,293	285,390	2,874	0	13,165	4,176	\$63,153	\$4,060	\$372,819																	
38	FUNDED VACANCIES																																					
39	1	5044	Administrative Aide (in lieu of T	Vacated Angelica Wright	F-01	23,171.00		-	\$0		0		\$ 23,171		433	0	336	174	4,035	209	\$ 5,187																	
40	2	4555 / SA	Management Analyst IV	Vacated (Jesus G. Duenas	N-1	45,014.00		-	\$0		0		\$ 45,014		433	0	653	174	4,035	209	\$ 5,503																	
41	3	4730	Management Analyst IV	Approved Vacant - Recruit	N-1	45,014.00		-	\$0		0		\$ 45,014		433	0	653	174	4,035	209	\$ 5,503																	
42	VACANCIES					113,199.00		-	-		0		\$ 113,199		1,299	0	1,641	522	12,105	626	\$ 16,194																	
43																																						
44	27	WARM BODIES & VACANCIES				1,111,838.76		6,732.00	20,621		10,158		\$ 1,152,492		4,173	0	14,807	4,698	75,258	4,687	\$ 389,013																	
45																																						
46																																						
47																																						
48																																						
49																																						
50	1	5044 DO 2/	Telephone Operator	Vacant (A. Wright)											433	0	0	174	4,076	386	\$ 5,069																	
51	2	4555 / SA	Management Analyst IV	Vacant (Jesus G. Duenas Sr.)										0	0	0	0	174	0	0	\$ 174																	
52	3	4224 / SE	Guard	Brady S. Gatchalian										433	0	0	0	174	2,064	0	\$ 2,671																	
53	4	4685 / SE	Guard Supervisor	Gil P. Duenas										0	0	0	0	174	7,020	386	\$ 7,580																	
54	5	4363 / SE	Guard	Joseph T. Manibusan										0	0	0	0	174	2,064	0	\$ 2,238																	
55	6	4902 / SE	Guard	Nicolas G. Grey										0	0	0	0	174	4,035	216	\$ 4,425																	
56	ORIGINAL BUDGET														866	0	0	1,044	19,259	988	\$ 22,157																	
57																																						
58	1	5044 DO 2/	Telephone Operator	Vacated Angelica Wright											433	0	0	174	4,035	209	\$ 4,851																	
59	2	4555 / SA	Management Analyst IV	Vacant (Jesus G. Duenas Sr.)											0	0	0	174	4,035	209	\$ 4,418																	

Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

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	(S)
10	(J + R)
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12	TOTAL
13	\$ -
14	\$ 119,868
15	\$ 78,616
16	\$ 48,212
17	\$ 116,718
18	\$ 76,107
19	\$ 56,957
20	\$ 54,218
21	\$ 48,428
22	\$ 59,283
23	\$ 47,113
24	\$ 45,432
25	\$ 51,371
26	\$ 42,336
27	\$ 57,140
28	\$ 64,525
29	\$ 49,261
30	\$ 24,971
31	\$ 39,604
32	\$ 51,545
33	\$ 44,778
34	\$ 65,716
35	\$ 37,441
36	\$ 58,936
37	\$ 73,536
38	\$ 1,412,112
39	
40	\$ 28,358
41	\$ 50,517
42	\$ 50,517
43	\$ 129,393
44	
45	\$ 1,541,505
46	
47	
48	
49	
50	\$ 5,069
51	\$ 174
52	\$ 2,671
53	\$ 7,580
54	\$ 2,238
55	\$ 4,425
56	\$ 22,157
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58	\$ 4,851
59	\$ 4,418

BBMR SP.

Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

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	(S)
10	(J + R)
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12	TOTAL
13	\$ -
60	\$ 7,601
61	\$ 2,863
62	\$ 2,238
63	\$ 4,418
64	\$ 26,388
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66	\$ (4,231)
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69	\$ -
70	\$ -
71	\$ -
72	\$ -
73	\$ -
74	\$ -
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	A	B	C	D	M	N	O	P	Q	R	S	T	U	W	X	Y	AA	AB	AI	AJ																
1	Function: Transportation and Housing & Economic Development ^{5/}													<div>Section Legend</div> <div>DO FM HRRD SA SE PCSW</div> <div>Director's Office Fiscal Management Human Resources Research & Development Safety Security Property Control, Supply & Warehousing</div>																						
2	DEPARTMENT/AGENCY: Public Works																																			
3	PROGRAM: 1000 Administration																																			
4	FUND: General 5100A111000GA001																																			
5																																				
6																																				
7																																				
8	Input by Department												Input by Department																							
9	(A)		(B)		(C)		(D)		(E)		(F)		(G)		(H)		(I)		I-A		(J)		(K)		(L)		(M)		(N)		(O)		(P)		(Q)	
10		Position No. /	Position	Name of	HAY STUDY	HAY STUDY	HAY STUDY	Law		Increment		SATISFACTORY		(E+F+G+I) Subtotal		Benefits														Total (K)						
11	No.	Section	Title	Incumbent	Grade/ Step	Salary	VARIANCE FROM 2011 BUDGET	Enforcement 10%	Special*	Date	Amt.	LUMP SUM 38%	Retirement (J * 27.46%)			Retire (DDI) (\$18.40*26PP)	SS (6.2% * J)	Medicare (1.45% * J)	Life (1/)	Medical (Premium)	Dental (Premium)															
12						\$0	\$0	\$0	\$0			\$0	\$	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0			
93	Input by Department																																			
94																									1,186,943											
95	(A)		(B)		(C)		(K)		(D)		(E)		(F)		(G)		(H)		(I)		(J)		371,972													
96												1/ Night Differential Pay 10%	2/ Hazard 10%	3/ Hazard 8%	4/ Nurse Sunday Pay 1.5	5/ Nurse Pay 1.5	6/ EMT Pay 15%	#####																		
97		Position No. /	Position	Name of	(E+F+G+H+I+J) Subtotal	Holiday Pay																											(179,497)			
98	No.	Section	Title	Incumbent																																
99					\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0			
100	1	4000 / DO	Director, Acting (unclass)	Andrew S. Leon Guerrero	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
101	2	4034 / DO	Deputy Director (unclass)	Jesse G. Garcia	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
102	3	4006 DO 2/	Private Secretary (unclass)	Jacinta T. Perez	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
103	4	66000 / FM	Controller	Arleen U. Pierce	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
104	5	5226 / FM	Management Analyst IV	Leopoldo C. Olagan	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
105	6	4024 / FM	Program Coordinator II	Bernice T. Duenas	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
106	7	4306 / FM	Management Analyst I	Barbara Ann S. Narcis	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
107	8	4656/PCSW 4/	Buyer II	Jaime L. Villanueva	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
108	9	4440 / FM	Computer Systems Analyst I	Dean C. Rivera	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
109	10	4674 / PCSW	Inventory Management Officer	Raymond R. Apellido	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
110	11	4052 / PCSW	Property Control Officer	Christine B. Babauta	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
111	12	4222 / PCSW	Storekeeper II	Anthony Q. Muna	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
112	13	4848 / PCSW	Storekeeper II	Allan P. Cruz	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
113	14	4014 / HRRD	Management Analyst III	Marlene T.A Tydingco	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
114	15	4033 / HRRD	Personnel Officer	Louisa F. Marquez	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
115	16	4426 / HRRD 3/	Administrative Assistant	Josephine MP Cruz	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
116	17	4655 / HRRD	Administrative Aide	Jolyn J.G. Aquiningoc	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
117	18	4298/PCSW-4/	Supply Clerk	Bryan B. Benavente	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
118	19	4036 / SA	Safety Inspector Supervisor	Ramon Q. Cruz	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
119	20	4085 / SA	Safety Inspector I	Felix T. Mansapit	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
120	21	4685 / SE	Guard Supervisor	Gil P. Duenas	5,616	1,670		3,947	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
121	22	4224 / SE	Guard	Brady S. Gatchalian	3,080	963		2,275	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
122	23	4363 / SE	Guard	Joseph T. Manibusan	5,303	1,577		3,726	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
123	24	4902 / SE	Guard	Nicolas G. Grey	6,465	1,922		4,543	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
124	0	4328	Guard	VACANT	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
125	0	4365	Guard Supervisor	VACANT	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
126	0	4366	Guard Supervisor	VACANT	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
127	0	4463	Administrative Aide	VACANT	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
128	0	4576	Administrative Aide	VACANT	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
129	0	4579	Public Information Officer	VACANT	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
130	0	4598	Guard	VACANT	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
131	0	4649	Guard	VACANT	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
132	0	5221	Administrative Aide	VACANT	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
133	0				0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
134				0	20,464	6,131		14,491	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
135	1/	10% of reg. rate, applicable from 6pm- 6am, employee must work 4 hours consecutive after 6pm for entitlement of the pay																																		
136	2/	Applies to law enforcement personnels																																		
137	3/	Applies to solid waste employees																																		
138	4/	1 ½ of reg. rate of pay from 12am Friday to 12 midnight Sunday																																		
139	5/	1 ½ of reg. rate of pay on daily work exceeding 8 hours																																		
140	6/	Applicable only to GFD ambulatory service personnel. 15% of reg. rate of pay																																		

Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

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12	TOTAL
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BBMR SP.

A	B	C	D	M	N	O	P	Q	R	S	T	U	W	X	Y	AA	AB	AI	AJ																	
1	Function: Transportation and Housing & Economic Development ^{sr}							Section Legend DO Director's Office FM Fiscal Management HRRD Human Resources Research & Development SA Safety SE Security PCSW Property Control, Supply & Warehousing																												
2	DEPARTMENT/AGENCY: Public Works																																			
3	PROGRAM: 1000 Administration																																			
4	FUND: General 5100A111000GA001																																			
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8	Input by Department																			Input by Department																
9	(A)		(B)		(C)		(D)		(E)		(F)		(G)		(H)		(I)		I-A		(J)		(K)		(L)		(M)		(N)		(O)		(P)		(Q)	
10	No.	Position No. / Section	Position Title	Name of Incumbent	HAY STUDY Grade/ Step	HAY STUDY Salary	HAY STUDY VARIANCE FROM 2011 BUDGET	Law Enforcement 10%	Special*	Increment		SATISFACTORY LUMP SUM 38%	(E+F+G+I) Subtotal	Benefits							Medical (Premium)	Dental (Premium)	Total (K)													
11														Retirement (J * 27.46%)	Retire (DDI) (\$18.40*26PP)	SS (6.2% * J)	Medicare (1.45% * J)	Life (1/)																		
12										Date	Amt.																									
13						\$0	\$0	\$0	\$0		\$0	\$0	\$	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0														
141																																				

Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

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Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

[BBMR SP-1]

Function: Transportation and Housing & Economic Development ^{4/}
DEPARTMENT/AGENCY: Public Works
PROGRAM: 1020 Transportation Maintenance
FUND: General 5100A111020SE009

Section Legend:AS Administrative Support
LR License & Registration
HES Heavy Equipment Shop
SES Semi-Heavy Equipment Shop
LAS Light Auto Shop
PCSD Production Control (SRO) Service Desk
TS Tire Shop
WS Wrecker Service
OS Operations Support - PCSD / TS / WS

Input by Department												Input by Department																											
(A)		(B)		(C)		(D)		(E)		(F)		(G)		(H)		(I)		I-A		(J)		(K)		(L)		(M)		(N)		(O)		(P)		(Q)		(R)		(S)	
No.	Position No. / Section	Position Title	Name of Incumbent	HAY STUDY Grade/ Step	HAY STUDY Salary	HAY STUDY VARIANCE ROM 2011 BUDGE	Overtime	Special*	Increment		LUMP SUM 3.8%	SATISFACTORY	(E+F+G+I) Subtotal	Retirement (J * 27.46%)	Retire (DDI) \$18.40*26PP	Social Security (6.2% * J)	Medicare (1.45% * J)	Life (1/)	Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)	(J + R) TOTAL																	
									Date	Amt.																													
					\$0		\$0			0	\$0		\$ -	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$ -	\$ -																	
1	4198 / AS	Administrative Assistant	Sandra Q. Perez	J-00 - OPEN RANGE	39,491.00	0.00	0	0	Nov-1-2011	0	0		\$ 39,491	10,844	0	0	573	174	4,035	209	15,835	\$ 55,326																	
2	4285 / AS	Transportation Maint Superintendent	Paul NI Cepeda	P-1	55,488.00	3,899.00	0	0	Oct-7-2011	0	0		\$ 55,488	15,237	0	0	805	174	6,713	349	23,277	\$ 78,765																	
3	4779	Administrative Assistant	Victoria DR Chamberlyn	J-6	37,427.00	1,809.00	0	0	Jul-29-2011	355	0		\$ 37,782	10,375	479	0	548	174	4,035	209	15,819	\$ 53,601																	
4	4383 / LR	Automotive Repair Controller	Todd A. Gillan	I-MIDPOINT	35,744.00	173.00	0	0	Jan-17-2011	938	0		\$ 36,682	10,073	0	0	532	174	4,366	407	15,552	\$ 52,234																	
5	5011 / LAS	Automotive Mechanic Supervisor	Lorenzo R. Manglona	L-MIDPOINT	46,375.00	727.00	0	0	Sep-30-2011	147	0		\$ 46,522	12,775	0	0	675	174	-	-	13,623	\$ 60,145																	
6	4311 / LAS	Automotive Mechanic Leader	David P. Richards	J-1	31,076.00	1,251.00	0	0	Feb-24-2011	785	0		\$ 31,861	8,749	479	0	462	174	2,503	192	12,559	\$ 44,420																	
7	4305 / LAS	Automotive Mechanic II	Paul A. Perez	I-6	34,439.00	2,356.00	0	0	Apr-1-2011	653	0		\$ 35,092	9,636	0	0	509	174	2,064	192	12,575	\$ 47,666																	
8	4319 / LAS	Automotive Mechanic II	Roland C. Cruz	I-6	34,439.00	2,356.00	0	0	Apr-1-2011	653	0		\$ 35,092	9,636	0	0	509	174	2,503	192	13,014	\$ 48,106																	
9	4348 / LAS	Automotive Mechanic II	John G. Perez	I-2	29,679.00	1,874.00	0	0	Jan-10-2011	843	0		\$ 30,522	8,381	479	0	443	174	-	-	9,477	\$ 39,999																	
10	4303 / PCSD	Automotive Body Worker	Edward VF Cruz	I-00 - OPEN RANGE	42,247.00	0.00	0	6,012	May-13-2011	669	0		\$ 48,928	13,436	0	0	709	174	-	-	14,319	\$ 63,247																	
11	4851 / PCSD	Automotive Service Worker I	David B. Cruz	D-00 - MAX	30,229.00	0.00	0	0	Jan-8-2011	0	1,149		\$ 31,378	8,616	0	0	455	174	2,064	192	11,501	\$ 42,879																	
12	4338/HES 3/	Heavy Equipment Supervisor *	Daniel B. Mendiola	L-00 - OPEN RANGE	50,611.00	0.00	0	0	Jul-17-2011	481	0		\$ 51,092	14,030	0	0	741	174	7,020	407	22,372	\$ 73,464																	
13	4385/HES 3/	Heavy Equipment Mechanic Leader *	Raymond LG Quintanilla	J-00 - OPEN RANGE	45,317.00	0.00	0	0	Oct-1-2011	0	0		\$ 45,317	12,444	479	0	657	174	4,366	407	18,527	\$ 63,844																	
14	4327 / TS	Automotive Mechanic II	Rudy J. Salas	I-MIDPOINT	35,744.00	173.00	0	5,087	Oct-1-2011	0	0		\$ 40,831	11,212	0	0	592	174	7,020	407	19,406	\$ 60,236																	
15	4359 / WS	Equipment Operator II	Benjamin R. Quintanilla	G-00 - OPEN RANGE	34,524.00	0.00	0	0	Jul-10-2011	328	0		\$ 34,852	9,570	479	0	505	174	2,503	-	13,232	\$ 48,084																	
16	4317	Automotive Mechanic II	Franklin S. Manibusan	I-MIDPOINT	35,744.00	173.00	0	0	Jan-19-2011	1,019	0		\$ 36,763	10,095	0	0	533	174	-	-	10,802	\$ 47,565																	
17	4333	Automotive Mechanic II	Mark C. Ogo	I-6	34,439.00	2,356.00	0	0	Nov-17-2010	1,196	0		\$ 35,635	9,785	479	0	517	174	-	-	10,955	\$ 46,590																	
18	4355	Automotive Mechanic II	Kevin A. Tainatongo	I-6	34,439.00	2,356.00	0	0	Nov-17-2010	1,196	0		\$ 35,635	9,785	0	0	517	174	4,366	407	15,249	\$ 50,885																	
19	4356	Automotive Mechanic Leader	Frederick C. Fernandez	J-00 - OPEN RANGE	45,317.00	0.00	0	0	Sep-30-2011	144	0		\$ 45,461	12,483	479	0	659	174	2,064	192	16,051	\$ 61,512																	
20	4396	Heavy Equipment Mechanic II	Miguel Q. Salas	I-MIDPOINT	35,744.00	173.00	0	0	Dec-28-2011	0	0		\$ 35,744	9,815	0	0	518	174	2,503	-	13,011	\$ 48,755																	
21	4325	Automotive Mechanic II	David SN Sablan	I-00 - OPEN RANGE	35,744.00	173.00	0	0	Mar-21-2011	792	0		\$ 36,536	10,033	0	0	530	174	4,157	-	14,894	\$ 51,430																	
WARM BODIES			Total:	-----	804,257.00	19,849	0	11,099	-----	10,197	1,149	\$ 826,701	227,012	3,353	0	11,987	3,654	62,282	3,763	312,052	\$ 1,138,754																		
FUNDED VACANCIES																																							
	4320	Automotive Mechanic II	VACANT Norbert J. Iriarte				0	0				\$ -	0	0	0	0	0	0	-	-	0	0																	
	4800 OS 2/	Heavy Equip Mechanic Supervisor	VACANT V. C. San Nicolas				0	0				\$ -	0	0	0	0	0	0	-	-	0	0																	
		Administrative Officer	Vacant				0	0				\$ -	0	0	0	0	0	0	-	-	0	0																	
		Transportation Supervisor	Vacant				0	0				\$ -	0	0	0	0	0	0	-	-	0	0																	
		Automotive Body Worker	Vacant				0	0				\$ -	0	0	0	0	0	0	-	-	0	0																	
		Automotive Service Worker I	Vacant				0	0				\$ -	0	0	0	0	0	0	-	-	0	0																	
			Total:	-----	0		0	0	-----	0	0	\$ -	0	0	0	0	0	0	0	0	0	0																	

	Total:	-----	804,257		0	11,099	-----	10,197	1,149	\$ 826,701	227,012	3,353	0	11,987	3,654	62,282	3,763	312,052	1,138,754
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4/ Housing Management Section has been transferred to Guam Housing and Urban Renewal Authority based upon a previous budget act, however FTEs remain at DPW Building Maintenance Division.

Footnote #	Reference	DOA Record
* Special Pay		
1/ Life Benefit		
2/ Position No. / Section		
3/ Danny B. Mendiola		
3/ Raymond Quintanilla		
Department to submit documents in FY2010 to address discrepancies.		
JOM (Job Order Master)		

	ORIGINAL	3,464	0		8,489	3,828	447,564	25,550	3,446	2,082,646	571,895	35,818	3,863	1,124,142
	VARIANCE	3,464	0		8,489	3,828	854,577	51,100	5,744	4,133,914	1,135,173	35,818	3,863	1,090,340
1	4800(4324) OS	Heavy Equip Mechanic Supervisor	Vincent C. San Nicolas	0	0		0	174	NONE	NONE	-	-	-	57,865

Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

Function: Transportation and Housing & Economic Development ^{4/}
DEPARTMENT/AGENCY: Public Works
PROGRAM: 1020 Transportation Maintenance
FUND: General 5100A111020SE009

- Section Legend: AS
LR
HES
SES
LAS
PCSD
TS
WS
OS
- Administrative Support
License & Registration
Heavy Equipment Shop
Semi-Heavy Equipment Shop
Light Auto Shop
Production Control (SRO) Service Desk
Tire Shop
Wrecker Service
Operations Support - PCSD / TS / WS

Input by Department																	Input by Department																				
(A)		(B)		(C)		(D)		(E)		(F)		(G)		(H)		(I)		I-A		(J)		(K)		(L)		(M)		(N)		(O)		(P)		(Q)		(R)	
No.	Position No. / Section	Position Title	Name of Incumbent	Grade/ Step	HAY STUDY Salary	HAY STUDY VARIANCE FROM 2011 BUDGE	Overtime	Special*	Increment		SATISFACTORY LUMP SUM 3.8%	(E+F+G+I) Subtotal	Benefits							Medical (Premium)	Dental (Premium)	Total (K + L + M + N + O)															
									Date	Amt.			Retirement (J * 27.46%)	Retire (DDI) \$18.40*26PP	Social Security (6.2% * J)	Medicare (1.45% * J)	Life (1/)																				
					\$0		\$0	\$0		0	\$0	\$ -	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
2	4320	Automotive Mechanic II	Norbert J. Iriarte	433	0		419	174	NONE	NONE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
			Total:	433	0		419	348	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	4800 OS 2/	Heavy Equip Mechanic Supervisor	VACANT V. C. San Nicolas	433	0		0	174	NONE	NONE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	4320	Automotive Mechanic II	VACANT Norbert J. Iriarte	0	0		0	174	NONE	NONE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
1	4325	Automotive Mechanic II	David SN Sablan	0	0		516	174	2000	4	86.10	159.90	-	4,157	-	49,681	-	4,157	-	4,157	-	4,157	-	4,157	-	4,157	-	4,157	-	4,157	-	4,157	-	4,157	-	4,157	
			Total:	433	0		516	522	2,000	4	86	160	0	4,157	0	84,264	0	4,157	0	4,157	0	4,157	0	4,157	0	4,157	0	4,157	0	4,157	0	4,157	0	4,157	0	4,157	
VARIANCE				-	-		(97)	(174)	(2,000)	(4)	(86)	(160)	-	(4,157)	-	11,430	-	(4,157)	-	(4,157)	-	(4,157)	-	(4,157)	-	(4,157)	-	(4,157)	-	(4,157)	-	(4,157)	-	(4,157)	-	(4,157)	

Middle Initial corrected.

Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

Function: Transportation and Housing & Economic Development ^{4/}
DEPARTMENT/AGENCY: Public Works
PROGRAM: 1020 Transportation Maintenance
FUND: General 5100A111020SE009

Section Legend: AS Administrative Support
LR License & Registration
HES Heavy Equipment Shop
SES Semi-Heavy Equipment Shop
LAS Light Auto Shop
PCSD Production Control (SRO) Service Desk
TS Tire Shop
WS Wrecker Service
OS Operations Support - PCSD / TS / WS

Input by Department																			Input by Department		
No.	(A)		(B)	(C)	(D)	(E)	HAY STUDY	(F)	(G)	(H)	(I)	I-A	(J) (E+F+G+I) Subtotal	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
	Position No. / Section	Position Title	Name of Incumbent	Grade/ Step	Salary	VARIANCE ROM 2011 BUDGE	Overtime	Special*	Increment		LUMP SUM 3.8%	Benefits					Medical (Premium)	Dental (Premium)	Total (K t		
									Date	Amt.		Retirement (J * 27.46%)		Retire (DDI) \$18.40*26PP	Social Security (6.2% * J)	Medicare (1.45% * J)				Life (1/)	
					\$0		\$0	\$0		0	\$0	\$	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$
Input by Department																					
No.	(A)		(B)		(C)	(D)	(E)	(F) 2/	(G)	(H)	(I)	(J)	(K) (E+F+G+H+I+J) Subtotal								
	Position No. / Section	Position Title	Name of Incumbent	Holiday Pay	Night Differential Pay 10%	Hazard 10%	Hazard 8%		Nurse Sunday Pay 1.5	Nurse Pay 1.5	EMT Pay 15%										
1	4198 / AS	Administrative Assistant	Sandra Q. Perez	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
2	4285 / AS	Transportation Maint Superintendent	Paul NI Cepeda	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
3	4779	Administrative Assistant	Victoria DR Chamberlyn	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
4	4383 / LR	Automotive Repair Controller	Todd A. Gillan	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
5	5011 / LAS	Automotive Mechanic Supervisor	Lorenzo R. Manglona	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
6	4311 / LAS	Automotive Mechanic Leader	David P. Richards	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
7	4305 / LAS	Automotive Mechanic II	Paul A. Perez	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
8	4319 / LAS	Automotive Mechanic II	Roland C. Cruz	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
9	4348 / LAS	Automotive Mechanic II	John G. Perez	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
10	4303 / PCSD	Automotive Body Worker	Edward VF Cruz	\$1,787	\$0		\$0	\$4,225	\$0	\$0	\$0	\$6,012									
11	4851 / PCSD	Automotive Service Worker I	David B. Cruz	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
12	4338/HES 3/	Heavy Equipment Supervisor *	Daniel B. Mendiola	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
13	4385/HES 3/	Heavy Equipment Mechanic Leader *	Raymond LG Quintanilla	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
14	4327 / TS	Automotive Mechanic II	Rudy J. Salas	\$1,512	\$0		\$0	\$3,574	\$0	\$0	\$0	\$5,087									
15	4359 / WS	Equipment Operator II	Benjamin R. Quintanilla	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
16	4317	Automotive Mechanic II	Franklin S. Manibusan	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
	4333	Automotive Mechanic II	Mark C. Ogo	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
	4355	Automotive Mechanic II	Kevin A. Tainatongo	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
	4356	Automotive Mechanic Leader	Frederick C. Fernandez	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
	4396	Heavy Equipment Mechanic II	Miguel Q. Salas	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
	4325	Automotive Mechanic II	David SN Sablan	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
			Total:	\$3,300	\$0		\$0	\$7,799	\$0	\$0	\$0	\$11,099									
	FUNDED VACANCIES		0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
	4320	Automotive Mechanic II	VACANT Norbert J. Iriarte	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
	4800 OS 2/	Heavy Equip Mechanic Supervisor	VACANT V. C. San Nicolas	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
	0	Administrative Officer	Vacant	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
	0	Transportation Supervisor	Vacant	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
	0	Automotive Body Worker	Vacant	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
	0	Automotive Service Worker I	Vacant	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0									
			Total:	\$3,300	\$0		\$0	\$7,799	\$0	\$0	\$0	\$11,099									

1/ 10% of reg. rate, applicable from 6pm- 6am, employee must work 4 hours consecutive after 6pm for entitlement of the pay
2/ Applies to law enforcement personnels
3/ Applies to solid waste employees
4/ 1 ½ of reg. rate of pay from 12am Friday to 12 midnight Sunday
5/ 1 ½ of reg. rate of pay on daily work exceeding 8 hours
6/ Applicable only to GFD ambulatory service personnel. 15% of reg. rate of pay

Function: Transportation and Housing & Economic Development ⁷⁷
DEPARTMENT/AGENCY: Department of Public Works
PROGRAM: 1030 Bus Operations
FUND: GENERAL FUND 5100A111030SE016

Input by Department													Input by Department																										
(A)		(B)		(C)		(D)		(E)		(F)		(G)		(H)		(I)		I-A		(J)		(K)		(L)		(M)		(N)		(O)		(P)		(Q)		(R)		(S)	
No.	Position No.	Position Title	Name of Incumbent	HAY STUDY Grade/ Step	HAY STUDY Salary	HAY STUDY VARIANCE ROM 2011 BUDGE	Overtime	Special*	Increment		SATISFACTORY LUMP SUM 3.8%	(E+F+G+I) Subtotal	Retirement (J * 27.46%)	Retire (DDI) (\$18.40*26PP)	Social Security (6.2% * J)	Medicare (1.45% * J)	Life (1/)	Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)	(J + R) TOTAL																		
					\$0	\$0	\$0	\$0		Date	Amt.	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
1	4700	SBO Superintendent	Franklin F. Taitano	O-1	49,897.00	7,961.00	0	48	Sep-13-2010	158	0	\$ 50,102	13,758	0	0	726	174	2,503	192	\$ 17,354	\$ 67,456																		
2	4468	Administrative Aide	Nicole T. Cruz	F-MIDPOINT	28,964.00	(365.00)	0	0	Oct-25-2010	1,101	0	\$ 30,065	8,256	0	0	436	174	2,503	192	\$ 11,561	\$ 41,625																		
3	4763	Administrative Assistant	Julie N. Manglona	J-MIDPOINT	38,845.00	690.00	0	0	Oct-1-2011	0	0	\$ 38,845	10,667	0	0	563	174	2,503	192	\$ 14,099	\$ 52,944																		
4	4807	Clerk III	Rosabel I. Flores	E-2	21,894.00	1,074.00	0	0	Oct-2-2011	0	0	\$ 21,894	6,012	479	0	317	174	6,713	349	\$ 14,044	\$ 35,938																		
5	4722	Light Duty School Bus Driver ^{ADM}	Alfred A. Manibusan	H-00 OPEN RANGE	37,315.00	0.00	0	0	Apr-2-2011	709	0	\$ 38,024	10,441	479	0	551	174	-	-	\$ 11,646	\$ 49,670																		
6	4884 /4/	Light Duty School Bus Driver ^{BUS}	Francis H. Dungca	H-00 OPEN RANGE	33,656.00	0.00	0	0	Jun-20-2011	426	0	\$ 34,082	9,359	479	0	494	174	2,503	-	\$ 13,009	\$ 47,092																		
7	5109 4/	Light Duty School Bus Driver ^{ADM}	Gregory E. Aquino	H-00 OPEN RANGE	34,834.00	0.00	0	4,957	Jul-28-2011	331	0	\$ 40,122	11,018	0	0	582	174	2,503	192	\$ 14,468	\$ 54,591																		
8	4823 2/4/	Light Duty School Bus Driver ^{ADM}	David J. Yamasta	H-6	31,940.00	1,585.00	0	4,545	Jul-6-2011	303	0	\$ 36,788	10,102	479	0	533	174	4,157	349	\$ 15,795	\$ 52,583																		
9	4876	Light Duty School Bus Driver ^{ADM}	Ricky F.C. Iglesias, Jr.	H-00 OPEN RANGE	33,656.00	0.00	0	4,790	Apr-26-2011	639	0	\$ 39,085	10,733	479	0	567	174	4,035	209	\$ 16,196	\$ 55,281																		
10	4909	Light Duty School Bus Driver ^{ADM}	Patrick C. Cruz	H-1	26,520.00	3,594.00	0	0	Jan-17-2011	754	0	\$ 27,274	7,489	479	0	395	174	-	-	\$ 8,538	\$ 35,812																		
11	4973	Light Duty School Bus Driver ^{ADM}	Jerry R. Santos	H-00 OPEN RANGE	37,315.00	0.00	0	0	Jul-20-2011	354	0	\$ 37,669	10,344	0	0	546	174	4,035	209	\$ 15,308	\$ 52,977																		
12	4856 / 4/	Light Duty School Bus Driver TM	Jesse C. Duenas	H-3	28,568.00	1,189.00	0	0	Sep-3-2011	90	0	\$ 28,658	7,870	479	0	416	174	6,713	-	\$ 15,651	\$ 44,309																		
13	4707	LTA School Bus Driver	Aaron J. Santos	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	4,157	349	\$ 12,874	\$ 39,556																		
14	4713	LTA School Bus Driver	Nilo T. Belga	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	6,713	349	\$ 15,429	\$ 42,111																		
15	4717	LTA School Bus Driver	Clarissa C. Pocaigue	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	4,366	-	\$ 12,733	\$ 39,415																		
16	4751	LTA School Bus Driver	Anthony K Portka	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	2,503	-	\$ 10,870	\$ 37,553																		
17	4752	LTA School Bus Driver	Michael B. Rosario	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	-	-	\$ 8,367	\$ 35,049																		
18	4778	LTA School Bus Driver	Peter P. Pablo	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	2,064	192	\$ 10,623	\$ 37,305																		
19	4797	LTA School Bus Driver	Ricardo W.L. Calvo	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	0	0	387	174	-	-	\$ 7,888	\$ 34,570																		
20	4862	LTA School Bus Driver	Jon Paul A. Duenas	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	2,064	-	\$ 10,431	\$ 37,113																		
21	4879	LTA School Bus Driver	Joseph J. Pangelinan	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	-	-	\$ 8,367	\$ 35,049																		
22	4891	LTA School Bus Driver	Anthony J. Manibusan	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	-	-	\$ 8,367	\$ 35,049																		
23	4949	LTA School Bus Driver	John L.M. Castro	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	6,713	349	\$ 15,429	\$ 42,111																		
24	4969	LTA School Bus Driver	Anthony C. Samiliano	H-1	26,520.00	8,885.00	0	163	Oct-18-2011	0	0	\$ 26,683	7,327	479	0	387	174	-	-	\$ 8,367	\$ 35,049																		
25	4981	LTA School Bus Driver	Carlos M. Laganzo, Jr.	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	-	-	\$ 8,367	\$ 35,049																		
26	4850 2/	LTA School Bus Driver	Pedro T. Salas	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	4,035	209	\$ 12,611	\$ 39,293																		
33	4802	TEMP School Bus Driver	Crisostomo H. Sarrosa	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	6,713	349	\$ 15,429	\$ 42,111																		
34	4803	TEMP School Bus Driver	Beinvenido C. Marquez	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	6,713	349	\$ 15,429	\$ 42,111																		
35	4825	TEMP School Bus Driver	Francisco M. Rosario	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	-	-	\$ 8,367	\$ 35,049																		
40	4714	School Bus Driver	Peter J. Cruz	H-6	31,940.00	1,585.00	0	196	Aug-19-2011	202	0	\$ 32,337	8,880	0	0	469	174	-	-	\$ 9,523	\$ 41,860																		
41	4719	School Bus Driver	Robert J. Quinata	H-1	26,520.00	2,712.00	0	163	Oct-6-2011	0	0	\$ 26,683	7,327	479	0	387	174	2,503	-	\$ 10,870	\$ 37,553																		
42	4720	School Bus Driver	Thomas J. Carbullido	H-00 OPEN RANGE	36,053.00	0.00	0	221	Sep-19-2011	114	0	\$ 36,388	9,992	0	0	528	174	2,503	192	\$ 13,389	\$ 49,777																		
43	4726	School Bus Driver	Charles C. Wolford, Jr.	H-1	26,520.00	3,594.00	0	163	Jan-17-2011	754	0	\$ 27,436	7,534	479	0	398	174	-	-	\$ 8,585	\$ 36,021																		
44	4728	School Bus Driver	Michael J.S. Nauta	H-1	26,520.00	5,578.00	0	163	Jan-29-2011	754	0	\$ 27,436	7,534	479	0	398	174	6,713	349	\$ 15,647	\$ 43,083																		
45	4729	School Bus Driver	Daniel J. Leon Guerrero	H-00 MAX	39,972.77	0.00	0	245	Sep-26-2011	0	1,519	\$ 41,737	11,461	479	0	605	174	2,503	192	\$ 15,414	\$ 57,151																		
46	4731	School Bus Driver	William B. Parke	H-00 OPEN RANGE	26,520.00	3,594.00	0	163	Jan-31-2011	754	0	\$ 27,436	7,534	479	0	398	174	-	-	\$ 8,585	\$ 36,021																		
47	4734	School Bus Driver	Pedring F. Olpindo	H-4	29,650.00	1,313.00	0	182	May-6-2011	468	0	\$ 30,300	8,320	479	0	439	174	-	-	\$ 9,413	\$ 39,713																		
48	4739	School Bus Driver	August B. Blas	H-6	31,940.00	1,585.00	0	196	Jun-16-2011	403	0	\$ 32,539	8,935	0	0	472	174	6,713	-	\$ 16,294	\$ 48,833																		
49	4740	School Bus Driver	Manuel C. Salas	H-1	26,520.00	2,712.00	0	163	Jul-28-2011	251	0	\$ 26,934	7,396	479	0	391	174	2,503	192	\$ 11,135	\$ 38,069																		
50	4743	School Bus Driver	John A. Ungacta	H-5	30,774.00	1,445.00	0	189	Oct-5-2011	0	0	\$ 30,963	8,502	0	0	449	174	2,503	192	\$ 11,820	\$ 42,783																		
51	4744	School Bus Driver	John C. Cabrera	H-1	26,520.00	3,594.00	0	163	Jan-26-2011	754	0	\$ 27,436	7,534	479	0	398	174	-	-	\$ 8,585	\$ 36,021																		
52	4748	School Bus Driver	Luis V.I. Castro	H-00 OPEN RANGE	33,656.00	0.00	0	206	Feb-19-2011	853	0	\$ 34,715	9,533	479	0	503	174	-	-	\$ 10,689	\$ 45,404																		
53	4754	School Bus Driver	Michael F. Duenas	H-00 OPEN RANGE	37,315.00	0.00	0	229	Jan-16-2011	1,063	0	\$ 38,607	10,602	0	0	560	174	4,035	209	\$ 15,579	\$ 54,186																		
54	4756	School Bus Driver	Lou T. Blas	H-1	26,520.00	3,594.00	0	163	Jan-17-2011	754	0	\$ 27,436	7,534	479	0	398	174	2,503	192	\$ 11,280	\$ 38,716																		
55	4761	School Bus Driver	William T. Leon Guerrero	H-3	28,568.00	1,189.00	0	175	Aug-25-2011	180	0	\$ 28,923	7,942	479	0	419	174	-	-	\$ 9,015	\$ 37,938																		
56	4765	School Bus Driver	Vincent R. Martinez	H-1	26,520.00	3,594.00	0	163	Jan-17-2011	754	0	\$ 27,436	7,534	479	0	398	174	-	-	\$ 8,585	\$ 36,021																		
57	4767	School Bus Driver	Mark R. Unpingco	H-1	26,520.00	3,594.00	0	16																															

Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

Function: Transportation and Housing & Economic Development ^{7/}
DEPARTMENT/AGENCY: Department of Public Works
PROGRAM: 1030 Bus Operations
FUND: GENERAL FUND 5100A111030SE016

Input by Department																				Input by Department															
(A)		(B)		(C)		(D)		(E)		(F)		(G)		(H)		(I)		I-A		(J)		(K)		(L)		(M)		(N)		(O)		(P)		(Q)	
No.	Position No. Section	Position Title	Name of Incumbent	HAY STUDY Grade/ Step	HAY STUDY Salary	HAY STUDY VARIANCE ROM 2011 BUDGE	Overtime	Special*	Increment		SATISFACTORY LUMP SUM 3.8%	(E+F+G+I) Subtotal	Retirement (J * 27.46%)	Retire (DDI) (\$18.40*26PP)	Social Security (6.2% * J)	Medicare (1.45% * J)	Life (1/)	Medical (Premium)	Dental (Premium)																
									Date	Amt.																									
					\$0	\$0	\$0	\$0		\$0		\$0		\$0						\$0		\$0		\$0		\$0		\$0		\$0		\$0			
67	4808	School Bus Driver	Marvin B. Bass	H-2	27,525.00	146.00	0	169	Dec-8-2010	869		\$ 28,563	7,843	479	0	414	174	-																	
68	4809	School Bus Driver	Anthony M. Garrido	H-3	28,568.00	1,189.00	0	175	Jan-4-2011	812	0	\$ 29,555	8,116	479	0	429	174	-																	
69	4810	School Bus Driver	Roque C. Santos	H-1	26,520.00	5,578.00	0	163	Jan-29-2011	786		\$ 27,469	7,543	479	0	398	174	6,713	349																
70	4812	School Bus Driver	Paul J. Cruz	H-6	31,940.00	1,585.00	0	196	Sep-30-2011	101	0	\$ 32,237	8,852	479	0	467	174	-																	
71	4815	School Bus Driver	Joaquin M. Reyes	H-MIDPOINT	33,150.00	1,732.00	0	203	Jul-16-2011	315	0	\$ 33,668	9,245	0	0	488	174	-																	
72	4816	School Bus Driver	Fred C. Pangelinan	H-1	26,520.00	2,712.00	0	163	Jan-19-2011	754	0	\$ 27,436	7,534	479	0	398	174	-																	
73	4821	School Bus Driver	Mary Ann C. Quenga	H-1	26,520.00	3,594.00	0	163	Jan-12-2011	754	0	\$ 27,436	7,534	479	0	398	174	2,503																	
74	4826	School Bus Driver	Steven V. Espinosa	H-1	26,520.00	2,712.00	0	163	Oct-11-2011	0	0	\$ 26,683	7,327	479	0	387	174	4,035	209																
75	4827	School Bus Driver	Elmer M. Santa Maria	H-5	30,774.00	1,445.00	0	189	Sep-2-2011	97	0	\$ 31,060	8,529	0	0	450	174	2,503	192																
76	4828	School Bus Driver	Edward T. Achaigua	H-00 OPEN RANGE	34,834.00	0.00	0	214	Nov-30-2011	0		\$ 35,048	9,624	0	0	508	174	4,815	259																
77	4829	School Bus Driver	James M. Iriarte	H-3	28,568.00	1,189.00	0	175	Oct-30-2011	0	0	\$ 28,743	7,893	479	0	417	174	2,064	192																
78	4830	School Bus Driver	Felix C. Ranoco	H-5	30,774.00	1,445.00	0	189	Feb-19-2011	777	0	\$ 31,740	8,716	0	0	460	174	4,035	209																
79	4832	School Bus Driver	Michell T. Machie	H-4	29,650.00	321.00	0	182	Nov-23-2010	1,030		\$ 30,862	8,475	0	0	448	174	2,503	192																
80	4833	School Bus Driver	Benjamin M. Superales	H-6	31,940.00	1,585.00	0	196	Dec-24-2010	1,008	0	\$ 33,144	9,101	0	0	481	174	2,503	192																
81	4835	School Bus Driver	Joseph F. Duenas	H-00 OPEN RANGE	34,834.00	(1,219.00)	0	214	Mar-9-2011	772	0	\$ 35,820	9,836	0	0	519	174	6,713	349																
82	4837	School Bus Driver	Leetreica F. Kakas	H-1	26,520.00	3,594.00	0	163	Jan-31-2011	754	0	\$ 27,436	7,534	479	0	398	174	2,503	192																
83	4840	School Bus Driver	Antonio C. Champaco	H-1	26,520.00	3,594.00	0	163	Nov-28-2010	921	0	\$ 27,604	7,580	479	0	400	174	-																	
84	4844	School Bus Driver	Edward Q. Sudo	H-5	30,774.00	1,445.00	0	189	Sep-2-2011	97	0	\$ 31,060	8,529	0	0	450	174	4,035	209																
85	4846	School Bus Driver	Artemio J. Salas	H-2	27,525.00	1,072.00	0	169	Sep-27-2011	87	0	\$ 27,781	7,629	479	0	403	174	-																	
86	4847	School Bus Driver	Anthony J. Cruz	H-5	30,774.00	1,445.00	0	189	May-30-2011	486	0	\$ 31,448	8,636	0	0	456	174	2,503	192																
87	4854	School Bus Driver	Francisco P. Garrido	H-1	26,520.00	2,712.00	0	163	Oct-11-2011	0	0	\$ 26,683	7,327	479	0	387	174	2,503	192																
88	4857	School Bus Driver	Raymond P. Quiambao	H-1	26,520.00	3,594.00	0	163	Feb-1-2011	670	0	\$ 27,353	7,511	479	0	397	174	-																	
89	4858	School Bus Driver	Gerald E. Dizon	H-1	26,520.00	3,594.00	0	163	Feb-14-2011	670	0	\$ 27,353	7,511	479	0	397	174	2,496																	
90	4859	School Bus Driver	Jesse V. Cruz	H-5	30,774.00	1,445.00	0	189	Sep-2-2011	97	0	\$ 31,060	8,529	0	0	450	174	2,503	192																
91	4863	School Bus Driver	Roberto B. Abian Jr.	H-3	28,568.00	1,189.00	0	175	Sep-3-2011	90		\$ 28,833	7,918	479	0	418	174	-																	
92	4865	School Bus Driver	Jesse C. Mendiola	H-4	29,650.00	1,313.00	0	182	May-14-2011	468	0	\$ 30,300	8,320	479	0	439	174	6,713	349																
93	4867	School Bus Driver	David S. Fejaran	H-1	26,520.00	3,594.00	0	163	Feb-14-2011	670	0	\$ 27,353	7,511	479	0	397	174	-																	
94	4871	School Bus Driver	Peter F. Sablan	H-3	28,568.00	1,189.00	0	175	Nov-5-2011	0	0	\$ 28,743	7,893	479	0	417	174	2,064	192																
95	4872	School Bus Driver	Dwayne A. Guerrero	H-1	26,520.00	2,712.00	0	163	Oct-7-2010	1,005	0	\$ 27,688	7,603	479	0	401	174	-																	
96	4874	School Bus Driver	Francis A. Fejeran	H-MIDPOINT	33,150.00	1,732.00	0	203	Jun-20-2011	420	0	\$ 33,773	9,274	479	0	490	174	6,713	349																
97	4875	School Bus Driver	Michael T. Guerrero	H-4	29,650.00	1,313.00	0	182	Jan-10-2011	843	0	\$ 30,675	8,423	0	0	445	174	-																	
98	4878	School Bus Driver	Franklin D. Cruz	H-4	29,650.00	321.00	0	182	Nov-5-2010	1,030	0	\$ 30,862	8,475	0	0	448	174	2,064	192																
99	4880	School Bus Driver	Eric P. Mansapit	H-1	26,520.00	2,712.00	0	163	Oct-22-2010	1,005	0	\$ 27,688	7,603	479	0	401	174	2,496	209																
100	4881	School Bus Driver	John P. Naputi	H-1	26,520.00	5,578.00	0	163	Jan-18-2011	754	0	\$ 27,436	7,534	479	0	398	174	-																	
101	4883	School Bus Driver	Ignacio P. Hernandez	H-5	30,774.00	1,445.00	0	189	Jan-25-2011	875	0	\$ 31,837	8,742	0	0	462	174	2,064																	
102	4885	School Bus Driver	Augusto B. Espiritu	H-5	30,774.00	1,445.00	0	189	Feb-19-2011	777	0	\$ 31,740	8,716	0	0	460	174	2,496	209																
103	4888	School Bus Driver	Edward C. Tedtaotao	H-00 OPEN RANGE	37,315.00	0.00	0	229	Jul-20-2011	354	0	\$ 37,898	10,407	0	0	550	174	6,713	349																
104	4892	School Bus Driver	Jesse D. Anderson	H-1	26,520.00	3,594.00	0	163	Nov-28-2010	921		\$ 27,604	7,580	479	0	400	174	4,815	259																
105	4895	School Bus Driver	Edward S. Diaz	H-3	28,568.00	1,189.00	0	175	Aug-25-2011	180	0	\$ 28,923	7,942	479	0	419	174	-																	
106	4896	School Bus Driver	David F. Aguon	H-4	29,650.00	1,313.00	0	182	Jan-10-2011	843	0	\$ 30,675	8,423	0	0	445	174	2,503	192																
107	4898	School Bus Driver	James S.N. Barcinas	H-00 OPEN RANGE	34,834.00	0.00	0	214	Aug-28-2011	221	0	\$ 35,268	9,685	0	0	511	174	4,815	259																
108	4899	School Bus Driver	Vicente A. Torre	H-00 OPEN RANGE	34,834.00	0.00	0	214	Nov-28-2011	0	0	\$ 35,048	9,624	0	0	508	174	-																	
109	4904	School Bus Driver	John G. Topasna	H-3	28,568.00	1,189.00	0	175	Sep-16-2011	90	0	\$ 28,833	7,918	479	0	418	174	4,815	259																
110	4911	School Bus Driver	Gregory G. Duenas	H-00 MAX	41,371.82	0.00	0	254	Sep-5-2011	0	1,572	\$ 43,198	11,862	0	0	626	174	4,157	349																
111	4915	School Bus Driver	Rodney G. Santos	H-3	28,568.00	231.00	0	175	Dec-18-2010	902	0	\$ 29,645	8,140	479	0	430	174	2,503	192																
112	4916	School Bus Driver	Ramon R. Castro	H-00 OPEN RANGE	34,834.00	0.00	0	214	Nov-20-2011	0		\$ 35,048	9,624	0	0	508	174	-																	
113	4918	School Bus Driver	Edilberto V. Fama	H-5	30,774.00	1,445.00	0	189	Mar-30-2011	680	0	\$ 31,643	8,689	0	0	459	174	4,815	259																
114	4919	School Bus Driver	Anthony N. Castro	H-00 OPEN RANGE	34,834.00	0.00	0	214	Apr-1-2011	662		\$ 35,709	9,806	0	0	518	174	7,020	407																
115	4926	School Bus Driver	Paul B. Oliva	H-4	29,650.00	1,313.00	0	182	Apr-3-2011	562	0	\$ 30,394	8,346	479	0	441	174	2,064	192																
116	4929	School Bus Driver	Frankie Q. Cepeda	H-1	26,520.00	5,578.00	0	163	Jan-22-2011	754		\$ 27,436	7,534	479	0	398	174	-																	

Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

Function: Transportation and Housing & Economic Development ^{7/}
DEPARTMENT/AGENCY: Department of Public Works
PROGRAM: 1030 Bus Operations
FUND: GENERAL FUND 5100A111030SE016

	Input by Department																			Input by Department						
	(A)		(B)	(C)		(D)	(E)		(F)		(G)	(H)		(I)	I-A		(J)	(K)	(L)	(M)		(N)	(O)		(P)	(Q)
	Position No. Section	Position Title	Name of Incumbent	HAY STUDY Grade/ Step	HAY STUDY Salary	HAY STUDY VARIANCE ROM 2011 BUDGE	Overtime	Special*	Increment		SATISFACTORY LUMP SUM 3.8%	(E+F+G+I) Subtotal	Retirement (J * 27.46%)	Retire (DDI) (\$18.40*26PP)	Social Security (6.2% * J)	Medicare (1.45% * J)	Life (1/)	Medical (Premium)	Dental (Premium)							
No.					\$0	\$0	\$0	\$0	Date	Amt.	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
117	4930	School Bus Driver	John S. Penaflor	H-00 OPEN RANGE	34,834.00	0.00	0	214	Nov-20-2011	0	0	\$ 35,048	9,624	0	0	508	174	6,713	349							
118	4932	School Bus Driver	Glenn I. Diego	H-3	28,568.00	231.00	0	175	Dec-13-2010	902	0	\$ 29,645	8,140	479	0	430	174	2,503								
119	4933	School Bus Driver	Jesus R. Naputi	H-2	27,525.00	146.00	0	169	Dec-10-2010	869	0	\$ 28,563	7,843	479	0	414	174	2,503	192							
120	4936	School Bus Driver	Antonio D. Babauta	H-4	29,650.00	1,313.00	0	182	May-20-2011	468	0	\$ 30,300	8,320	479	0	439	174	2,503								
121	4940	School Bus Driver	Lawrence H. Nelson, Jr.	H-1	26,520.00	2,712.00	0	163	Oct-1-2011	0	0	\$ 26,683	7,327	479	0	387	174	2,503	192							
122	4943	School Bus Driver	Joseph T. Castro	H-5	30,774.00	1,445.00	0	189	Sep-2-2011	97	0	\$ 31,060	8,529	0	0	450	174	4,815	259							
123	4944	School Bus Driver	George W. Cruz	H-4	29,650.00	1,313.00	0	182	Sep-27-2011	94	0	\$ 29,925	8,218	479	0	434	174	-								
124	4946	School Bus Driver	Peter John M. Duenas	H-6	31,940.00	1,585.00	0	196	Aug-19-2011	202	0	\$ 32,337	8,880	0	0	469	174	2,503	192							
125	4947	School Bus Driver	Roy Q. Quintanilla	H-5	30,774.00	1,445.00	0	189	Sep-2-2011	97	0	\$ 31,060	8,529	0	0	450	174	-								
126	4948	School Bus Driver	Joaquin S. Uson	H-00 OPEN RANGE	37,315.00	0.00	0	229	Sep-14-2011	118	0	\$ 37,662	10,342	0	0	546	174	2,503	192							
127	4952	School Bus Driver	Gil L.G. Mendiola	H-00 OPEN RANGE	33,656.00	0.00	0	206	May-5-2011	533	0	\$ 34,395	9,445	0	0	499	174	4,035	209							
128	4956	School Bus Driver	Johnny C. Toves	H-3	28,568.00	1,189.00	0	175	Jan-1-2011	812	0	\$ 29,555	8,116	479	0	429	174	4,035	209							
129	4965	School Bus Driver	Christobal M. Mesa	H-4	29,650.00	321.00	0	182	Nov-23-2010	1,030	0	\$ 30,862	8,475	0	0	448	174	4,366	407							
130	4966	School Bus Driver	Vidal P. Banzal	H-3	28,568.00	1,189.00	0	175	Aug-25-2011	180	0	\$ 28,923	7,942	479	0	419	174	4,815								
131	4967	School Bus Driver	Anthony R. Quintanilla	H-3	28,568.00	1,189.00	0	175	Feb-23-2011	721	0	\$ 29,464	8,091	0	0	427	174	-								
132	4968	School Bus Driver	Vincent D. Mendiola	H-4	29,650.00	1,313.00	0	182	Jan-10-2011	843	0	\$ 30,675	8,423	0	0	445	174	-								
133	4970	School Bus Driver	Benny DJ Pangelinan	H-3	28,568.00	1,189.00	0	175	Sep-9-2011	90	0	\$ 28,833	7,918	479	0	418	174	-								
134	4980	School Bus Driver	Glenn J. Palomo	H-00 OPEN RANGE	33,656.00	0.00	0	206	Jun-15-2011	426	0	\$ 34,289	9,416	479	0	497	174	-								
135	4982	School Bus Driver	Cristito L. Cali, Jr.	H-1	26,520.00	2,712.00	0	163	Oct-11-2011	0	0	\$ 26,683	7,327	479	0	387	174	-								
136	4983	School Bus Driver	Ray S. Santos	H-3	28,568.00	231.00	0	175	Dec-17-2010	902	0	\$ 29,645	8,140	479	0	430	174	7,020	407							
137	5100	School Bus Driver	Joseph J.Q. Sablan	H-5	30,774.00	1,445.00	0	189	Feb-23-2011	777	0	\$ 31,740	8,716	0	0	460	174	-								
138	5220	School Bus Driver	Patrick S.A. Torres	H-5	30,774.00	1,445.00	0	189	Jan-20-2011	875	0	\$ 31,837	8,742	0	0	462	174	2,064	192							
139	4753 2/	School Bus Driver	Gregory F. Cruz	H-00 OPEN RANGE	34,834.00	0.00	0	214	Mar-9-2011	772	0	\$ 35,820	9,836	0	0	519	174	2,972	259							
140	4764 2/	School Bus Driver	William R. Taimanglo	H-00 OPEN RANGE	34,834.00	0.00	0	214	Jan-1-2011	993	0	\$ 36,040	9,897	0	0	523	174	4,035	209							
141	4791 2/	School Bus Driver	Ronald J. Leon Guerrero	H-00 OPEN RANGE	34,834.00	0.00	0	214	Mar-9-2011	772	0	\$ 35,820	9,836	0	0	519	174	-								
142	4839 2/	School Bus Driver	Dennis R. Flores	H-00 OPEN RANGE	34,834.00	0.00	0	214	Jan-17-2011	993	0	\$ 36,040	9,897	0	0	523	174	-								
143	4849 2/	School Bus Driver	Michael I. Evaristo	H-5	30,774.00	1,445.00	0	189	Oct-12-2011	0	0	\$ 30,963	8,502	0	0	449	174	2,064								
144	4873 6/	School Bus Driver	Raymond Manglona	H-00 OPEN RANGE	38,621.03	0.00	0	237	Oct-27-2011	0	0	\$ 38,858	10,670	479	0	563	174	2,503	192							
145	4905 2/	School Bus Driver	Ramon B. Villagomez	H-00 OPEN RANGE	34,834.00	0.00	0	214	Sep-9-2011	0	1,324	\$ 36,371	9,988	0	0	527	174	4,815	259							
146	4934 2/	School Bus Driver	Cornilio F. Kakas	H-00 OPEN RANGE	34,834.00	0.00	0	214	Mar-9-2011	772	0	\$ 35,820	9,836	0	0	519	174	7,020	407							
147	4958 6/	School Bus Driver	Tommy J. Arceo	H-3	28,568.00	1,189.00	0	175	Nov-23-2011	0	0	\$ 28,743	7,893	479	0	417	174	7,020	407							
148	5104 2/	School Bus Driver	Kerry M. Pocaigue	H-00 OPEN RANGE	34,834.00	0.00	0	214	Jun-12-2011	441	0	\$ 35,489	9,745	479	0	515	174	-								
149	4709	School Bus Driver Supervisor	Ricky U. Taijeron	J-MIDPOINT	38,845.00	740.00	0	238	Sep-7-2011	0	0	\$ 39,083	10,732	479	0	567	174	7,020	407							
150	4710	School Bus Driver Supervisor	George M. Superales	J-00 OPEN RANGE	42,247.00	0.00	0	259	Feb-15-2011	1,070	0	\$ 43,576	11,966	0	0	632	174	-								
151	4711	School Bus Driver Supervisor	Anthony C. Gumataotao	J-2	32,253.00	1,239.00	0	198	Mar-15-2011	713	0	\$ 33,164	9,107	479	0	481	174	-								
152	4712	School Bus Driver Supervisor	Vicente C. Santos	J-00 OPEN RANGE	38,845.00	740.00	0	238	Sep-15-2011	1,481	0	\$ 40,564	11,139	479	0	588	174	-								
153	4780	School Bus Driver Supervisor	Pedro C. Santos	J-2	32,253.00	1,239.00	0	198	Sep-4-2011	102	0	\$ 32,553	8,939	479	0	472	174	-								
154	4925	School Bus Driver Supervisor	George G. Aguon	J-MIDPOINT	38,845.00	740.00	0	238	Sep-7-2011	984	0	\$ 40,067	11,002	0	0	581	174	6,713								
155	4953	School Bus Driver Supervisor	Daniel B. Quintanilla Jr.	J-2	32,253.00	1,239.00	0	198	Sep-22-2011	102	0	\$ 32,553	8,939	479	0	472	174	7,020	407							
156	4954	School Bus Driver Supervisor	Steven R. Cruz	I-10	32,083.00	0.00	0	197	Sep-7-2011	(60)	0	\$ 32,220	8,848	0	0	467	174	-								
157	4955	School Bus Driver Supervisor	Juan D. Duenas	J-00 OPEN RANGE	40,819.00	0.00	0	250	Feb-15-2011	1,034	0	\$ 42,103	11,562	0	0	610	174	4,815								
WARM BODIES			Total:	----	4,468,802	350,701.00	0	39,260	----	64,561	4,415	\$ 4,577,037	1,256,854	43,589	0	66,367	25,578	365,423	18,425							

WARM BODIES NOT INCLUDED IN HAY STUDY - PENDING GG-1s @ DOA

27	4732	TEMP School Bus Driver	Derrick P. Salas	H-1			0	0	N/A	0	0	\$ -	0	479	0	0	174	-	.
28	4738	TEMP School Bus Driver	Anthony S. Manibusan	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	2,064	192
29	4768	TEMP School Bus Driver	Joel L. Nadal (J. M. Castro)	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	-	.
30	4787	TEMP School Bus Driver	John A. Villagomez (G. Gutierrez)	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	-	.
31	4790	TEMP School Bus Driver	Gary P. Borja	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	2,064	192
32	4794	TEMP School Bus Driver	Michael L.C. Salas	H-1			0	0	N/A	0	0	\$ -	0	479	0	0	174	2,064	.
36	4901	TEMP School Bus Driver	Vicente N. Mesa (Joseph V.C. C	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	-	.
37	4903	TEMP School Bus Driver	William R. Rosa/ (G. P. Einoona)	H-1	26,520.00	8,885.00	0	163	N/A	0	0	\$ 26,683	7,327	479	0	387	174	-	.

Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

Function: Transportation and Housing & Economic Development ^{7/}
DEPARTMENT/AGENCY: Department of Public Works
PROGRAM: 1030 Bus Operations
FUND: GENERAL FUND 5100A111030SE016

Input by Department																	Input by Department		
(A)		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	I-A	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
No.	Position No.	Position Title	Name of Incumbent	HAY STUDY Grade/ Step	HAY STUDY Salary	HAY STUDY VARIANCE ROM 2011 BUDGE	Overtime	Special*	Increment		SATISFACTORY LUMP SUM 3.8%	(E+F+G+I) Subtotal	Retirement (J * 27.46%)	Retire (DDI) (\$18.40*26PP)	Social Security (6.2% * J)	Medicare (1.45% * J)	Life (1/)	Medical (Premium)	Dental (Premium)
	Section								Date	Amt.									
					\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
NOT INCLUDED IN HAY STUDY			Total:	----	4,680,962	412,896.00	0	40,561	----	64,561	4,415	\$ 4,790,498	1,315,471	48,379	0	69,462	27,318	378,327	19,155

Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

Function: Transportation and Housing & Economic Development ^{7/}
DEPARTMENT/AGENCY: Department of Public Works
PROGRAM: 1030 Bus Operations
FUND: GENERAL FUND 5100A111030SE016

Input by Department													Input by Department						
(A)		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	I-A	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
No.	Position No.	Position Title	Name of Incumbent	HAY STUDY Grade/ Step	HAY STUDY Salary	HAY STUDY VARIANCE ROM 2011 BUDGE	Overtime	Special*	Increment		SATISFACTORY LUMP SUM 3.8%	(E+F+G+I) Subtotal	Retirement (J * 27.46%)	Retire (DDI) (\$18.40*26PP)	Social Security (6.2% * J)	Medicare (1.45% * J)	Life (1/)	Medical (Premium)	Dental (Premium)
	Section				\$0	\$0	\$0	\$0	Date	Amt.									
FUNDED VACANCIES																			
1	4963	School Bus Driver PENDING	PENDING (B. P. O'Connor)	H-1	26,520.00		0	163				26,683	7,327	479	0	387	174	4,035	209
2	4724	School Bus Driver	VACATED Steven R. Cruz	H-1	26,520.00		0	163				26,683	7,327	479	0	387	174	4,035	209
3	4746 2/	School Bus Driver	VACATED George G. Aguon	H-1	26,520.00		0	163				26,683	7,327	479	0	387	174	4,035	209
4	4749	School Bus Driver	VACATED Estanislao B. Matago	H-1	26,520.00		0	163				26,683	7,327	479	0	387	174	4,035	209
5	4782 2/	School Bus Driver	VACATED (Anthony J. Salas)	H-1	26,520.00		0	163				26,683	7,327	479	0	387	174	4,035	209
6	4785	School Bus Driver	VACATED John M. Cruz	H-1	26,520.00		0	163				26,683	7,327	479	0	387	174	4,035	209
7	4887 2/	School Bus Driver	VACATED Ricky U. Taijeron	H-1	26,520.00		0	163				26,683	7,327	479	0	387	174	4,035	209
		School Bus Driver	Vacant (J. Rodriguez)	H-1	26,520.00		0	163				26,683	7,327	0	0	387	0	-	-
1		School Bus Driver	Vacant (M. Cruz)	H-1	26,520.00		0	163				26,683	7,327	0	0	387	0	-	-
2		School Bus Driver	Vacant (W. Cruz)	H-1	26,520.00		0	163				26,683	7,327	0	0	387	0	-	-
3		School Bus Driver	Vacant (G. Eay)	H-1	26,520.00		0	163				26,683	7,327	0	0	387	0	-	-
4		School Bus Driver	Vacant (J. Cruz)	H-1	26,520.00		0	163				26,683	7,327	0	0	387	0	-	-
5		School Bus Driver	Vacant (H. Reyes)	H-1	26,520.00		0	163				26,683	7,327	0	0	387	0	-	-
VACANCIES			Total:	----	344,760		0	2,113	----	0	0	346,873	95,251	3,353	0	5,030	1,218	28,245	1,461
WARM BODIES & VACANCIES			Total:	----	4,813,562		0	41,373	----	64,561	4,415	4,923,911	1,352,106	46,942	0	71,397	26,796	393,667	19,887

Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

Function: Transportation and Housing & Economic Development ^{7/}
DEPARTMENT/AGENCY: Department of Public Works
PROGRAM: 1030 Bus Operations
FUND: GENERAL FUND 5100A111030SE016

Input by Department													Input by Department						
(A)		(B)	(C)	(D)	(E)	(F)	(G)	(H)		(I)	I-A	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
No.	Position No. Section	Position Title	Name of Incumbent	HAY STUDY Grade/ Step	HAY STUDY Salary	HAY STUDY VARIANCE ROM 2011 BUDGE	Overtime	Special*	Increment		SATISFACTORY LUMP SUM 3.8%	(E+F+G+I) Subtotal	Retirement (J * 27.46%)	Retire (DDI) (\$18.40*26PP)	Social Security (6.2% * J)	Medicare (1.45% * J)	Life (1/)	Medical (Premium)	Dental (Premium)
	Date	Amt.																	
					\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

7/ Housing Management Section has been transferred to Guam Housing and Urban Renewal Authority based upon a previous budget act, however FTEs remain at DPW Building Maintenance Division.

Footnote #	Reference	DOA Record	
*	Special Pay		368,288
1/	Life Benefit		(340,043)
2/	Position No. / Section		
3/	David SN Sablan	Bus	
4/	Francis Dungca	Bus	
4/	Gregorio Aquino	Bus	
4/	David Yamasta	Bus	
5/	Jessie C Duenas	Bus	
6/	Raymond Q. Manglona	FO	
6/	Tommy J. Arceo	FO	
Department to submit documents in FY2010 to address discrepancies.			
JOM (Job Order Master)			
PA (Personnel Action)			
FO (Fueling Operations) Bus Operations			

Input by Department													
Special Pay													
(A)		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)		
No.	Position No. Section	Position Title	Name of Incumbent	Holiday Pay	1/ Night Differential Pay 10%	2/ Hazard 10%	3/ Hazard 8%	4/ Nurse Sunday Pay 1.5	5/ Nurse Pay 1.5	6/ EMT Pay 15%	(E+F+G+H+I+J) Subtotal		
1	4700	SBO Superintendent	Franklin F. Taitano	\$0	\$48	\$0	\$0	\$0	\$0	\$0	48		
2	4468	Administrative Aide	Nicole T. Cruz	0	0	0	0	0	0	0	0		
3	4763	Administrative Assistant	Julie N. Manglona	0	0	0	0	0	0	0	0		
4	4807	Clerk III	Rosabel I. Flores	0	0	0	0	0	0	0	0		
5	4722	Light Duty School Bus DriverAD	Alfred A. Manibusan	0	0	0	0	0	0	0	0		
6	4884 4/	Light Duty School Bus DriverBU	Francis H. Dungca	0	0	0	0	0	0	0	0		
7	5109 4/	Light Duty School Bus DriverAD	Gregory E. Aquino	1,474	\$3,483	0	0	0	0	0	4,957		
8	4823 2/4/	Light Duty School Bus DriverAD	David J. Yamasta	1,351	\$3,194	0	0	0	0	0	4,545		
9	4876	Light Duty School Bus DriverAD	Ricky F.C. Iglesias, Jr.	1,424	\$3,366	0	0	0	0	0	4,790		
10	4909	Light Duty School Bus DriverAD	Patrick C. Cruz	0	0	0	0	0	0	0	0		
11	4973	Light Duty School Bus DriverAD	Jerry R. Santos	0	0	0	0	0	0	0	0		
12	4856 / 4/	Light Duty School Bus Driver™	Jesse C. Duenas	0	0	0	0	0	0	0	0		
13	4707	LTA School Bus Driver	Aaron J. Santos	0	163	0	0	0	0	0	163		
14	4713	LTA School Bus Driver	Nilo T. Belga	0	163	0	0	0	0	0	163		
15	4717	LTA School Bus Driver	Clarissa C. Pocaigue	0	163	0	0	0	0	0	163		
16	4751	LTA School Bus Driver	Anthony K Portka	0	163	0	0	0	0	0	163		
17	4752	LTA School Bus Driver	Michael B. Rosario	0	163	0	0	0	0	0	163		
18	4778	LTA School Bus Driver	Peter P. Pablo	0	163	0	0	0	0	0	163		
19	4797	LTA School Bus Driver	Ricardo W.L. Calvo	0	163	0	0	0	0	0	163		
20	4862	LTA School Bus Driver	Jon Paul A. Duenas	0	163	0	0	0	0	0	163		
21	4879	LTA School Bus Driver	Joseph J. Pangelinan	0	163	0	0	0	0	0	163		
22	4891	LTA School Bus Driver	Anthony J. Manibusan	0	163	0	0	0	0	0	163		
23	4949	LTA School Bus Driver	John L.M. Castro	0	163	0	0	0	0	0	163		
24	4969	LTA School Bus Driver	Anthony C. Samiliano	0	163	0	0	0	0	0	163		
25	4981	LTA School Bus Driver	Carlos M. Laganzo, Jr.	0	163	0	0	0	0	0	163		
26	4850 2/	LTA School Bus Driver	Pedro T. Salas	0	163	0	0	0	0	0	163		
27	4732	TEMP School Bus Driver	Derrick P. Salas	0	0	0	0	0	0	0	0		
28	4738	TEMP School Bus Driver	Anthony S. Manibusan	0	163	0	0	0	0	0	163		
29	4768	TEMP School Bus Driver	Joel I. Nadal (J. M. Castro)	0	163	0	0	0	0	0	163		

Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

Function: Transportation and Housing & Economic Development ^{7/}
DEPARTMENT/AGENCY: Department of Public Works
PROGRAM: 1030 Bus Operations
FUND: GENERAL FUND 5100A111030SE016

Input by Department													Input by Department								
(A)		(B)	(C)	(D)	(E)	(F)		(G)	(H)		(I)	I-A	(J)	(K)	(L)	(M)	(N)		(O)	(P)	(Q)
No.	Position No. Section	Position Title	Name of Incumbent	HAY STUDY Grade/ Step	HAY STUDY Salary	HAY STUDY VARIANCE ROM 2011 BUDGE	Overtime	Special*	Increment		SATISFACTORY LUMP SUM 3.8%	(E+F+G+I) Subtotal	Retirement (J * 27.46%) \$0	Retire (DDI) (\$18.40*26PP) \$0	Social Security (6.2% * J) \$0	Medicare (1.45% * J) \$0	Life (1/) \$0	Medical (Premium) \$0	Dental (Premium) \$		
	Date	Amt.	\$0																		
35	4825	TEMP School Bus Driver	Francisco M. Rosario	0	163		0	0	0	0	0	163									
36	4901	TEMP School Bus Driver	Vicente N. Mesa (Joseph V.C. C	0	163		0	0	0	0	0	163									
37	4903	TEMP School Bus Driver	William R. Rosal (G. P. Finona)	0	163		0	0	0	0	0	163									
38	4945	TEMP School Bus Driver	Vincent P. Castro	0	163		0	0	0	0	0	163									
39	5103	TEMP School Bus Driver	Billy Jr. Delgado	0	163		0	0	0	0	0	163									
40	4714	School Bus Driver	Peter J. Cruz	0	196		0	0	0	0	0	196									
41	4719	School Bus Driver	Robert J. Quinata	0	163		0	0	0	0	0	163									
42	4720	School Bus Driver	Thomas J. Carbullido	0	221		0	0	0	0	0	221									
43	4726	School Bus Driver	Charles C. Wolford, Jr.	0	163		0	0	0	0	0	163									
44	4728	School Bus Driver	Michael J.S. Nauta	0	163		0	0	0	0	0	163									
45	4729	School Bus Driver	Daniel J. Leon Guerrero	0	245		0	0	0	0	0	245									
46	4731	School Bus Driver	William B. Parke	0	163		0	0	0	0	0	163									
47	4734	School Bus Driver	Pedring F. Olpindo	0	182		0	0	0	0	0	182									
48	4739	School Bus Driver	August B. Blas	0	196		0	0	0	0	0	196									
49	4740	School Bus Driver	Manuel C. Salas	0	163		0	0	0	0	0	163									
50	4743	School Bus Driver	John A. Ungacta	0	189		0	0	0	0	0	189									
51	4744	School Bus Driver	John C. Cabrera	0	163		0	0	0	0	0	163									
52	4748	School Bus Driver	Luis V.I. Castro	0	206		0	0	0	0	0	206									
53	4754	School Bus Driver	Michael F. Duenas	0	229		0	0	0	0	0	229									
54	4756	School Bus Driver	Lou T. Blas	0	163		0	0	0	0	0	163									
55	4761	School Bus Driver	William T. Leon Guerrero	0	175		0	0	0	0	0	175									
56	4765	School Bus Driver	Vincent R. Martinez	0	163		0	0	0	0	0	163									
57	4767	School Bus Driver	Mark R. Unpingco	0	163		0	0	0	0	0	163									
58	4771	School Bus Driver	Roke S.N. Quintanilla	0	182		0	0	0	0	0	182									
59	4772	School Bus Driver	Kenneth A. Naputi	0	163		0	0	0	0	0	163									
60	4775	School Bus Driver	Robert C. Toves	0	163		0	0	0	0	0	163									
61	4783	School Bus Driver	Elias S. Salas, Jr.	0	163		0	0	0	0	0	163									
62	4786	School Bus Driver	James J. Matanane	0	163		0	0	0	0	0	163									
63	4799	School Bus Driver	Rufino P. Sunga	0	175		0	0	0	0	0	175									
64	4801	School Bus Driver	Benjamin D. Cruz	0	175		0	0	0	0	0	175									
65	4804	School Bus Driver	Richard M. Guerrero	0	163		0	0	0	0	0	163									
66	4805	School Bus Driver	Israel S. Alfred	0	163		0	0	0	0	0	163									
67	4808	School Bus Driver	Marvin B. Bass	0	169		0	0	0	0	0	169									
68	4809	School Bus Driver	Anthony M. Garrido	0	175		0	0	0	0	0	175									
69	4810	School Bus Driver	Roque C. Santos	0	163		0	0	0	0	0	163									
70	4812	School Bus Driver	Paul J. Cruz	0	196		0	0	0	0	0	196									
71	4815	School Bus Driver	Joaquin M. Reyes	0	203		0	0	0	0	0	203									
72	4816	School Bus Driver	Fred C. Pangelinan	0	163		0	0	0	0	0	163									
73	4821	School Bus Driver	Mary Ann C. Quenga	0	163		0	0	0	0	0	163									
74	4826	School Bus Driver	Steven V. Espinosa	0	163		0	0	0	0	0	163									
75	4827	School Bus Driver	Elmer M. Santa Maria	0	189		0	0	0	0	0	189									
76	4828	School Bus Driver	Edward T. Achaigua	0	214		0	0	0	0	0	214									
77	4829	School Bus Driver	James M. Iriarte	0	175		0	0	0	0	0	175									
78	4830	School Bus Driver	Felix C. Ranoco	0	189		0	0	0	0	0	189									
79	4832	School Bus Driver	Michell T. Machie	0	182		0	0	0	0	0	182									
80	4833	School Bus Driver	Benjamin M. Superales	0	196		0	0	0	0	0	196									
81	4835	School Bus Driver	Joseph F. Duenas	0	214		0	0	0	0	0	214									
82	4837	School Bus Driver	Leetreica F. Kakas	0	163		0	0	0	0	0	163									
83	4840	School Bus Driver	Antonio C. Champaco	0	163		0	0	0	0	0	163									
84	4844	School Bus Driver	Edward Q. Sudo	0	189		0	0	0	0	0	189									
85	4846	School Bus Driver	Artemio J. Salas	0	169		0	0	0	0	0	169									
86	4847	School Bus Driver	Anthony J. Cruz	0	189		0	0	0	0	0	189									

Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

Function: Transportation and Housing & Economic Development ^{7/}
DEPARTMENT/AGENCY: Department of Public Works
PROGRAM: 1030 Bus Operations
FUND: GENERAL FUND 5100A111030SE016

Input by Department													Input by Department								
(A)		(B)	(C)	(D)	(E)	(F)		(G)	(H)		(I)	I-A	(J)	(K)	(L)	(M)	(N)		(O)	(P)	(Q)
No.	Position No. Section	Position Title	Name of Incumbent	HAY STUDY Grade/ Step	HAY STUDY Salary	HAY STUDY VARIANCE ROM 2011 BUDGE	Overtime	Special*	Increment		SATISFACTORY LUMP SUM 3.8%	(E+F+G+I) Subtotal	Retirement (J * 27.46%) \$0	Retire (DDI) (\$18.40*26PP) \$0	Social Security (6.2% * J) \$0	Medicare (1.45% * J) \$0	Life (1/) \$0	Medical (Premium) \$0	Dental (Premium) \$		
	Date	Amt.	\$0																		
92	4865	School Bus Driver	Jesse C. Mendiola	0	182		0	0	0	0	0	182									
93	4867	School Bus Driver	David S. Fejaran	0	163		0	0	0	0	0	163									
94	4871	School Bus Driver	Peter F. Sablan	0	175		0	0	0	0	0	175									
95	4872	School Bus Driver	Dwayne A. Guerrero	0	163		0	0	0	0	0	163									
96	4874	School Bus Driver	Francis A. Fejeran	0	203		0	0	0	0	0	203									
97	4875	School Bus Driver	Michael T. Guerrero	0	182		0	0	0	0	0	182									
98	4878	School Bus Driver	Franklin D. Cruz	0	182		0	0	0	0	0	182									
99	4880	School Bus Driver	Eric P. Mansapit	0	163		0	0	0	0	0	163									
100	4881	School Bus Driver	John P. Naputi	0	163		0	0	0	0	0	163									
101	4883	School Bus Driver	Ignacio P. Hernandez	0	189		0	0	0	0	0	189									
102	4885	School Bus Driver	Augusto B. Espiritu	0	189		0	0	0	0	0	189									
103	4888	School Bus Driver	Edward C. Tedtaotao	0	229		0	0	0	0	0	229									
104	4892	School Bus Driver	Jesse D. Anderson	0	163		0	0	0	0	0	163									
105	4895	School Bus Driver	Edward S. Diaz	0	175		0	0	0	0	0	175									
106	4896	School Bus Driver	David F. Aguon	0	182		0	0	0	0	0	182									
107	4898	School Bus Driver	James S.N. Barcinas	0	214		0	0	0	0	0	214									
108	4899	School Bus Driver	Vicente A. Torre	0	214		0	0	0	0	0	214									
109	4904	School Bus Driver	John G. Topasna	0	175		0	0	0	0	0	175									
110	4911	School Bus Driver	Gregory G. Duenas	0	254		0	0	0	0	0	254									
111	4915	School Bus Driver	Rodney G. Santos	0	175		0	0	0	0	0	175									
112	4916	School Bus Driver	Ramon R. Castro	0	214		0	0	0	0	0	214									
113	4918	School Bus Driver	Edilberto V. Fama	0	189		0	0	0	0	0	189									
114	4919	School Bus Driver	Anthony N. Castro	0	214		0	0	0	0	0	214									
115	4926	School Bus Driver	Paul B. Oliva	0	182		0	0	0	0	0	182									
116	4929	School Bus Driver	Frankie Q. Cepeda	0	163		0	0	0	0	0	163									
117	4930	School Bus Driver	John S. Penaflor	0	214		0	0	0	0	0	214									
118	4932	School Bus Driver	Glenn I. Diego	0	175		0	0	0	0	0	175									
119	4933	School Bus Driver	Jesus R. Naputi	0	169		0	0	0	0	0	169									
120	4936	School Bus Driver	Antonio D. Babauta	0	182		0	0	0	0	0	182									
121	4940	School Bus Driver	Lawrence H. Nelson, Jr.	0	163		0	0	0	0	0	163									
122	4943	School Bus Driver	Joseph T. Castro	0	189		0	0	0	0	0	189									
123	4944	School Bus Driver	George W. Cruz	0	182		0	0	0	0	0	182									
124	4946	School Bus Driver	Peter John M. Duenas	0	196		0	0	0	0	0	196									
125	4947	School Bus Driver	Roy Q. Quintanilla	0	189		0	0	0	0	0	189									
126	4948	School Bus Driver	Joaquin S. Uson	0	229		0	0	0	0	0	229									
127	4952	School Bus Driver	Gil L.G. Mendiola	0	206		0	0	0	0	0	206									
128	4956	School Bus Driver	Johnny C. Toves	0	175		0	0	0	0	0	175									
129	4965	School Bus Driver	Christobal M. Mesa	0	182		0	0	0	0	0	182									
130	4966	School Bus Driver	Vidal P. Banzal	0	175		0	0	0	0	0	175									
131	4967	School Bus Driver	Anthony R. Quintanilla	0	175		0	0	0	0	0	175									
132	4968	School Bus Driver	Vincent D. Mendiola	0	182		0	0	0	0	0	182									
133	4970	School Bus Driver	Benny DJ Pangelinan	0	175		0	0	0	0	0	175									
134	4980	School Bus Driver	Glenn J. Palomo	0	206		0	0	0	0	0	206									
135	4982	School Bus Driver	Cristito L. Cali, Jr.	0	163		0	0	0	0	0	163									
136	4983	School Bus Driver	Ray S. Santos	0	175		0	0	0	0	0	175									
137	5100	School Bus Driver	Joseph J.Q. Sablan	0	189		0	0	0	0	0	189									
138	5220	School Bus Driver	Patrick S.A. Torres	0	189		0	0	0	0	0	189									
139	4753 2/	School Bus Driver	Gregory F. Cruz	0	214		0	0	0	0	0	214									
140	4764 2/	School Bus Driver	William R. Taimanglo	0	214		0	0	0	0	0	214									
141	4791 2/	School Bus Driver	Ronald J. Leon Guerrero	0	214		0	0	0	0	0	214									
142	4839 2/	School Bus Driver	Dennis R. Flores	0	214		0	0	0	0	0	214									
143	4849 2/	School Bus Driver	Michael I. Evaristo	0	189		0	0	0	0	0	189									

Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

Function: Transportation and Housing & Economic Development ^{7/}
DEPARTMENT/AGENCY: Department of Public Works
PROGRAM: 1030 Bus Operations
FUND: GENERAL FUND 5100A111030SE016

Input by Department													Input by Department						
(A)		(B)	(C)	(D)	(E)	(F)	(G)	(H)		(I)	I-A	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
No.	Position No. Section	Position Title	Name of Incumbent	HAY STUDY Grade/ Step	HAY STUDY Salary	HAY STUDY VARIANCE ROM 2011 BUDGE	Overtime	Special*	Increment		SATISFACTORY LUMP SUM 3.8%	(E+F+G+I) Subtotal	Retirement (J * 27.46%)	Retire (DDI) (\$18.40*26PP)	Social Security (6.2% * J)	Medicare (1.45% * J)	Life (1/)	Medical (Premium)	Dental (Premium)
	Date	Amt.																	
					\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$
149	4709	School Bus Driver Supervisor	Ricky U. Taijeron	0	238		0	0	0	0	0	238							
150	4710	School Bus Driver Supervisor	George M. Superales	0	259		0	0	0	0	0	259							
151	4711	School Bus Driver Supervisor	Anthony C. Gumataotao	0	198		0	0	0	0	0	198							
152	4712	School Bus Driver Supervisor	Vicente C. Santos	0	238		0	0	0	0	0	238							
153	4780	School Bus Driver Supervisor	Pedro C. Santos	0	198		0	0	0	0	0	198							
154	4925	School Bus Driver Supervisor	George G. Aguon	0	238		0	0	0	0	0	238							
155	4953	School Bus Driver Supervisor	Daniel B. Quintanilla Jr.	0	198		0	0	0	0	0	198							
156	4954	School Bus Driver Supervisor	Steven R. Cruz	0	197		0	0	0	0	0	197							
157	4955	School Bus Driver Supervisor	Juan D. Duenas	0	250		0	0	0	0	0	250							
RM BO	0	0	Total:	4,249	36,312		0	0	0	0	0	40,561							
0	0	FUNDED VACANCIES	0	0	0		0	0	0	0	0	0							
1	4963	School Bus Driver PENDING	PENDING (B. P. O'Connor)	0	163		0	0	0	0	0	163							
2	4724	School Bus Driver	VACATED Steven R. Cruz	0	163		0	0	0	0	0	163							
3	4746 2/	School Bus Driver	VACATED George G. Aguon	0	163		0	0	0	0	0	163							
4	4749	School Bus Driver	VACATED Estanislao B. Matago	0	163		0	0	0	0	0	163							
5	4782 2/	School Bus Driver	VACATED (Anthony J. Salas)	0	163		0	0	0	0	0	163							
6	4785	School Bus Driver	VACATED John M. Cruz	0	163		0	0	0	0	0	163							
7	4887 2/	School Bus Driver	VACATED Ricky U. Taijeron	0	163		0	0	0	0	0	163							
0	0	School Bus Driver	Vacant (J. Rodriguez)	0	163		0	0	0	0	0	163							
1	0	School Bus Driver	Vacant (M. Cruz)	0	163		0	0	0	0	0	163							
2	0	School Bus Driver	Vacant (W. Cruz)	0	163		0	0	0	0	0	163							
3	0	School Bus Driver	Vacant (G. Eay)	0	163		0	0	0	0	0	163							
4	0	School Bus Driver	Vacant (J. Cruz)	0	163		0	0	0	0	0	163							
5	0	School Bus Driver	Vacant (H. Reyes)	0	163		0	0	0	0	0	163							
CANCI	0	0	Total:	\$4,249	\$38,425		\$0	\$0	\$0	\$0	\$0	\$42,674							

- 1/ 10% of reg. rate, applicable from 6pm- 6am, employee must work 4 hours consecutive after 6pm for entitlement of the pay
- 2/ Applies to law enforcement personnels
- 3/ Applies to solid waste employees
- 4/ 1 ½ of reg. rate of pay from 12am Friday to 12 midnight Sunday
- 5/ 1 ½ of reg. rate of pay on daily work exceeding 8 hours
- 6/ Applicable only to GFD ambulatory service personnel. 15% of reg. rate of pay

1/: FY 2010 (current) GovGuam contribution for Life Insurance is \$174 per annum; Subject to change in FY 2011

Input by Department				
Special Pay Categories				
(A)		(B)	(C)	(D)
No.	Position Number	Position Title	Name of Incumbent	Holiday Pay
0	0	0	0	\$0
1		Building Inspector Supervisor	Vacant	\$1,020
2	0	Building Inspector	Vacant	\$411
3	0	Building Inspector	Vacant	\$411
4	0	Building Inspector	Vacant	\$411
5	0	Customer Service Supervisor	Vacant	\$441
6	0	Customer Service Representative	Vacant	\$384
7	0	Customer Service Representative	Vacant	\$384
8	0	Teleprocessing Network Coordinator	Vacant	\$441
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
			Grand Total:	\$3,905

(D)		(E)	(F)	(G)	(H)	(I)	(J)
		1/ Night Differenti Pay 10%	2/ Hazard 10%	3/ Hazard 8%	4/ Nurse Sunday Pay 1.5	5/ Nurse Pay 1.5	6/ EMT Pay 15%
Holiday Pay							
\$0		\$0	\$0	\$0	\$0	\$0	\$0
\$1,427		\$0	\$0	\$0	\$0	\$0	\$0
\$1,020		0	0	0	0	0	0
\$1,020		0	0	0	0	0	0
\$1,020		0	0	0	0	0	0
\$1,195		0	0	0	0	0	0
\$1,020		0	0	0	0	0	0
\$1,020		0	0	0	0	0	0
\$1,304		0	0	0	0	0	0
0		0	0	0	0	0	0
0		0	0	0	0	0	0
0		0	0	0	0	0	0
0		0	0	0	0	0	0
0		0	0	0	0	0	0
0		0	0	0	0	0	0
\$9,026		\$0	\$0	\$0	\$0	\$0	\$0

FY2011 OCT-15-2010

Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

[BBMR SP-1]

Function: Transportation and Housing & Economic Development ^{4/}
DEPARTMENT/AGENCY: Public Works
PROGRAM: 1040 Building Construction & Facilities Maintenance
FUND: Guam Highway 5208A111040SE208

Input by Department												Input by Department										
(A)		(B)	(C)	(D)	(E)	(F)	(G)	(H)		(I)	I-A	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	
No.	Position No. / Section	Position Title	Name of Incumbent	HAY STUDY Grade/ Step	HAY STUDY Salary	HAY STUDY VARIANCE ROM 2011 BUDGE	Overtime	Special*	Increment		SATISFACTORY LUMP SUM 3.8%	(E+F+G+I) Subtotal	Retirement (J * 27.46%)	Retire (DDI) (\$18.40*26PP)	Social Security (6.2% * J)	Benefits			Total Benefits (K thru Q)	(J + R) TOTAL		
									Date	Amt.						Medicare (1.45% * J)	Life (1/)	Medical (Premium)			Dental Premium	
					\$0	\$0	\$0	\$0		0	\$0	\$ -	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$ -	\$ -	
1	4155	Building Maintenance Manager	Dominic G. Muna	O-1	49,897.00	5,942.00	0	\$0	Apr-20-2011	945	0	\$ 50,842.0	13,961	-	-	737	174	2,064	192	\$ 17,128	\$ 67,970	
2	4160	Building Maintenance Superintendent	Oscar G. Yanger	N-6	54,214.00	2,552.00	0	\$0	Sep-30-2011	171	0	\$ 54,385.2	14,934	-	-	789	174	6,713	349	\$ 22,959	\$ 77,344	
3	4161	Refrig Mech Ldr (in lieu of Paint Supvr)	Thomas J. Duenas	J-2	32,253.00	1,281.00	0	\$0	Sep-21-2011	102	0	\$ 32,354.9	8,885	479	-	469	174	-	-	\$ 10,007	\$ 42,362	
4	4179	Carpenter II	Robert J. Dumagat	I-1	28,595.00	7,206.00	0	\$0	Jul-19-2011	271	0	\$ 28,866.0	7,927	479	-	419	-	2,503	192	\$ 11,519	\$ 40,385	
5	4180	Carpenter II	Juan Q. Mendiola	I-00 OPEN RANGE	40,819.00	-	0	\$0	Jun-19-2011	517	0	\$ 41,336.0	11,351	-	-	599	174	2,503	192	\$ 14,819	\$ 56,155	
6	4196	Plumber I	Francisco I. Narcis	H- MID POINT	33,150.00	1,054.00	0	\$0	Sep-15-2011	105	0	\$ 33,255.0	9,132	-	-	482	174	2,064	192	\$ 12,044	\$ 45,299	
7	4203	Plumber Supervisor	Julius C. Etumai	L- MID POINT	46,375.00	727.00	0	\$0	Nov-9-2010	1,615	0	\$ 47,990.4	13,178	-	-	696	174	-	-	\$ 14,048	\$ 62,038	
8	4205	Administrative Assistant	Roselly A. Cruz	J-6	38,845.00	1,980.00	0	\$0	Nov-28-2010	0	0	\$ 38,845.0	10,667	-	-	563	174	4,157	349	\$ 15,911	\$ 54,756	
9	4210	Electrician Leader	Peter S.N. Concepcion	K-MIDPOINT	42,389.00	1,516.00	0	\$0	Dec-22-2010	1,342	0	\$ 43,731.3	12,009	-	-	634	174	-	-	\$ 12,817	\$ 56,548	
10	4215	Maintenance Custodian	Andres S. Bautista	D-00 OPEN RANGE	24,592.00	-	0	\$0	Aug-1-2011	156	0	\$ 24,747.7	6,796	479	-	359	174	6,713	-	\$ 14,520	\$ 39,268	
11	4227	Refrg Mech Supvr	Reginald B. Camacho	L-MIDPOINT	46,375.00	727.00	0	\$0	Sep-30-2011	147	0	\$ 46,521.9	12,775	-	-	675	174	-	-	\$ 13,623	\$ 60,145	
12	4228	Electrician II	David A. Muna	J-00 OPEN RANGE	40,819.00	-	0	\$0	Jun-19-2011	517	0	\$ 41,336.0	11,351	-	-	599	174	-	-	\$ 12,124	\$ 53,460	
13	4273	Maintenance Supervisor	Anthony B. Babauta	L-3	39,965.00	1,810.00	0	\$0	Sep-27-2011	126	0	\$ 40,091.2	11,009	-	-	581	174	-	-	\$ 11,764	\$ 51,855	
14	4456	Administrative Officer	Mona M. Duenas	L-5	43,051.00	1,879.00	0	\$0	Mar-26-2011	951	0	\$ 44,002.4	12,083	479	-	638	174	-	-	\$ 13,374	\$ 57,376	
15	4587	Management Analyst III	Barbara C. Purugganan	M-00 OPEN RANGE	52,880.00	(1,851.00)	0	\$0	Oct-1-2010	2,009	0	\$ 54,889.4	15,073	479	-	796	174	7,020	407	\$ 23,949	\$ 78,838	
16	4635	Plumber Leader	Edward J. Rodriguez	J-00 OPEN RANGE	39,491.00	(1,382.00)	0	\$0	Nov-9-2010	1,376	0	\$ 40,866.6	11,222	-	-	593	174	2,503	192	\$ 14,684	\$ 55,550	
17	4920	Carpenter Supervisor	Richard A. Quintanilla Jr.	L-6	44,682.00	577.00	0	\$0	Nov-18-2010	1,552	0	\$ 46,233.9	12,696	479	-	670	174	2,972	259	\$ 17,250	\$ 63,484	
18	69114	Maintenance Worker	Jesse G.P. Barcinas	H-6	31,940.00	1,978.00	0	\$0	Apr-30-2011	605	0	\$ 32,545.0	8,937	-	-	472	174	2,064	192	\$ 11,838	\$ 44,383	
19	69116	Refrig Mech I	Antonio B. Mendoza	H-5	30,774.00	1,811.00	0	\$0	Jul-3-2011	292	0	\$ 31,065.5	8,531	479	-	450	174	-	-	\$ 9,634	\$ 40,699	
20	4255(4225) 2	Electrician Supervisor	Peter E. Lujan	L-00 OPEN RANGE	47,246.00	-	0	\$0	Dec-22-2010	1,496	0	\$ 48,742.1	13,385	-	-	707	174	-	-	\$ 14,265	\$ 63,007	
21	69115 2/	Maintenance Worker	Rogelio L. Umagat	H-MID POINT	33,150.00	2,139.00	0	\$0	Feb-18-2011	840	0	\$ 33,989.8	9,334	479	-	493	174	-	-	\$ 10,479	\$ 44,469	
WARM BODIES			Total:		841,502.00	29,946.00	0	0	----	15,135	0	\$ 856,637.4	235,233	3,832	0	12,421	3,479	41,276	2,516	\$ 298,757	\$ 1,155,394	
VACANCIES																						
1	4192	Carpenter Leader	Retired Eleazar Z. Baking				0	0			0	\$ -			-	0	174			\$ 174	\$ 174	
2	4211	Maintenance Custodian	Retired Florencio C. Billote	D-00 MAX	31,287.00	-	0	\$0	Aug-4-2011	-	0	\$ 31,287.0			433	-	454	174	4,035	192	\$ 5,288	\$ 36,575
3		Carpenter II	Vacant				0	0			0	\$ -		-	-	-	0	-	-	-	\$ -	\$ -
4		Carpenter II	Vacant				0	0			0	\$ -		-	-	-	0	-	-	-	\$ -	\$ -
5		Clerk III	Vacant				0	0			0	\$ -		-	-	-	0	-	-	-	\$ -	\$ -
6		Maintenance Custodian	Vacant				0	0			0	\$ -		-	-	-	0	-	-	-	\$ -	\$ -
7		Painter Leader	Vacant (Benny T. Blas)				0	0			0	\$ -		-	-	-	0	-	-	-	\$ -	\$ -
8		Plumber II	Vacant				0	0			0	\$ -		-	-	-	0	-	-	-	\$ -	\$ -
9		Refrigeration Mechanic I	Vacant (Thomas J. Duenas)				0	0			0	\$ -		-	-	-	0	-	-	-	\$ -	\$ -
10		Refrigeration Mechanic II	Vacant				0	0			0	\$ -		-	-	-	0	-	-	-	\$ -	\$ -
VACANCIES			Total:		31,287		0	0		0	0	\$ 31,287.0	0	433	0	454	348	4,035	192	\$ 5,461	\$ 36,748	
WARM BODIES & VACANCIES			Total:		872,789		0	0	----	15,135	0	\$ 887,924.4	235,233	4,265	0	12,875	3,827	45,311	2,708	\$ 304,218	\$ 1,192,143	

4/ Housing Management Section has been transferred to Guam Housing and Urban Renewal Authority based upon a previous budget act, however FTEs remain at DPW Building Maintenance Division.

Footnote #	Reference	DOA Record	Remarks
-	Special Pay		Night Differential / Hazardous / Worker's Compensation / etc.
1/	Life Benefit		FY2010 (current) GovGuam contribution for Life Insurance is \$174 per annum; subject to change in FY 2011
2/	Position No. / Section		TBD - FTE No. to be determined
3/	Catherine Cruz	BCFM	Change of division to CIP
Department to submit documents in FY2010 to address discrepancies.			
JOM (Job Order Master)			

Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

Input by Department				
Special Pay Categories				
(A)		(B)	(C)	(K)
No.	Position No. / Section	Position Title	Name of Incumbent	(E+F+G+H+I+J) Subtotal
				\$0
1	4155	Building Maintenance Manager	Dominic G. Muna	0
2	4160	Building Maintenance Superintendent	Oscar G. Yanger	0
3	4161	Refrig Mech Ldr (in lieu of Paint Supvr)	Thomas J. Duenas	0
4	4179	Carpenter II	Robert J. Dumagat	0
5	4180	Carpenter II	Juan Q. Mendiola	0
6	4196	Plumber I	Francisco I. Narcis	0
7	4203	Plumber Supervisor	Julius C. Etumai	0
8	4205	Administrative Assistant	Rosellily A. Cruz	0
9	4210	Electrician Leader	Peter S.N. Concepcion	0
10	4215	Maintenance Custodian	Andres S. Bautista	0
11	4227	Refrig Mech Supvr	Reginald B. Camacho	0
12	4228	Electrician II	David A. Muna	0
13	4273	Maintenance Supervisor	Anthony B. Babauta	0
14	4456	Administrative Officer	Mona M. Duenas	0
15	4587	Management Analyst III	Barbara C. Purugganan	0
16	4635	Plumber Leader	Edward J. Rodriguez	0
17	4920	Carpenter Supervisor	Richard A. Quintanilla Jr.	0
18	69114	Maintenance Worker	Jesse G.P. Barcinas	0
19	69116	Refrig Mech I	Antonio B. Mendoza	0
20	4255(4225) 2/	Electrican Supervisor	Peter E. Lujan	0
21	69115 2/	Maintenance Worker	Rogelio L. Umagat	0
		Total:		\$0
1	VACANCIES	0	0	0
2	4192	Carpenter Leader	Retired Eleazar Z. Baking	0
3	4211	Maintenance Custodian	Retired Florencio C. Billote	0
4	0	Carpenter II	Vacant	0
5	0	Carpenter II	Vacant	0
6	0	Clerk III	Vacant	0
7	0	Maintenance Custodian	Vacant	0
8	0	Painter Leader	Vacant (Benny T. Blas)	0
9	0	Plumber II	Vacant	0
10	0	Refrigeration Mechanic I	Vacant (Thomas J. Duenas)	0
11	0	Refrigeration Mechanic II	Vacant	0
		Total:		\$0

- 1/ 10% of reg. rate, applicable from 6pm- 6am, employee must work 4 hours consecutive after 6pm for entitlement of the pay
2/ Applies to law enforcement personnels
3/ Applies to solid waste employees
4/ 1 ½ of reg. rate of pay from 12am Friday to 12 midnight Sunday
5/ 1 ½ of reg. rate of pay on daily work exceeding 8 hours
6/ Applicable only to GFD ambulatory service personnel. 15% of reg. rate of pay

Function: Transportation and Housing & Economic Development ^{9/}
DEPARTMENT/AGENCY: Public Works
PROGRAM: 1060 Highways
FUND: Guam Highway 5208A111060SE208

Input by Department												Input by Department																											
(A)		(B)		(C)		(D)		(E)		(F)		(G)		(H)		(I)		I-A		(J)		(K)		(L)		(M)		(N)		(O)		(P)		(Q)		(R)		(S)	
No.	Position No.	Position		Name of Incumbent		HAY STUDY Grade/ Step		HAY STUDY Salary		HAY STUDY VARIANCE FROM 2011 BUDGET		Overtime	Special*	Increment		SATISFACTORY LUMP SUM 3.8%		(E+F+G+I) Subtotal	Retirement (J * 27.46%)	Retire (DDI) (\$18.40*26PP)	SSN (6.2% * J)	Medicare (1.45% * J)	Life (1/)	Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)		(J + R) TOTAL											
	Section	Title											Date	Amt.																									
	Administrative Support							\$0	\$0	\$0	\$0				0	\$0	\$ -	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
1	32	Budget & Management Anal	Joaquin R Blaz	N-MIDPOINT	56,268.00	927.00	0	0	Nov-4-2010	1,960	0	\$ 58,228	15,989	479	0	844	174	2,064	192	\$ 19,742	\$ 77,970																		
2	4438	Administrative Assistant	Gloria Cordero	J-00 Open Range	39,491.00	-	0	0	Oct-1-2011	0	0	\$ 39,491	10,844	-	0	573	174	2,064	192	\$ 13,847	\$ 53,338																		
3	4733	Administrative Aide	Juanita L. Campbell	F-00 OPEN RANGE	34,524.00	-	0	0	Feb-1-2011	875		\$ 35,399	9,720	479	0	513	174	2,503	-	\$ 13,390	\$ 48,789																		
	Highway Construction							-	0	0							\$ -	0			-	-	-	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
4	250	Engineer I	Mark J. Abrincia	L-1	37,100.00	3,950.00	0	0	May-2-2011	586	0	\$ 37,686	10,349	479	0	546	174	-	-	\$ 11,548	\$ 49,234																		
5	4080	Engineer I	Candido A. Orbong Jr.	L-5	43,051.00	1,879.00	0	0	Dec-2-2011	0	0	\$ 43,051	11,822	479	0	624	174	4,366	407	\$ 17,872	\$ 60,923																		
6	4096	Construction Inspector III	Jesus G. Almoguera	L-1	37,100.00	2,624.00	0	0	Oct-14-2010	1,406		\$ 38,506	10,574	479	0	558	174	-	-	\$ 11,785	\$ 50,291																		
7	4130	Construction Inspector III	Pacy G. Carpo	L-1	37,100.00	2,624.00	0	0	Oct-14-2010	1,406		\$ 38,506	10,574	479	0	558	174	4,157	349	\$ 16,292	\$ 54,798																		
8	4145	Construction Inspector II	Ed H. Edralin	J-2	32,253.00	1,281.00	0	0	Oct-14-2011	0	0	\$ 32,253	8,857	479	0	468	174	2,064	192	\$ 12,233	\$ 44,486																		
9	4528	Construction Inspector III	Edgardo L. Tolentino	L-1	37,100.00	2,624.00	0	0	Oct-14-2010	1,406	0	\$ 38,506	10,574	479	0	558	174	4,157	349	\$ 16,292	\$ 54,798																		
10	4565	Construction Inspector II	Cecil L. Orsini	J-2	32,253.00	1,281.00	0	0	Sep-27-2011	102	0	\$ 32,355	8,885	-	0	469	174	2,064	-	\$ 11,592	\$ 43,947																		
11	4610	Engineer II	Rigolberto J. Diaz	M-5	47,300.00	2,776.00	0	0	Feb-4-2011	1,195	0	\$ 48,495	13,317	479	0	703	174	-	-	\$ 14,673	\$ 63,167																		
	Highway Programming, Construction & Control							-	0	0							\$ -	0			-	-	-	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
12	4139	Engineer II	Sagrado F. Bilong	M-4	45,573.00	2,555.00	0	0	Mar-30-2011	1,007		\$ 46,580	12,791	479	0	675	174	2,064	192	\$ 16,375	\$ 62,956																		
13	4520	Engineer II	Isidro C. Duarosán	M-6	49,092.00	3,010.00	0	0	Mar-30-2011	1,086	0	\$ 50,178	13,779	-	0	728	174	2,496	209	\$ 17,385	\$ 67,563																		
14	5043	Engineering Technician II	Pedro C. Marquez, III	J-00 Open Range	40,873.00	-	0	0	Oct-3-2011	0	0	\$ 40,873	11,224	-	0	593	174	2,064	192	\$ 14,246	\$ 55,119																		
	Rights-of-Way							-	0	0							\$ -	0			-	-	-	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
15	4582	Land Agent II	Glenn R. Eay	K-1	33,911.00	3,967.00	0	0	Jun-30-2011	428	0	\$ 34,339	9,430	479	0	498	174	6,713	349	\$ 17,642	\$ 51,982																		
	Traffic Engineering Maintenance							-	0	0							\$ -	0			-	-	-	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
16	4564	Engineer III	Romualdo C. Domingo	N-5	52,235.00	2,320.00	0	0	Jan-8-2011	1,484	0	\$ 53,719	14,751	-	0	779	174	4,157	349	\$ 20,211	\$ 73,930																		
17	4618	Electronics Technician II	Vicente P. Cruz	I-6	34,439.00	2,356.00	0	0	Jun-30-2011	435	0	\$ 34,874	9,576	479	0	506	174	2,503	192	\$ 13,430	\$ 48,304																		
18	4680	Electronics Technician Super	Daniel N. Troxel	L-00 Open Range	52,383.00	-	0	0	Jul-12-2011	497.64	0	\$ 52,881	14,521	-	0	767	174	2,503	192	\$ 18,157	\$ 71,038																		
19	4684	Electronics Technician II	Paul U. Camacho	I-6	34,439.00	2,356.00	0	0	Oct-23-2010	1,305.00	0	\$ 35,744	9,815	-	0	518	174	7,020	407	\$ 17,935	\$ 53,679																		
20	5015	Electronics Technician II	William T. Cruz	I-4	31,971.00	2,027.00	0	0	Oct-23-2011	0	0	\$ 31,971	8,779	479	0	464	174	-	-	\$ 9,896	\$ 41,867																		
	1061 Highway Maintenance & Constr				1060 Sub-Total		----	\$ 808,456.00	38,557.00	\$0	\$0	----	15,178	0	823,634	226,170	6,227	-	11,943	3,480	52,960	3,764	304,543	1,128,177															
21	213	Equip Operator I	Isidro C. Muna	F-00 - MAX	36,053.00	(1,262.00)	0	\$763	Nov-9-2010	0	1,370	\$ 38,186	10,486	-	0	554	174	-	-	\$ 11,213	\$ 49,399																		
22	242	Highway Maint Supervisor	Shon DS Muna	L-3	39,965.00	2,837.00	0	845	Sep-30-2011	135	0	\$ 40,945	11,243	-	0	594	174	4,035	209	\$ 16,255	\$ 57,200																		
23	246	Equip Operator II	Raul F. Villacorta	G-00 OpenRange	35,732.00	-	0	756	Jan-10-2011	1,018	0	\$ 37,506	10,299	479	0	544	174	2,503	192	\$ 14,191	\$ 51,697																		
24	257	Equip Operator II	John T. Peredo	G-00 OpenRange	33,356.00	-	0	706	Dec-15-2010	1,056	0	\$ 35,118	9,643	-	0	509	174	4,035	209	\$ 14,570	\$ 49,688																		
25	258	Equip Operator II	Emeterio F. Kakas	G-00 Max	38,277.00	(1,340.00)	0	810	Dec-15-2010	0	1,455	\$ 40,541	11,133	-	0	588	174	2,503	192	\$ 14,590	\$ 55,131																		
26	263	Equip Operator II	Dennis C. Eber Jr.	G-00 OpenRange	33,356.00	-	0	706	Apr-27-2011	634	0	\$ 34,695	9,527	-	0	503	174	-	-	\$ 10,204	\$ 44,900																		
27	4126	Administrative Assistant	Elizabeth E. Barcinas	J-3	33,476.00	210.00	0	708	Oct-1-2010	1,268	0	\$ 35,452	9,735	479	0	514	174	2,503	192	\$ 13,597	\$ 49,050																		
28	4140	Engineer III	James M. Casallo	N-MIDPOINT	56,268.00	927.00	0	1,190	Mar-17-2011	1,247	0	\$ 58,706	16,121	-	0	851	174	4,157	349	\$ 21,652	\$ 80,358																		
29	4330	Automotive Body Work	Martin R. Barcinas	I-6	34,439.00	2,356.00	0	729	Apr-13-2011	653		\$ 35,820	9,836	479	0	519	174	2,503	192	\$ 13,704	\$ 49,524																		
30	4382	Heavy Equip Mechanic Super	Frank A. Cruz	L-5	43,051.00	1,879.00	0	911	Sep-30-2011	136	0	\$ 44,098	12,109	-	0	639	174	-	-	\$ 12,923	\$ 57,020																		
31	4552	Equip Operator III	Nicanor P. Surigao	H-00 Open Range	34,382.00	-	0	727	Feb-2-2011	871	0	\$ 35,980	9,880	-	0	522	174	4,157	349	\$ 15,082	\$ 51,063																		
32	4566	Engineer III	Marlon DC Leano	N-00 Open Range	57,278.00	-	0	1,212	Dec-2-2010	1,814	0	\$ 60,303	16,559	-	0	874	174	2,064	192	\$ 19,863	\$ 80,167																		
33	4571	Program Coordinator II	Claire M. Meno	M-2	42,307.00	2,527.00	0	895	Sep-7-2011	134	0	\$ 43,336	11,900	-	0	628	174	-	-	\$ 12,702	\$ 56,038																		
34	4586	Highway Maint Supt	George A. Bamba	O-1	49,897.00	2,561.00	0	1,056	Nov-9-2011	0	0	\$ 50,953	13,992	-	0	739	174	2,064	192	\$ 17,160	\$ 68,113																		
35	4591	Highway Maint Supervisor	Alfred S. Santos	L-5	43,051.00	1,879.00	0	911	Sep-30-2011	136	0	\$ 44,098	12,109	-	0	639	174	-	-	\$ 12,923	\$ 57,020																		
36	4594	Equip Operator II	Albert M. Alegarbes	G-00 OpenRange	32,228.00	-	0	682	Nov-21-2011	0		\$ 32,910	9,037	-	0	477	174	4,035	209	\$ 13,932	\$ 46,842																		
37	4597	Equip Operator I	Jonathan G. Taienao	F-00 Open Range	32,517.00	(1,139.00)	0	688	Oct-28-2010	1,236	0	\$ 34,441	9,457	479	0	499	174	2,064	192	\$ 12,866	\$ 47,306																		
38	4600	Equip Operator III	David S. Cruz	H-00 Open Range	38,120.00	(1,334.00)	0	806	Nov-29-2010	1,328	0	\$ 40,254	11,054	-	0	584	174	4,035	209	\$ 16,055	\$ 56,309																		
39	4602	Equip Operator II	Fabian J. Tamayo	G-MIDPOINT	30,911.00	1,843.00	0	654	May-4-2011	489	0	\$ 32,054	8,802	-	0	465	174	-	-	\$ 9,441	\$ 41,495																		
40	4604	Equip Operator Leader I	Robert R. San Nicolas	J-00 Open Range	42,304.00	(1,484.00)	0	895	Nov-29-2010	1,474	0	\$ 44,672	12,267	479	0	648	174	6,713	349	\$ 20,630	\$ 65,302																		
41	4607	Highway Sign Worker I	Victor C. Hernandez	E-00 Max	34,051.00	-	0	720	Sep-30-2011	0	1,294	\$ 36,065	9,904	-	0	523	174	4,815	-	\$ 15,415	\$ 51,481																		
42	4611	Equip Operator Leader II	Peter L. Kaai	K-00 Open Range	42,440.00	-	0	898	Sep-30-2011	134	0	\$ 43,472	11,937	-	0	630	174	-	-	\$ 12,742	\$ 56,214																		
43	4612	Equip Operator III	Morris Irizarry	H-00 Max	40,835.00	(1,429.00)	0	864	Nov-29-2010	0	1,552	\$ 43,251	11,877	-	0	627	174	4,157	349	\$ 17,184	\$ 60,435																		
44	4617	Highway Maint Supervisor	Darren C. Muna	L-3	39,965.00	2,837.00	0	845	Sep-30-2011	126	0	\$ 40,937	11,241	-	0	594	174	2,064	192	\$ 14,265	\$ 55,201																		

Function: Transportation and Housing & Economic Development ^{9/}
DEPARTMENT/AGENCY: Public Works
PROGRAM: 1060 Highways
FUND: Guam Highway 5208A111060SE208

Government of Guam
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Agency Staffing Pattern
Hay Study Rate

Input by Department												Input by Department								
(A)		(B)	(C)	(D)	(E)	(F)	(G)	(H)		(I)	I-A	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
No.	Position No.	Position	Name of	HAY STUDY	HAY STUDY	HAY STUDY	Overtime	Special*	Increment		SATISFACTORY	(E+F+G+I)	Retirement	Retire (DDI)	SSN	Medicare	Life	Medical	Dental	Total Bene
	Section	Title	Incumbent	Step	Salary	FROM 2011 BUDGET			Date	Amt.	LUMP SUM									
45	4625	Equip Operator III	Antonio S.A. Mendiola	H-00 Max	40,835.00	(1,429.00)	0	864	Nov-29-2010	0	1,552	\$ 43,251	11,877	-	0	627	174	-	-	\$ 12
46	4629	Highway Sign Worker I	Christopher A. Duenas	E-MIDPOINT	26,369.00	1,385.00	0	558	Mar-30-2011	585	0	\$ 27,511	7,555	479	0	399	174	2,496	209	\$ 11
47	4652	Equip Operator II	Roy Q. Taimanglo	G-00 Open Range	32,228.00	-	0	682				\$ 32,910	9,037	-	0	477	174	7,020	407	\$ 17
48	4659	Carpenter Leader	Pedro R. Perez	J-6	37,427.00	1,809.00	0	792	Oct-1-2011	0	0	\$ 38,219	10,495	479	0	554	174	4,815	259	\$ 16
49	4660	Equip Operator II	Benny Q. Ignacio	G-5	28,695.00	1,546.00	0	607	Jul-10-2011	272	0	\$ 29,574	8,121	-	0	429	174	-	-	\$ 8
50	4664	Highway Sign Worker Leade	Edward F. Benavente	H-MIDPOINT	33,150.00	(69.00)	0	701	Oct-26-2010	1,260		\$ 35,111	9,641	-	0	509	174	-	-	\$ 10
51	4666	Equip Operator I	Mariano C. Salas	F-00 Open Range	33,656.00	-	0	712	Mar-17-2011	746	0	\$ 35,114	9,642	479	0	509	174	2,496	209	\$ 13
52	4679	Highway Sign Worker I	Eugene VS San Nicolas	E-00 Open Range	28,670.00	-	0	606	Sep-30-2011	91	0	\$ 29,367	8,064	-	0	426	174	2,503	192	\$ 11
53	4683	Equip Operator III	David G. Tedtaotao	H-00 Open Range	34,382.00	(1,203.00)	0	727	Nov-29-2010	1,089	0	\$ 36,198	9,940	-	0	525	174	2,503	192	\$ 13
54	4687	Equip Operator III	Eugene F. Francisco	H-MIDPOINT	33,150.00	1,054.00	0	701	Jan-17-2011	945	0	\$ 34,796	9,555	-	0	505	174	2,503	192	\$ 12
55	4693	Equip Operator III	Jesus S. Castro	H-MIDPOINT	33,150.00	1,054.00	0	701	Jan-20-2011	945		\$ 34,796	9,555	-	0	505	174	2,503	192	\$ 12
56	4758	Equip Operator III	Rudy S. Angoco	H-MIDPOINT	33,150.00	2,139.00	0	701	Nov-29-2011	0	0	\$ 33,851	9,296	479	0	491	174	2,972	-	\$ 13
57	4770	Equip Operator III	Andrew R. Crisostomo	H-MIDPOINT	33,150.00	2,139.00	0	701	Nov-29-2011	0	0	\$ 33,851	9,296	-	0	491	174	-	-	\$ 9
58	4979	Equip Operator I	Eric J. Cruz	F-4	25,906.00	1,217.00	0	548	Feb-28-2011	655	0	\$ 27,109	7,444	479	0	393	174	-	-	\$ 8
59	5053	Equip Operator II	Kennedy B. Mariur	G-4	27,648.00	1,436.00	0	585	Sep-4-2011	87	0	\$ 28,320	7,777	479	0	411	174	2,496	209	\$ 11
WARM BODIES			Total:	----	2,234,281	61,503.00	0.00	30,162	----	35,739	7,222	\$ 2,307,404	633,613	11,496	0	33,457	10,266	143,676	9,591	\$ 842
VACANCIES																				
	4124	Administrative Officer	Vacant Bertha R. Pereda				0	0				\$ -	0	479	0	0	174	4,035	209	\$ 4
		Equip Operator II	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Equip Operator II	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Chief of Operations	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Automotive Mechanic II	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Equip Operator III	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Equip Operator II	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Equip Operator II	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Equip Operator III	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Highway Sign Worker Leade	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Equip Operator II	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Equip Operator II	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Equip Operator II	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Carpenter II	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Equip Operator II	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Equip Operator III	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Equip Operator III	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Planner IV	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Chief Planner	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Planning Technician II	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Word Processing Secretary	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Program Coordinator II	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
		Rights-of-Way Supervisor	Vacant (Cynthia U. Jackson)				0	0				\$ -	0	-	0	0	0	-	-	\$
		Land Agent Supervisor	Vacant				0	0				\$ -	0	-	0	0	0	-	-	\$
VACANCIES			Total:	----	0		0	0	----	0	0	\$ -	0	479	0	0	174	4,035	209	\$ 4
WARM BODIES & VACANCIES			Total:	----	2,234,281		0	30,162	----	35,739.24	7,221.94	\$ 2,307,404	633,613	11,975	0		10,440	147,711	9,800	\$ 846

9/ Housing Management Section has been transferred to Guam Housing and Urban Renewal Authority based upon a previous budget act, however FTEs remain at DPW Building Maintenance Division.

Function: Transportation and Housing & Economic Development ^{9/}
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Input by Department												Input by Department							
(A)		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	I-A	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
No.	Position No.	Position	Name of	HAY STUDY	HAY STUDY	HAY STUDY			Increment	SATISFACTORY	(E+F+G+I)	Benefits					Medical	Dental	Total Bene
	Section	Title	Incumbent	Grade/ Step	Salary	FROM 2011 BUDGET	Overtime	Special*	Date	Amt.		LUMP SUM	Retirement	Retire (DDI)	SSN	Medicare			
										3.8%	Subtotal	(J * 27.46%)	(\$18.40*26PP)	(6.2% * J)	(1.45% * J)	(1/)			

5 Ralph Terlaje Hw
5 Fortuno Poblete Hw
5 John Calanayan Hw
5 Reynaldo Junio Hw

5 Jeri Calaor Hw
8 Josephine Torres Hw
Department to submit documents in FY2010 to address discrepancies.
JOM (Job Order Master)
PA (Personnel Action)

Input by Department												
Special Pay Categories												
(A)		(B)	(C)	(K)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	
						1/ Night Differen tial Pay 10%	2/ Hazard 10%	3/ Hazard 8%	4/ Nurse Sunday Pay 1.5	5/ Nurse Pay 1.5	6/ EMT Pay 15%	
Position No.	Section	Position Title	Name of Incumbent	(E+F+G+H+I+J) Subtotal	Holiday Pay							
				\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	
1	32	Budget & Management Anal	Joaquin R Blaz	0	0	0	0	0	0	0	0	
2	4438	Administrative Assistant	Gloria Cordero	0	0	0	0	0	0	0	0	
3	4733	Administrative Aide	Juanita L. Campbell	0	0	0	0	0	0	0	0	
0	Highway C	0	0	0	0	0	0	0	0	0	0	
4	250	Engineer I	Mark J. Abrincia	0	0	0	0	0	0	0	0	
5	4080	Engineer I	Candido A. Orbong Jr.	0	0	0	0	0	0	0	0	
6	4096	Construction Inspector III	Jesus G. Almoguera	0	0	0	0	0	0	0	0	
7	4130	Construction Inspector III	Pacy G. Carpo	0	0	0	0	0	0	0	0	
8	4145	Construction Inspector II	Ed H. Edralin	0	0	0	0	0	0	0	0	
9	4528	Construction Inspector III	Edgardo L. Tolentino	0	0	0	0	0	0	0	0	
10	4565	Construction Inspector II	Cecil L. Orsini	0	0	0	0	0	0	0	0	
11	4610	Engineer II	Rigolberto J. Diaz	0	0	0	0	0	0	0	0	
0	Highway P	0	0	0	0	0	0	0	0	0	0	
12	4139	Engineer II	Sagrado F. Bilong	0	0	0	0	0	0	0	0	
13	4520	Engineer II	Isidro C. Duarosan	0	0	0	0	0	0	0	0	
14	5043	Engineering Technician II	Pedro C. Marquez, III	0	0	0	0	0	0	0	0	
0	Rights-of-V	0	0	0	0	0	0	0	0	0	0	
15	4582	Land Agent II	Glenn R. Eay	0	0	0	0	0	0	0	0	
0	Traffic Eng	0	0	0	0	0	0	0	0	0	0	
16	4564	Engineer III	Romualdo C. Domingo	0	0	0	0	0	0	0	0	
17	4618	Electronics Technician II	Vicente P. Cruz	0	0	0	0	0	0	0	0	
18	4680	Electronics Technician Super	Daniel N. Troxel	0	0	0	0	0	0	0	0	
19	4684	Electronics Technician II	Paul U. Camacho	0	0	0	0	0	0	0	0	
20	5015	Electronics Technician II	William T. Cruz	0	0	0	0	0	0	0	0	
0	1061 High	0	1060 Sub-Total	0	0	0	0	0	0	0	0	
21	213	Equip Operator I	Isidro C. Muna	789	763	0	0	0	0	0	0	
22	242	Highway Maint Supervisor	Shon DS Muna	785	845	0	0	0	0	0	0	
23	246	Equip Operator II	Raul F. Villacorta	756	756	0	0	0	0	0	0	

Function: Transportation and Housing & Economic Development ^{9/}
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Hay Study Rate

Input by Department												Input by Department								
(A)		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	I-A	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
No.	Position No.	Position	Name of	HAY STUDY	HAY STUDY	HAY STUDY	Overtime	Special*	Increment		SATISFACTORY LUMP SUM	(E+F+G+I) Subtotal	Retirement (J * 27.46%)	Retire (DDI) (\$18.40*26PP)	SSN (6.2% * J)	Medicare (1.45% * J)	Life (1/)	Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)
	Section	Title	Incumbent	Grade/ Step	Salary	FROM 2011 BUDGET			Date	Amt.										
25	258	Equip Operator II	Emeterio F. Kakas	838	810		0	0	0	0	0	0								
26	263	Equip Operator II	Dennis C. Eber Jr.	706	706		0	0	0	0	0	0								
27	4126	Administrative Assistant	Elizabeth E. Barcinas	704	708		0	0	0	0	0	0								
28	4140	Engineer III	James M. Casallo	1,171	1,190		0	0	0	0	0	0								
29	4330	Automotive Body Work	Martin R. Barcinas	679	729		0	0	0	0	0	0								
30	4382	Heavy Equip Mechanic Super	Frank A. Cruz	871	911		0	0	0	0	0	0								
31	4552	Equip Operator III	Nicanor P. Surigao	727	727		0	0	0	0	0	0								
32	4566	Engineer III	Marlon DC Leano	1,212	1,212		0	0	0	0	0	0								
33	4571	Program Coordinator II	Claire M. Meno	842	895		0	0	0	0	0	0								
34	4586	Highway Maint Supt	George A. Bamba	1,001	1,056		0	0	0	0	0	0								
35	4591	Highway Maint Supervisor	Alfred S. Santos	871	911		0	0	0	0	0	0								
36	4594	Equip Operator II	Albert M. Alegarbes	682	682		0	0	0	0	0	0								
37	4597	Equip Operator I	Jonathan G. Taienao	712	688		0	0	0	0	0	0								
38	4600	Equip Operator III	David S. Cruz	835	806		0	0	0	0	0	0								
39	4602	Equip Operator II	Fabian J. Tamayo	615	654		0	0	0	0	0	0								
40	4604	Equip Operator Leader I	Robert R. San Nicolas	926	895		0	0	0	0	0	0								
41	4607	Highway Sign Worker I	Victor C. Hernandez	720	720		0	0	0	0	0	0								
42	4611	Equip Operator Leader II	Peter L. Kaai	898	898		0	0	0	0	0	0								
43	4612	Equip Operator III	Morris Irizarry	894	864		0	0	0	0	0	0								
44	4617	Highway Maint Supervisor	Darren C. Muna	785	845		0	0	0	0	0	0								
45	4625	Equip Operator III	Antonio S.A. Mendiola	894	864		0	0	0	0	0	0								
46	4629	Highway Sign Worker I	Christopher A. Duenas	529	558		0	0	0	0	0	0								
47	4652	Equip Operator II	Roy Q. Taimanglo	682	682		0	0	0	0	0	0								
48	4659	Carpenter Leader	Pedro R. Perez	753	792		0	0	0	0	0	0								
49	4660	Equip Operator II	Benny Q. Ignacio	574	607		0	0	0	0	0	0								
50	4664	Highway Sign Worker Leader	Edward F. Benavente	703	701		0	0	0	0	0	0								
51	4666	Equip Operator I	Mariano C. Salas	712	712		0	0	0	0	0	0								
52	4679	Highway Sign Worker I	Eugene VS San Nicolas	606	606		0	0	0	0	0	0								
53	4683	Equip Operator III	David G. Tedtaotao	753	727		0	0	0	0	0	0								
54	4687	Equip Operator III	Eugene F. Francisco	679	701		0	0	0	0	0	0								
55	4693	Equip Operator III	Jesus S. Castro	679	701		0	0	0	0	0	0								
56	4758	Equip Operator III	Rudy S. Angoco	656	701		0	0	0	0	0	0								
57	4770	Equip Operator III	Andrew R. Crisostomo	656	701		0	0	0	0	0	0								
58	4979	Equip Operator I	Eric J. Cruz	522	548		0	0	0	0	0	0								
59	5053	Equip Operator II	Kennedy B. Mariur	554	585		0	0	0	0	0	0								
WAR	0		Total:	29,676	30,162		0	0	0	0	0	0								
0	VACANCIES	0	0	0	0		0	0	0	0	0	0								
0	4124	Administrative Officer	Vacant Bertha R. Pereda	0	0		0	0	0	0	0	0								
0	0	Equip Operator II	Vacant	0	0		0	0	0	0	0	0								
0	0	Equip Operator II	Vacant	0	0		0	0	0	0	0	0								
0	0	Chief of Operations	Vacant	0	0		0	0	0	0	0	0								
0	0	Automotive Mechanic II	Vacant	0	0		0	0	0	0	0	0								
0	0	Equip Operator III	Vacant	0	0		0	0	0	0	0	0								
0	0	Equip Operator II	Vacant	0	0		0	0	0	0	0	0								
0	0	Equip Operator II	Vacant	0	0		0	0	0	0	0	0								
0	0	Equip Operator III	Vacant	0	0		0	0	0	0	0	0								
0	0	Highway Sign Worker Leader	Vacant	0	0		0	0	0	0	0	0								
0	0	Equip Operator II	Vacant	0	0		0	0	0	0	0	0								
0	0	Equip Operator II	Vacant	0	0		0	0	0	0	0	0								
0	0	Equip Operator II	Vacant	0	0		0	0	0	0	0	0								

Function: Transportation and Housing & Economic Development ^{9/}
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Hay Study Rate

Input by Department												Input by Department						Input by Department		
(A)		(B)	(C)	(D)	(E)	(F)	(G)	(H)		(I)	I-A	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
No.	Position No.	Position	Name of	HAY STUDY	HAY STUDY	HAY STUDY	Overtime	Special*	Increment		SATISFACTORY LUMP SUM	(E+F+G+I) Subtotal	Retirement (J * 27.46%)	Retire (DDI) (\$18.40*26PP)	SSN (6.2% * J)	Medicare (1.45% * J)	Life (1/)	Medical (Premium)	Dental (Premium)	Total Bene (K thru
	Section	Title	Incumbent	Step	Salary	FROM 2011 BUDGET			Date	Amt.										
0	0	Equip Operator III	Vacant	0	0		0	0	0	0	0	0								
0	0	Equip Operator III	Vacant	0	0		0	0	0	0	0	0								
0	0	Planner IV	Vacant	0	0		0	0	0	0	0	0								
0	0	Chief Planner	Vacant	0	0		0	0	0	0	0	0								
0	0	Planning Technician II	Vacant	0	0		0	0	0	0	0	0								
0	0	Word Processing Secretary	Vacant	0	0		0	0	0	0	0	0								
0	0	Program Coordinator II	Vacant	0	0		0	0	0	0	0	0								
0	0	Rights-of-Way Supervisor	Vacant (Cynthia U. Jackson)	0	0		0	0	0	0	0	0								
0	0	Land Agent Supervisor	Vacant	0	0		0	0	0	0	0	0								
			Total:	29,676	30,162		0	0	0	0	0	0								
0	0	0	0	0	0		0	0	0	0	0	0								
			Total:	29,676	30,162		0	0	0	0	0	0								

- 1/ 10% of reg. rate, applicable from 6pm- 6am, employee must work 4 hours consecutive after 6pm for entitlement of the pay
- 2/ Applies to law enforcement personnels
- 3/ Applies to solid waste employees
- 4/ 1 ½ of reg. rate of pay from 12am Friday to 12 midnight Sunday
- 5/ 1 ½ of reg. rate of pay on daily work exceeding 8 hours
- 6/ Applicable only to GFD ambulatory service personnel. 15% of reg. rate of pay

Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

[BBMR SP-1]

Function: Transportation and Housing & Economic Development ^{7/}
DEPARTMENT/AGENCY: Public Works
PROGRAM: 1010 Capital Improvement Projects
FUND: Guam Highway 5208A111010SE208

Office of Chief Engineer
Building Permits & Inspection
Construction Quality Control
Contracts Administration
Design & Analysis
Planning

Input by Department												Input by Department																				
(A)		(B)		(C)		(D)		(E)		(F)		(G)		(H)		(I)		I-A	(J)		(K)	(L)	(M)	(N)	(O)	(P)		(Q)	(R)		(S)	
No.	Position No. / Section	Position Title		Name of Incumbent		HAY STUDY Grade/ Step		HAY STUDY Salary		HAY STUDY VARIANCE DM 2011 BUDG		Overtime	Special*	Increment Date Amt.		SATISFACTORY LUMP SUM 3.8%	(E+F+G+I) Subtotal	Retirement (J * 27.46%)	Retire (DDI) 18.40*26P	SS (6.2% * J)	Medicare (1.45% * J)	Life (1/)	Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)		(J + R) TOTAL					
						\$0	\$0	\$0	\$0		\$0		\$0		\$0	0	\$ -	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$ -	\$ -				
1	4076 / OCE	Administrative Aide		Patrick M. Benavente	586-74-7719	F-MIDPOINT		28,964.00	1,585.00	-	\$0		Dec-15-2010	917	0	\$ 29,881	8,205	479	0	433	174	2,064	-	\$ 11,356	\$ 41,237							
2	4691 / OCE	Buyer II		David C.Q. Palomo	459-82-6503	I-MIDPOINT		35,744.00	159.00	-	\$0		Jul-1-2011	340	0	\$ 36,084	9,909	0	0	523	174	-	-	\$ 10,606	\$ 46,689							
3	4129 / OCE	Engineer III		Maryrose M. Wilson	586-84-5563	N-MIDPOINT		56,268.00	2,798.00	-	\$0		Dec-2-2010	1,782	0	\$ 58,050	15,940	0	0	842	174	-	-	\$ 16,956	\$ 75,006							
4	4545 / OCE	Engineer Supervisor		Liberty A. Perez	586-88-5132	P-4		62,037.00	2,826.00	-	\$0		Nov-4-2010	2,155	0	\$ 64,192	17,627	479	0	931	174	2,503	192	\$ 21,906	\$ 86,098							
5	5218 / OCE 4/	Solid Waste Mgmt Assistant Supt		Eleanor F. Borja	586-01-5314	N-00 - OPEN RANGE		59,283.00	-	-	\$0		Feb-19-2011	1,502	0	\$ 60,785	16,692	479	0	881	174	2,064	192	\$ 20,482	\$ 81,266							
6	4064 / BPI	Bldg Insp & Permits Administrator		Jesus Q. Ninete	586-01-5617	P-00 - OPEN RANGE		79,318.79	-	-	\$0		Oct-8-2011	0	0	\$ 79,319	21,781	0	0	1,150	174	2,972	-	\$ 26,077	\$ 105,396							
7	4069	Chief Building Inspector		Joseph D. Guevara	508-92-9804	O-1		49,897.00	11,181.00	-	\$0		Sep-2-2011	158	0	\$ 50,055	13,745	479	0	726	-	6,713	349	\$ 22,012	\$ 72,066							
8	4089 / BPI	Building Inspector I		Vincent B. Wonpat	586-07-3540	I-00 - OPEN RANGE		36,816.00	-	-	\$0		Nov-2-2011	0	0	\$ 36,816	10,110	0	0	534	174	2,503	192	\$ 13,513	\$ 50,329							
9	4084 / BPI	Building Inspector II		Peter S. Trinidad	586-05-5001	J-MIDPOINT		38,845.00	690.00	-	\$0		Jun-7-2011	492	0	\$ 39,337	10,802	479	0	570	174	-	-	\$ 12,025	\$ 51,362							
10	4637 / BPI	Building Inspector II		Antonio B. Bernadas	586-64-1114	J-00 - OPEN RANGE		40,873.00	-	-	\$0		Feb-14-2011	1,035	0	\$ 41,908	11,508	0	0	608	174	2,064	192	\$ 14,545	\$ 56,454							
11	RRMC-035(270) B	Construction Inspector III		Sandie M. Diaz	586-70-9432	L-MIDPOINT		46,375.00	2,270.00	-	\$0		Mar-21-2011	1,028	0	\$ 47,403	13,017	0	0	687	174	2,503	-	\$ 16,381	\$ 63,784							
12	4075 / CQC 5/	Construction Inspector III		Vincent TQ Pereda	586-07-4855	L-00 - OPEN RANGE		48,900.00	-	-	\$0		Oct-1-2011	0	0	\$ 48,900	13,428	0	0	709	174	-	-	\$ 14,311	\$ 63,211							
13	4124(4077) CQC	Construction Inspector III		Richard B. Miner	586-64-4810	L-6		44,682.00	2,069.00	-	\$0		Nov-3-2011	0	0	\$ 44,682	12,270	0	0	648	174	2,064	192	\$ 15,347	\$ 60,029							
14	4113 / CQC	Engineer Supervisor		Ariel C. Evarola	586-92-6105	P-2		57,590.00	2,316.00	-	\$0		Nov-17-2010	2,001	0	\$ 59,591	16,364	0	0	864	174	4,157	349	\$ 21,908	\$ 81,499							
15	4122 / CQC	Engineer II		Timmy O. Gonzaga	586-04-4360	M-4		45,573.00	2,555.00	-	\$0		Jun-30-2011	576	0	\$ 46,149	12,672	479	0	669	174	4,035	209	\$ 18,238	\$ 64,387							
16	4524 CQC 2/	Engineer II		Amado E. Galang	551-77-4440	M-00 - OPEN RANGE		51,092.00	-	-	\$0		Jul-21-2011	485	0	\$ 51,577	14,163	0	0	748	174	2,064	192	\$ 17,341	\$ 68,918							
17	4544 / CQC	Construction Inspector II		Pablito S. Ligon	586-82-1654	J-MIDPOINT		38,845.00	690.00	-	\$0		Apr-5-2011	738	0	\$ 39,583	10,870	0	0	574	174	2,064	-	\$ 13,681	\$ 53,264							
18	4561 / CQC	Engineer II		Faustino P. Punzalan	586-64-2036	M-00 - OPEN RANGE		52,880.00	-	-	\$0		May-1-2011	837	0	\$ 53,717	14,751	0	0	779	174	4,815	259	\$ 20,778	\$ 74,495							
19	4147 - CA	Management Analyst IV (in lieu of E		Maria G. Duarte	586-64-4516	N-2		46,720.00	3,230.00	-	\$0		Aug-21-2011	295	0	\$ 47,015	12,910	0	0	682	174	2,064	192	\$ 16,022	\$ 63,037							
20	5047(4525) CA 2/	Engineer II		Rogelio J. Capati	586-72-5502	M-MIDPOINT		50,953.00	3,258.00	-	\$0		Sep-30-2011	161	0	\$ 51,114	14,036	0	0	741	174	6,713	349	\$ 22,013	\$ 73,127							
21	4537 / DA	Engineer II (Civil)		Arce O. Fontbuena	586-92-9957	M-5		47,300.00	2,776.00	-	\$0		Nov-7-2011	0	0	\$ 47,300	12,989	479	0	686	174	4,035	209	\$ 18,571	\$ 65,871							
22	4716	Engineer Supervisor		Dionisio M. De Leon	586-62-9523	P-6		66,828.00	3,400.00	-	\$0		Jul-23-2011	633	0	\$ 67,461	18,525	0	0	978	174	2,064	192	\$ 21,933	\$ 89,394							
23	4122(202) P 2/	Planner II		Anuasily R. Deveza	586-68-1338	L-00 - OPEN RANGE		52,880.00	-	-	\$0		Feb-11-2011	1,340	0	\$ 54,220	14,889	0	0	786	174	2,064	-	\$ 17,913	\$ 72,132							
24	4132	Customer Svc Rep (in lieu of Chief		Clarissa F. Guevara	573-53-2003	H-6		31,940.00	1,978.00	-	\$0		Apr-11-2011	605	0	\$ 32,545	8,937	479	0	472	174	4,035	209	\$ 14,305	\$ 46,850							
25	5040 4/	Construction Inspector II		Ralph E. Terlaje	586-66-3141	J-MIDPOINT		38,845.00	690.00	-	\$0		Feb-9-2011	984	0	\$ 39,829	10,937	0	0	578	174	2,064	192	\$ 13,944	\$ 53,773							
26	4087 4/	Construction Inspector III		Fortuno T. Poblete	586-76-3648	L-2		38,506.00	2,704.00	-	\$0		Oct-14-2011	0	0	\$ 38,506	10,574	479	0	558	174	2,972	-	\$ 14,757	\$ 53,263							
27	4159 4/	Engineer Supervisor		John F. Calanayan	586-76-9638	P-1		55,488.00	5,741.00	-	\$0		Sep-30-2011	175	0	\$ 55,663	15,285	479	0	807	174	4,035	209	\$ 20,989	\$ 76,652							
28	4539 4/	Engineer II		Reynaldo T. Junio	586-84-4465	M-2		42,307.00	2,157.00	-	\$0		Nov-12-2010	1,469	0	\$ 43,776	12,021	479	0	635	174	6,713	349	\$ 20,371	\$ 64,147							
29	4143 4/	Engineer II		Jeri C. Calaor	586-13-0274	M-4		45,573.00	2,555.00	-	\$0		Mar-30-2011	1,007	0	\$ 46,580	12,791	479	0	675	174	2,064	-	\$ 16,183	\$ 62,764							
30	4579 (4557) 2/ 6/	Chief Planner		Josephine U. Torres	586-62-1447	Q-1		60,482.00	8,893.00	-	\$0		Feb-22-2011	1,528	0	\$ 62,010	17,028	0	0	899	174	4,035	209	\$ 22,345	\$ 84,355							
31	69102 / CA 3/	Administrative Assistant		Catherine SN Cruz	586-64-9923	J-00 - OPEN RANGE		39,491.00	-	-	\$0		Feb-14-2011	1,000	0	\$ 40,491	11,119	0	-	587	174	4,035	209	\$ 16,124	\$ 56,615							
WARM BODIES				Total:		-----		1,491,295.79	66,521.00	0	0	-----	23,244	0	\$ 1,514,540	415,893	5,748	0	21,961	5,219	89,476	4,636	\$ 542,932	\$ 2,057,472								

VACANCIES

FTE USED FOR CL	Chief Engineer, P.E.	Vacant (Above-Step Recruitment)								\$	-	12,149	0	0	642	174	1500	209	17,208	61,450
4572 - OCE 3/	Engineer Supervisor	Vacant Danilo R. Galiza								\$	-	10,119	0	0	534	174	1500	209	15,071	51,921
4073 / BPI	Building Inspector II	Vacated Joseph D. Guevara								\$	-	6,300	0	0	333	174	1500	209	11,050	33,992
4690(5110) DA 2	Engineer III (Civil)	Vacated Dionisio M. De Leon								\$	-	8,530	0	0	450	174	1500	209	13,398	44,462
	Customer Svc Rep (in lieu of Eng A	JAIME VILLANUEVA								\$	-	9,772	0	0	516	174	1500	209	14,705	50,290
	Customer Svc Supvr (in lieu of Eng	ENGINEER SUPERVISOR								\$	-	10,119	0	0	534	174	1500	209	15,071	51,921
	Construction Inspector II	Vacant								\$	-	0	0	0	0	0		-	0	0
	Construction Inspector III	Vacant								\$	-	0	0	0	0	0		-	0	0
	Construction Inspector III	Vacant								\$	-	0	0	0	0	0		-	0	0
	Engineer II	Vacant								\$	-	0	0	0	0	-		-	0	0
	Planner III	Vacant								\$	-	0	0	0	0	0		-	0	0
VACANCIES		Total:	-----	0	0	0	0	0	0	0	0	56,989	0	0	3,009	1,044	9,000	1,253	86,504	294,037
WARM & VACANCIES		Total:	-----	1,491,296	0	0	-----	23,244	0	1,514,540	451,935	5,748	0	20,276	6,263	-----	5,888	603,795	2,249,589	

6/ Housing Management Section has been transferred to Guam Housing and Urban Renewal Authority based upon a previous budget act, however FTEs remain at BPW Building Maintenance Division.

Footnote #	Reference	DOA Record	Charged to
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Function: Transportation and Housing & Economic Development ^{7/}
DEPARTMENT/AGENCY: Public Works
PROGRAM: 1010 Capital Improvement Projects
FUND: Guam Highway 5208A111010SE208

Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

Office of Chief Engineer
Building Permits & Inspection
Construction Quality Control
Contracts Administration
Design & Analysis
Planning

Input by Department																	Input by Department					
(A)		(B)	(C)		(D)	(E)		(F)	(G)	(H)		(I)	I-A	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
No.	Position No. / Section	Position Title	Name of Incumbent		HAY STUDY Grade/ Step	HAY STUDY Salary	HAY STUDY VARIANCE DM 2011 BUDG	Overtime	Special*	Increment		SATISFACTORY LUMP SUM 3.8%	(E+F+G+I) Subtotal	Retirement (J * 27.46%)	Retire (DDI) 18.40*26P	SS (6.2% * J)	Medicare (1.45% * J)	Life (1/)	Medical (Premium)	Dental (Premium)	Total (K + L + M + N + O + P + Q)	
						\$0	\$0	\$0	\$0	Date	Amt.	0		-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$

* Special Pay
1/ Life Benefit
2/ Position No. / Section
3/ Danilo Galiza Hwy CIP
4/ Eleanor Borja SWM CIP
5/ Vincent Pereda Hwy CIP
5/ Richard Miner Hwy CIP
Department to submit documents in FY2010 to address discrepancies.
JOM (Job Order Master)
PA (Personnel Action)

Function: Transportation and Housing & Economic Development ^{7/}
DEPARTMENT/AGENCY: Public Works
PROGRAM: 1010 Capital Improvement Projects
FUND: Guam Highway 5208A111010SE208

Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
Hay Study Rate

Office of Chief Engineer
Building Permits & Inspection
Construction Quality Control
Contracts Administration
Design & Analysis
Planning

Input by Department												Input by Department								
(A)		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	I-A	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
No.	Position No. / Section	Position Title	Name of Incumbent	HAY STUDY Grade/ Step	HAY STUDY Salary	HAY STUDY VARIANCE DM 2011 BUD	Overtime	Special*	Increment		SATISFACTORY LUMP SUM 3.8%	(E+F+G+I) Subtotal	Retirement (J * 27.46%)	Retire (DD) 18.40*26P	SS (6.2% * J)	Medicare (1.45% * J)	Life (1/)	Medical (Premium)	Dental (Premium)	Total (K t
					\$0	\$0	\$0	\$0	Date	Amt.	0	\$ -	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$
Input by Department																				
Special Pay Categories																				
(A)	(B)	(C)	(D)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)									
No.	Position No. / Section	Position Title	Name of Incumbent	Holiday Pay	Holiday Pay	Night Differential Pay 10%	Hazard 10%	Hazard 8%	Nurse Sunday Pay 1.5	Nurse Pay 1.5	EMT Pay 15%	(E+F+G+H+I+J) Subtotal								
				\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0								
		Chief Engineer, P.E.	Vacant (Above-Step Recruitm	0	0	0	0	0	0	0	0	0								
1	4076 / OCE	Administrative Aide	Patrick M. Benavente	0	0	0	0	0	0	0	0	0								
2	4691 / OCE	Buyer II	David C.Q. Palomo	0	0	0	0	0	0	0	0	0								
3	4129 / OCE	Engineer III	Maryrose M. Wilson	0	0	0	0	0	0	0	0	0								
4	4545 / OCE	Engineer Supervisor	Liberty A. Perez	0	0	0	0	0	0	0	0	0								
0	4572 - OCE 3/	Engineer Supervisor	Vacant Danilo R. Galiza	0	0	0	0	0	0	0	0	0								
5	5218 / OCE 4/	Solid Waste Mgmt Assistant Supt	Eleanor F. Borja	0	0	0	0	0	0	0	0	0								
6	4064 / BPI	Bldg Insp & Permits Administrator	Jesus Q. Ninete	0	0	0	0	0	0	0	0	0								
		Chief Building Inspector	Joseph D. Guevara	0	0	0	0	0	0	0	0	0								
8	4089 / BPI	Building Inspector I	Vincent B. Wonpat	0	0	0	0	0	0	0	0	0								
0	4073 / BPI	Building Inspector II	Vacated Joseph D. Guevara	0	0	0	0	0	0	0	0	0								
9	4084 / BPI	Building Inspector II	Peter S. Trinidad	0	0	0	0	0	0	0	0	0								
10	4637 / BPI	Building Inspector II	Antonio B. Bernadas	0	0	0	0	0	0	0	0	0								
11	RRMC-035(270) BPI 2/	Construction Inspector III	Sandie M. Diaz	0	0	0	0	0	0	0	0	0								
12	4075 / CQC 5/	Construction Inspector III	Vincent TQ Pereda	0	0	0	0	0	0	0	0	0								
	4124(4077) CQC 2/ 5/	Construction Inspector III	Richard B. Miner	0	0	0	0	0	0	0	0	0								
14	4113 / CQC	Engineer Supervisor	Ariel C. Evarola	0	0	0	0	0	0	0	0	0								
15	4122 / CQC	Engineer II	Timmy O. Gonzaga	0	0	0	0	0	0	0	0	0								
16	4524 CQC 2/	Engineer II	Amado E. Galang	0	0	0	0	0	0	0	0	0								
17	4544 / CQC	Construction Inspector II	Pablito S. Ligon	0	0	0	0	0	0	0	0	0								
18	4561 / CQC	Engineer II	Faustino P. Punzalan	0	0	0	0	0	0	0	0	0								
19	4147 - CA	Management Analyst IV (in lieu of Eng II	Maria G. Duarte	0	0	0	0	0	0	0	0	0								
20	5047(4525) CA 2/	Engineer II	Rogelio J. Capati	0	0	0	0	0	0	0	0	0								
21	4537 / DA	Engineer II (Civil)	Arce O. Fontbuena	0	0	0	0	0	0	0	0	0								
0	4690(5110) DA 2/	Engineer III (Civil)	Vacated Dionisio M. De Leon	0	0	0	0	0	0	0	0	0								
22	4716	Engineer Supervisor	Dionisio M. De Leon	0	0	0	0	0	0	0	0	0								
23	4122(202) P 2/	Planner II	Anuasily R. Deveza	0	0	0	0	0	0	0	0	0								
24	4132	Customer Svc Rep (in lieu of Chief Engr	Clarissa F. Guevara	0	0	0	0	0	0	0	0	0								
25	5040 4/	Construction Inspector II	Ralph E. Terlaje	0	0	0	0	0	0	0	0	0								
26	4087 4/	Construction Inspector III	Fortuno T. Poblete	0	0	0	0	0	0	0	0	0								
27	4159 4/	Engineer Supervisor	John F. Calanayan	0	0	0	0	0	0	0	0	0								
28	4539 4/	Engineer II	Reynaldo T. Junio	0	0	0	0	0	0	0	0	0								
29	4143 4/	Engineer II	Jeri C. Calaor	0	0	0	0	0	0	0	0	0								
30	4579 (4557) 2/ 6/	Chief Planner	Josephine U. Torres	0	0	0	0	0	0	0	0	0								
31	69102 / CA 3/	Administrative Assistant	Catherine SN Cruz	0	0	0	0	0	0	0	0	0								
TOTAL				0	0	0	0	0	0	0	0	0								
0	0	0	0	0	0	0	0	0	0	0	0	0								
0	VACANCIES	0	0	0	0	0	0	0	0	0	0	0								
		Construction Inspector III	Vacant	0	0	0	0	0	0	0	0	0								
		Engineer II	Vacant	0	0	0	0	0	0	0	0	0								
		Planner III	Vacant	0	0	0	0	0	0	0	0	0								
TOTAL				0	0	0	0	0	0	0	0	0								

1/ 10% of reg. rate, applicable from 6pm- 6am, employee must work 4 hours consecutive after 6pm for entitlement of the pay
2/ Applies to law enforcement personnels
3/ Applies to solid waste employees
4/ 1 ½ of reg. rate of pay from 12am Friday to 12 midnight Sunday
5/ 1 ½ of reg. rate of pay on daily work exceeding 8 hours

Function: Transportation and Housing & Economic Development ^{2/}
DEPARTMENT/AGENCY: Public Works
PROGRAM: 1065 & 1066 Office of Highway Safety
FUND: Federal (National Highway Traffic Safety Administration)

Input by Department													Input by Department									
	(A)	(B)	(C)		(D)	(E)	(F)	(G)	(H)	(I)	I-A	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	
No.	Position Number	Position Title	Name of Incumbent		HAY STUDY Grade/ Step	HAY STUDY Salary	HAY STUDY VARIANCE OM 2011 BUDG	Overtime	Special*	Increment		SATISFACTORY LUMP SUM 3.8%	(E+F+G+I) Subtotal	Retirement (J * 27.46%)	Retire (DDI) (\$18.40*26PP)	SS (6.2% * J)	Medicare (1.45% * J)	Life (1/)	Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)	(J + R) TOTAL
										Date	Amt.											
						\$0	\$0	\$0	\$0		\$0	\$ -	-	\$0		\$0	\$0	\$0	\$0	\$ -	\$ -	
	TRAFFIC RECORDS INFORMATION MANAGEMENT SYSTEM				5101E101065EI105		-		\$0			\$ -	0			0				\$ -	\$ -	
1	204	Data Control Clerk II	Julie L. Myers	586-62-1938	F-03	24,960.00	1,152.00	0	\$0	Aug-21-2011	158	0	\$ 25,118	6,897	479	0	364	174	2,503	192	\$ 10,610	\$ 35,727
							-		\$0			\$ -	0			0				\$ -	\$ -	
							-		\$0			\$ -	0			0				\$ -	\$ -	
	PLANNING & ADMINISTRATION				5101E101066PA106		-		\$0			\$ -	0			0				\$ -	\$ -	
2	4004	Management Analyst IV	Cecilia D. Javier	586-64-6861	N-5	52,235.00	2,320.00	0	\$0	Apr-6-2011	990	0	\$ 53,225	14,615	479	0	772	174	-	-	\$ 16,040	\$ 69,265
3	4019	Administrative Assistant	Jacqueline T. Florig	586-64-2881	J-00 Open Range	39,491.00	-	0	\$0	Apr-5-2011	750	0	\$ 40,241	11,050	0	0	583	174	-	-	\$ 11,808	\$ 52,049
							-		\$0			\$ -	0			0				\$ -	\$ -	
							-		\$0			\$ -	0			0				\$ -	\$ -	
	ALCOHOL & OTHER DRUGS COUNTERMEASURES				5101E111066EIC01 / 5101E111066EIN01		-		\$0			\$ -	0			0				\$ -	\$ -	
4	4688	Program Coordinator I	Jane M. Almandres	586-09-0682	K-Midpoint	42,389.00	1,384.00	0	\$0	Apr-14-2011	805	0	\$ 43,194	11,861	479	0	626	174	4,035	209	\$ 17,384	\$ 60,579
5	4021	Program Coordinator III	Pacita A. Florig	586-09-0455	N-5	52,235.00	2,871.00	0	\$0	Apr-2-2011	990	0	\$ 53,225	14,615	479	0	772	174	2,503	192	\$ 18,735	\$ 71,960
							-		\$0			\$ -	0			0				\$ -	\$ -	
							-		\$0			\$ -	0			0				\$ -	\$ -	
	OCCUPANT PROTECTION FUND				5101E101066EI102		-		\$0			\$ -	0			0				\$ -	\$ -	
6	4020	Program Coordinator III	VACANT				-		\$0			\$ -	0		479	0	0	174	4,035	209	\$ 4,897	\$ 4,897
7	4574	Program Coordinator IV	Therese C.D. Matanane	586-64-9286	O-2	51,787.00	8,297.00	0	\$0	Dec-8-2011	0	0	\$ 51,787	14,221	479	0	751	174	6,713	349	\$ 22,686	\$ 74,473
							-		\$0			\$ -	0			0				\$ -	\$ -	
							-		\$0			\$ -	0			0				\$ -	\$ -	
	PEDESTRIAN & BICYCLE SAFETY PROGRAM				5101E101066EI118		-		\$0			\$ -	0			0				\$ -	\$ -	
8	4079	Program Coordinator II	Ana Marie C. Senato	586-09-1071	M-2	42,307.00	1,135.00	0	\$0	Dec-7-2010	1,336	0	\$ 43,643	11,984	0	0	633	174	4,035	209	\$ 17,035	\$ 60,678
							-		\$0			\$ -	0			0				\$ -	\$ -	
							-		\$0			\$ -	0			0				\$ -	\$ -	
	SAFETY BELT INCENTIVE GRANT				5101E101066EI141		-		\$0			\$ -	0			0				\$ -	\$ -	
9	*	Program Coordinator II					-		\$0			\$ -	0		479	0	0	174	4,035	209	\$ 4,897	\$ 4,897
							-		\$0			\$ -	0			0				\$ -	\$ -	
							-		\$0			\$ -	0			0				\$ -	\$ -	
WARM BODIES			Total:		----	\$305,404	17,159.00	0.00	0	----	5,028	0	\$ 310,432	85,245	3,353	0	4,501	1,566	27,859	1,568	\$ 124,092	\$ 434,524

Hay Study Rate

1/: FY 2010 (current) GovGuam contribution for Life Insurance is \$174 per annum; Subject to change in FY 2011

2/ Housing Management Section has been transferred to Guam Housing and Urban Renewal Authority based upon a previous budget act, however FTEs remain at DPW Building Maintenance Division.

No.	Position Number	Position Title	Name of Incumbent	Holiday Pay
				\$0
	TRAFFIC RECORDS INFORMATION MANAGEMENT SYSTEM			0
1	204	Data Control Clerk II	Julie L. Myers	0
	PLANNING & ADMINISTRATION 5101E101066PA106			
2	4004	Management Analyst IV	Cecilia D. Javier	0
3	4019	Administrative Assistant	Jacqueline T. Florig	0
	ALCOHOL & OTHER DRUGS COUNTERMEASURES 5101E111066EIC01 / 51			
4	4688	Program Coordinator I	Jane M. Almandres	0
5	4021	Program Coordinator III	Pacita A. Florig	0
	OCCUPANT PROTECTION FUND 5101E101066EI102			
	4020	Program Coordinator III	VACANT	0
6	4574	Program Coordinator IV	Therese C.D. Matanane	0
	PEDESTRIAN & BICYCLE SAFETY PROGRAM 5101E101066EI118			
7	4079	Program Coordinator II	Ana Marie C. Senato	0
	SAFETY BELT INCENTIVE GRANT 5101E101066EI141			
	*	Program Coordinator II		
			Total:	0

Holiday Pay		Night Differential Pay 10%	Hazard 10%	Hazard 8%	Nurse Sunday Pay 1.5	Nurse Pay 1.5	EMT Pay 15%
\$0		\$0	\$0	\$0	\$0	\$0	\$0
0		0	0	0	0	0	0
0		0	0	0	0	0	0
0		0	0	0	0	0	0
0		0	0	0	0	0	0
0		0	0	0	0	0	0
0		0	0	0	0	0	0
0		0	0	0	0	0	0
0		0	0	0	0	0	0
0		0	0	0	0	0	0
0		0	0	0	0	0	0
0		0	0	0	0	0	0
0		0	0	0	0	0	0
0		0	0	0	0	0	0

1/ 10% of reg. rate, applicable from 6pm- 6am, employee must work 4 hours consecutive after 6pm for entitlement of the pay

2/ Applies to law enforcement personnels

3/ Applies to solid waste employees

4/ 1 ½ of reg. rate of pay from 12am Friday to 12 midnight Sunday

5/ 1 ½ of reg. rate of pay on daily work exceeding 8 hours

6/ Applicable only to GFD ambulatory service personnel. 15% of reg. rate of pay

Purple st Hay Rate
Yellow st Before Hay Rate

Input by Department																						
(A)		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(D)	(E)	(F)	(G)	(H)	(I)	I-A	(J)	(K)	(K)	(L)	
No.	Position Number	Position Title	Name of Incumbent	Grade/ Step	Salary	Overtime	Special*	Increment		(E+F+G+I) Subtotal	HAY STUDY Grade/ Step	HAY STUDY Salary	HAY STUDY VARIANCE FROM 2011 BUDGET	Overtime	Special*	Increment		SATISFACTORY LUMP SUM 3.8%	(E+F+G+I) Subtotal	Retirement (J * 27.46%)	Retirement (J * 27.46%)	Retire (DDI) \$18.40*26PP
								Date	Amt.							Date	Amt.					
		ADMINISTRATIVE SUPPORT					\$0		0	\$0			\$0	\$0	\$0		\$0	\$0	\$ -	\$0	\$0	\$0
													-						\$ -	\$0	0	
1	4005	Chief Engineer	Ramon B. Padua	R-09	64,151	0	\$0	9-26-2012	0	64,151	S-1	70,873.00	6,722.00	0	0	Sep-26-2011	224	0	\$ 71,097	17,616	19,523	0
2	4606	LTA Word Processing Secretary II	Anita C. Scharff	H-01	19,974	0	\$0	N/A	0	19,974	H-1	26,520.00	6,546.00	0	0	N/A	0	0	\$ 26,520	5,485	7,282	479
3	4513	LTA Office Aide	Janet A. Crisostomo	B-02	15,443	0	\$0	N/A	0	15,443	C-1	17,769.00	2,326.00	0	0	N/A	0	0	\$ 17,769	4,241	4,879	479
4		Special Projects Coordinator	Bernadita T. Perez	M-12	46,082	0	\$0	Oct-01-2011	0	46,082	N-2	46,720.00	638.00	0	0	Oct-1-2011	0	0	\$ 46,720	12,654	12,829	0
		Secretary II Typist	Vacant	H-01	19,974	0	\$0		0	19,974				0	0				\$ -	5,485	0	479
													-		0				\$ -		0	
		HIGHWAY CONSTRUCTION											-		0				\$ -		0	
5	205	Construction Inspector I	Freddie E. Cruz	I-02	22,726	0	\$0	Oct-16-2010	1,336	24,062	I-1	28,595.00	5,869.00	0	0	Dec-2-2011	0	0	\$ 28,595	6,607	7,852	0
6	4736	Construction Inspector II	Paul V Quenga	J-05	28,678	0	\$0	Oct-26-2010	1,147	29,825	J-1	31,076.00	2,398.00	0	0	Oct-16-2010	1,177	0	\$ 32,253	8,190	8,857	0
7	4842	LTA Office Aide	Hubert JR Arurang	B-02	15,443	0	\$0	N/A	0	15,443	C-1	17,769.00	2,326.00	0	0	N/A	0		\$ 17,769	4,241	4,879	479
8	4125	Construction Inspector II	Mark J.B. Arceo	J-08	32,119	0	\$0	Oct-14-2011	0	32,119	J-3	33,476.00	1,357.00	0	0	Oct-14-2011	0	0	\$ 33,476	8,820	9,193	479
													-		0				\$ -		0	
		RIGHTS OF WAY											-		0				\$ -		0	
	4116	LTA Land Agent Supervisor	Vacant Barbara M Gumataotao	K-01	-	0	\$0		0	0			-		0				\$ -		0	0
9	4569	LTA Rights of Way Supervisor	Consuelo P. Lee	N-01	31,064	0	\$0	N/A	0	31,064	N-1	45,014.00	13,950.00	0	0	N/A	0	0	\$ 45,014	8,530	12,361	479
													-		0				\$ -		0	
													-		0				\$ -		0	
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Government of Guam
Fiscal Year 2011
Agency Staffing Pattern
(CURRENT)

Input by Department															
(M)	(N)	(N)	(O)			EMP	GOV	EMP	GOV	(P)		(R)	(R)	(S)	(S)
SS	Benef	Benefits	Life	HEALTH		EMP	GOV	EMP	GOV	Medical	Dental	Total Benefits	Total Benefits	(J + R)	(J + R)
(6.2% * J)	Medicare	Medicare	(1/)	PLAN	CLASS	RATE	MED	DEN	DEN	(Premium)	(Premium)	(K thru Q)	(K thru Q)	TOTAL	TOTAL
\$0	\$0	\$0	\$0							\$0	\$0	\$0	\$0	\$0	\$ -
0	\$0	0	0							\$0	\$0	\$0	\$ -	\$0	\$ -
0	930	1,031	174	1500	1	####	####	7.38	7.38	2,503	192	21,415	\$ 23,423	85,566	\$ 94,520
0	290	385	174	1500	3	####	####	-	-	4,035	-	10,462	\$ 12,355	30,436	\$ 38,875
0	224	258	174	NONE	NONE	-	-	-	-	-	-	5,118	\$ 5,790	20,561	\$ 23,559
0	668	677	174	NONE	NONE	-	-	-	-	-	-	13,496	\$ 13,681	59,578	\$ 60,401
0	290	0	174	NONE	NONE	-	-	-	-	-	-	6,427	\$ 653	26,401	\$ 653
		0											\$ -		\$ -
		0											\$ -		\$ -
0	349	415	174	2000	1	4.62	####	-	-	2,064	-	9,194	\$ 10,505	33,256	\$ 39,100
0	432	468	174	2000	1	4.62	####	7.38	7.38	2,064	192	11,052	\$ 11,754	40,877	\$ 44,007
0	224	258	174	NONE	NONE	-	-	-	-	-	-	5,118	\$ 5,790	20,561	\$ 23,559
0	466	485	174	1500	5	####	####	####	####	7,020	407	17,366	\$ 17,758	49,485	\$ 51,234
		0											\$ -		\$ -
		0											\$ -		\$ -
0	0	0	0	NONE	NONE	-	-	-	-	-	-	0	\$ -	0	\$ -
0	450	653	174	1500	2	####	####	####	9.97	4,815	259	14,708	\$ 18,741	45,772	\$ 63,755
		0											\$ -		\$ -
		0											\$ -		\$ -
		0											\$ -		\$ -
		0											\$ -		\$ -
		0											\$ -		\$ -
-	4,323	4,629	1,740							22,501	1,050	114,357	\$ 120,450	412,494	\$ 439,662