

GUAM POWER AUTHORITY CTP LISTING

No.	Authority	Benchmark Position	35th Market Percentile (2022 Market Data - 5 sub steps)									
			Structural Adjustment - MIN					Structural Adjustment - MAX				
			Base Salary	Hourly	Grade	Step	Sub Step	Base Salary	Hourly	Grade	Step	Sub Step
1	GPA	Accountant I	\$64,725.12	\$31.12	J	03	B	\$67,353.22	\$32.38	J	04	B
2	GPA	Accountant II	\$77,910.79	\$37.46	K	03	D	\$81,074.28	\$38.98	K	04	D
3	GPA	Accountant III	\$92,285.97	\$44.37	M	03	A	\$96,033.16	\$46.17	M	04	A
4	GPA	Administrative Officer	\$66,686.36	\$32.06	J	04	A	\$69,394.09	\$33.36	J	05	A
5	GPA	AGM Administration	\$165,471.79	\$79.55	T	02	D	\$172,190.61	\$82.78	T	03	D
6	GPA	AGM Engineering & Technical Services	\$177,408.15	\$85.29	T	04	C	\$184,611.64	\$88.76	T	05	C
7	GPA	AGM Operations	\$177,408.15	\$85.29	T	04	C	\$184,611.64	\$88.76	T	05	C
8	GPA	AMI Supervisor	\$92,285.97	\$44.37	M	03	A	\$96,033.16	\$46.17	M	04	A
9	GPA	AMI Technician	\$54,026.75	\$25.97	H	03	C	\$56,220.46	\$27.03	H	04	C
10	GPA	AMI Technician Leader	\$71,949.31	\$34.59	K	01	D	\$74,870.74	\$36.00	K	02	D
11	GPA	Applications Support Supervisor	\$97,633.32	\$46.94	N	02	B	\$101,597.63	\$48.85	N	03	B
12	GPA	Assistant Chief Financial Officer	\$131,247.81	\$63.10	O	07	D	\$136,576.99	\$65.66	O	08	D
13	GPA	Assistant Customer Services Manager	\$105,722.90	\$50.83	N	04	B	\$110,015.67	\$52.89	N	05	B
14	GPA	Assistant Generation Manager	\$132,767.78	\$63.83	Q	03	B	\$138,158.69	\$66.42	Q	04	B
15	GPA	Assistant Manager of Transmission & Distribution	\$122,417.20	\$58.85	O	06	A	\$127,387.83	\$61.24	O	07	A
16	GPA	Assistant Plant Superintendent (Cabras 1&2)	\$107,563.42	\$51.71	O	02	D	\$111,930.92	\$53.81	O	03	D
17	GPA	Assistant Plant Superintendent (Cabras 3&4)	\$107,563.42	\$51.71	O	02	D	\$111,930.92	\$53.81	O	03	D
18	GPA	Assistant Plant Superintendent (CT / Diesel Systems)	\$107,563.42	\$51.71	O	02	D	\$111,930.92	\$53.81	O	03	D
19	GPA	Assistant Plant Superintendent (Diesel)	\$107,563.42	\$51.71	O	02	D	\$111,930.92	\$53.81	O	03	D
20	GPA	Assistant Plant Superintendent (Tanguisson)	\$107,563.42	\$51.71	O	02	D	\$111,930.92	\$53.81	O	03	D
21	GPA	Auditor I	\$64,725.12	\$31.12	J	03	B	\$67,353.22	\$32.38	J	04	B
22	GPA	Auditor II	\$79,476.80	\$38.21	K	04	B	\$82,703.88	\$39.76	K	05	B
23	GPA	Auditor III	\$91,372.25	\$43.93	M	02	D	\$95,082.33	\$45.71	M	03	D
24	GPA	Budget Analyst	\$77,139.40	\$37.09	K	03	C	\$80,271.57	\$38.59	K	04	C
25	GPA	Building Maintenance Supervisor	\$84,985.09	\$40.86	L	04	A	\$88,435.83	\$42.52	L	05	A
26	GPA	Buyer I	\$43,567.35	\$20.95	E	04	B	\$45,336.35	\$21.80	E	05	B
27	GPA	Buyer II	\$54,002.05	\$25.96	G	07	A	\$56,194.75	\$27.02	G	08	A
28	GPA	Buyer Supervisor I	\$71,496.80	\$34.37	J	05	D	\$74,399.86	\$35.77	J	06	D
29	GPA	Buyer Supervisor II	\$84,985.09	\$40.86	L	04	A	\$88,435.83	\$42.52	L	05	A
30	GPA	Carpenter I	\$44,887.48	\$21.58	F	04	D	\$46,710.09	\$22.46	F	05	D
31	GPA	Carpenter II	\$57,350.49	\$27.57	H	05	A	\$59,679.15	\$28.69	H	06	A
32	GPA	Carpenter Leader	\$71,496.80	\$34.37	J	05	D	\$74,399.86	\$35.77	J	06	D
33	GPA	Carpenter Supervisor	\$84,143.66	\$40.45	L	03	D	\$87,560.23	\$42.10	L	04	D
34	GPA	Chief Budget Officer	\$115,322.54	\$55.44	O	04	C	\$120,005.10	\$57.69	O	05	C
35	GPA	Chief Electric Power Systems Dispatcher	\$107,563.42	\$51.71	O	02	D	\$111,930.92	\$53.81	O	03	D
36	GPA	Chief Financial Officer (GPA)	\$172,190.61	\$82.78	T	03	D	\$179,182.24	\$86.15	T	04	D
37	GPA	Chief Information Technology Officer	\$154,746.77	\$74.40	S	03	A	\$161,030.10	\$77.42	S	04	A
38	GPA	Collection Agent	\$42,708.90	\$20.53	F	03	C	\$44,443.05	\$21.37	F	04	C
39	GPA	Collection Supervisor	\$73,395.49	\$35.29	K	02	B	\$76,375.64	\$36.72	K	03	B
40	GPA	Communication / Electronic Technician Leader	\$76,375.64	\$36.72	K	03	B	\$79,476.80	\$38.21	K	04	B
41	GPA	Communication / Electronic Technician I	\$54,882.08	\$26.39	I	01	C	\$57,110.51	\$27.46	I	02	C
42	GPA	Communication / Electronic Technician II	\$64,725.12	\$31.12	J	03	B	\$67,353.22	\$32.38	J	04	B
43	GPA	Communication / Electronic Technician Supervisor	\$96,033.16	\$46.17	M	04	A	\$99,932.49	\$48.04	M	05	A
44	GPA	Communications Manager	\$113,050.23	\$54.35	O	04	A	\$117,640.52	\$56.56	O	05	A
45	GPA	Computer Operations Supervisor	\$90,467.58	\$43.49	M	02	C	\$94,140.92	\$45.26	M	03	C
46	GPA	Computer Operator I	\$43,567.35	\$20.95	E	04	B	\$45,336.35	\$21.80	E	05	B
47	GPA	Computer Operator II	\$49,869.99	\$23.98	G	05	A	\$51,894.91	\$24.95	G	06	A
48	GPA	Computer Operator III	\$58,841.02	\$28.29	I	03	B	\$61,230.20	\$29.44	I	04	B
49	GPA	Computer Systems Analyst I	\$72,933.89	\$35.06	J	06	B	\$75,895.29	\$36.49	J	07	B
50	GPA	Computer Systems Analyst II	\$86,693.29	\$41.68	L	04	C	\$90,213.39	\$43.37	L	05	C
51	GPA	Computer Technician I	\$47,177.19	\$22.68	F	06	A	\$49,092.77	\$23.60	F	07	A
52	GPA	Computer Technician II	\$56,220.46	\$27.03	H	04	C	\$58,503.23	\$28.13	H	05	C
53	GPA	Computer Technician Leader	\$72,933.89	\$35.06	J	06	B	\$75,895.29	\$36.49	J	07	B
54	GPA	Computer Technician Supervisor	\$87,560.23	\$42.10	L	04	D	\$91,115.52	\$43.81	L	05	D
55	GPA	Construction Inspector I	\$57,110.51	\$27.46	I	02	C	\$59,429.43	\$28.57	I	03	C

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			Structural Adjustment - MIN					Structural Adjustment - MAX				
			Base Salary	Hourly	Grade	Step	Sub Step	Base Salary	Hourly	Grade	Step	Sub Step
56	GPA	Construction Inspector II	\$71,496.80	\$34.37	J	05	D	\$74,399.86	\$35.77	J	06	D
57	GPA	Construction Inspector III	\$80,860.40	\$38.88	L	02	D	\$84,143.66	\$40.45	L	03	D
58	GPA	Contracts Administrator	\$78,689.90	\$37.83	K	04	A	\$81,885.03	\$39.37	K	05	A
59	GPA	Control Operator	\$85,834.94	\$41.27	L	04	B	\$89,320.19	\$42.94	L	05	B
60	GPA	Controller	\$127,387.83	\$61.24	O	07	A	\$132,560.29	\$63.73	O	08	A
61	GPA	Database Administrator	\$84,143.66	\$40.45	L	03	D	\$87,560.23	\$42.10	L	04	D
62	GPA	Electric Operation Trainee	\$41,124.32	\$19.77	D	04	C	\$42,794.13	\$20.57	D	05	C
63	GPA	Electric Power Laboratory Chief	\$101,597.63	\$48.85	N	03	B	\$105,722.90	\$50.83	N	04	B
64	GPA	Electric Power Systems Dispatcher I	\$77,139.40	\$37.09	K	03	C	\$80,271.57	\$38.59	K	04	C
65	GPA	Electric Power Systems Dispatcher II	\$93,208.83	\$44.81	M	03	B	\$96,993.49	\$46.63	M	04	B
66	GPA	Electric Power Systems Dispatcher Technician	\$67,353.22	\$32.38	J	04	B	\$70,088.03	\$33.70	J	05	B
67	GPA	Electric Relay Technician I	\$52,413.86	\$25.20	G	06	B	\$54,542.07	\$26.22	G	07	B
68	GPA	Electric Relay Technician II	\$63,085.54	\$30.33	I	05	A	\$65,647.06	\$31.56	I	06	A
69	GPA	Electric Relay Technician Leader	\$74,399.86	\$35.77	J	06	D	\$77,420.79	\$37.22	J	07	D
70	GPA	Electric Relay Technician Supervisor	\$94,140.92	\$45.26	M	03	C	\$97,963.42	\$47.10	M	04	C
71	GPA	Electrician Troubleshooter	\$75,143.86	\$36.13	J	07	A	\$78,195.00	\$37.59	J	08	A
72	GPA	Employee Development Specialist I	\$54,026.75	\$25.97	H	03	C	\$56,220.46	\$27.03	H	04	C
73	GPA	Employee Development Specialist II	\$65,372.37	\$31.43	J	03	C	\$68,026.75	\$32.71	J	04	C
74	GPA	Employee Development Specialist III	\$77,910.79	\$37.46	K	03	D	\$81,074.28	\$38.98	K	04	D
75	GPA	Engineer I	\$70,088.03	\$33.70	J	05	B	\$72,933.89	\$35.06	J	06	B
76	GPA	Engineer II	\$84,143.66	\$40.45	L	03	D	\$87,560.23	\$42.10	L	04	D
77	GPA	Engineer III	\$96,666.66	\$46.47	N	02	A	\$100,591.71	\$48.36	N	03	A
78	GPA	Engineer Supervisor	\$127,587.23	\$61.34	Q	02	B	\$132,767.78	\$63.83	Q	03	B
79	GPA	Engineering Technician I	\$52,437.83	\$25.21	H	02	D	\$54,567.02	\$26.23	H	03	D
80	GPA	Engineering Technician II	\$57,110.51	\$27.46	I	02	C	\$59,429.43	\$28.57	I	03	C
81	GPA	Environmental Manager	\$132,417.52	\$63.66	R	01	B	\$137,794.21	\$66.25	R	02	B
82	GPA	Equipment Operator I	\$37,977.62	\$18.26	D	02	C	\$39,519.66	\$19.00	D	03	C
83	GPA	Equipment Operator II	\$46,247.61	\$22.23	F	05	C	\$48,125.45	\$23.14	F	06	C
84	GPA	Equipment Operator III	\$49,869.99	\$23.98	G	05	A	\$51,894.91	\$24.95	G	06	A
85	GPA	Equipment Operator IV	\$56,782.66	\$27.30	H	04	D	\$59,088.26	\$28.41	H	05	D
86	GPA	Equipment Operator Leader I	\$63,716.39	\$30.63	I	05	B	\$66,303.53	\$31.88	I	06	B
87	GPA	Equipment Operator Leader II	\$70,088.03	\$33.70	J	05	B	\$72,933.89	\$35.06	J	06	B
88	GPA	Equipment Operator Superintendent	\$94,140.92	\$45.26	M	03	C	\$97,963.42	\$47.10	M	04	C
89	GPA	Equipment Operator Supervisor	\$79,476.80	\$38.21	K	04	B	\$82,703.88	\$39.76	K	05	B
90	GPA	Facilities Manager	\$111,930.92	\$53.81	O	03	D	\$116,475.77	\$56.00	O	04	D
91	GPA	Fleet Support Services Manager	\$115,322.54	\$55.44	O	04	C	\$120,005.10	\$57.69	O	05	C
92	GPA	General Manager (GPA)	\$222,658.84	\$107.05	V	02	D	\$231,699.68	\$111.39	V	03	D
93	GPA	GIS Analyst I	\$54,567.02	\$26.23	H	03	D	\$56,782.66	\$27.30	H	04	D
94	GPA	GIS Analyst II	\$63,449.78	\$30.50	J	02	D	\$66,026.10	\$31.74	J	03	D
95	GPA	GIS Analyst III	\$75,619.45	\$36.36	K	03	A	\$78,689.90	\$37.83	K	04	A
96	GPA	GIS Supervisor	\$93,208.83	\$44.81	M	03	B	\$96,993.49	\$46.63	M	04	B
97	GPA	Heavy Equipment Mechanic I	\$45,336.35	\$21.80	F	05	A	\$47,177.19	\$22.68	F	06	A
98	GPA	Heavy Equipment Mechanic II	\$60,023.72	\$28.86	I	03	D	\$62,460.93	\$30.03	I	04	D
99	GPA	Heavy Equipment Mechanic Leader	\$71,496.80	\$34.37	J	05	D	\$74,399.86	\$35.77	J	06	D
100	GPA	Heavy Equipment Mechanic Supervisor	\$93,208.83	\$44.81	M	03	B	\$96,993.49	\$46.63	M	04	B
101	GPA	Help Desk Support Supervisor	\$77,139.40	\$37.09	K	03	C	\$80,271.57	\$38.59	K	04	C
102	GPA	Help Desk Technician	\$56,220.46	\$27.03	H	04	C	\$58,503.23	\$28.13	H	05	C
103	GPA	HVCS / Electrician I	\$52,413.86	\$25.20	G	06	B	\$54,542.07	\$26.22	G	07	B
104	GPA	HVCS / Electrician II	\$63,716.39	\$30.63	I	05	B	\$66,303.53	\$31.88	I	06	B
105	GPA	HVCS / Electrician Leader	\$75,895.29	\$36.49	J	07	B	\$78,976.95	\$37.97	J	08	B
106	GPA	HVCS / Electrician Supervisor	\$94,140.92	\$45.26	M	03	C	\$97,963.42	\$47.10	M	04	C
107	GPA	Information Security Administrator	\$86,693.29	\$41.68	L	04	C	\$90,213.39	\$43.37	L	05	C
108	GPA	Information Security Supervisor	\$100,591.71	\$48.36	N	03	A	\$104,676.14	\$50.33	N	04	A
109	GPA	Information Technology Manager	\$122,417.20	\$58.85	O	06	A	\$127,387.83	\$61.24	O	07	A
110	GPA	Infrastructure Support Supervisor	\$97,633.32	\$46.94	N	02	B	\$101,597.63	\$48.85	N	03	B

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			Structural Adjustment - MIN					Structural Adjustment - MAX				
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111	GPA	Inventory Management Officer	\$81,074.28	\$38.98	K	04	D	\$84,366.22	\$40.56	K	05	D
112	GPA	Land Agent I	\$44,443.05	\$21.37	F	04	C	\$46,247.61	\$22.23	F	05	C
113	GPA	Land Agent II	\$50,368.69	\$24.22	G	05	B	\$52,413.86	\$25.20	G	06	B
114	GPA	Land Agent III	\$57,110.51	\$27.46	I	02	C	\$59,429.43	\$28.57	I	03	C
115	GPA	Legal Analyst	\$64,084.28	\$30.81	J	03	A	\$66,686.36	\$32.06	J	04	A
116	GPA	Line Electrician I	\$52,413.86	\$25.20	G	06	B	\$54,542.07	\$26.22	G	07	B
117	GPA	Line Electrician II	\$63,085.54	\$30.33	I	05	A	\$65,647.06	\$31.56	I	06	A
118	GPA	Line Electrician Leader	\$74,399.86	\$35.77	J	06	D	\$77,420.79	\$37.22	J	07	D
119	GPA	Line Electrician Supervisor	\$94,140.92	\$45.26	M	03	C	\$97,963.42	\$47.10	M	04	C
120	GPA	Line Inspector	\$70,788.91	\$34.03	J	05	C	\$73,663.23	\$35.42	J	06	C
121	GPA	Machinist I	\$45,336.35	\$21.80	F	05	A	\$47,177.19	\$22.68	F	06	A
122	GPA	Machinist II	\$58,841.02	\$28.29	I	03	B	\$61,230.20	\$29.44	I	04	B
123	GPA	Machinist Leader	\$71,496.80	\$34.37	J	05	D	\$74,399.86	\$35.77	J	06	D
124	GPA	Maintenance Planner	\$80,271.57	\$38.59	K	04	C	\$83,530.92	\$40.16	K	05	C
125	GPA	Management Analyst I	\$54,026.75	\$25.97	H	03	C	\$56,220.46	\$27.03	H	04	C
126	GPA	Management Analyst II	\$65,372.37	\$31.43	J	03	C	\$68,026.75	\$32.71	J	04	C
127	GPA	Management Analyst III	\$78,689.90	\$37.83	K	04	A	\$81,885.03	\$39.37	K	05	A
128	GPA	Management Analyst IV	\$91,372.25	\$43.93	M	02	D	\$95,082.33	\$45.71	M	03	D
129	GPA	Manager of Engineering	\$151,697.64	\$72.93	S	02	C	\$157,857.18	\$75.89	S	03	C
130	GPA	Manager of Generation	\$150,195.69	\$72.21	S	02	B	\$156,294.23	\$75.14	S	03	B
131	GPA	Manager of Transmission & Distribution	\$143,389.20	\$68.94	R	03	B	\$149,211.38	\$71.74	R	04	B
132	GPA	Manager, Power System Control	\$139,172.15	\$66.91	R	02	C	\$144,823.10	\$69.63	R	03	C
133	GPA	Meter / Relay Superintendent	\$101,597.63	\$48.85	N	03	B	\$105,722.90	\$50.83	N	04	B
134	GPA	Meter Electrician I	\$52,413.86	\$25.20	G	06	B	\$54,542.07	\$26.22	G	07	B
135	GPA	Meter Electrician II	\$63,085.54	\$30.33	I	05	A	\$65,647.06	\$31.56	I	06	A
136	GPA	Meter Electrician Leader	\$74,399.86	\$35.77	J	06	D	\$77,420.79	\$37.22	J	07	D
137	GPA	Meter Electrician Supervisor	\$94,140.92	\$45.26	M	03	C	\$97,963.42	\$47.10	M	04	C
138	GPA	Network Systems Administrator	\$85,834.94	\$41.27	L	04	B	\$89,320.19	\$42.94	L	05	B
139	GPA	Payroll Supervisor	\$82,485.69	\$39.66	L	03	B	\$85,834.94	\$41.27	L	04	B
140	GPA	Personnel Assistant I	\$41,535.56	\$19.97	D	04	D	\$43,222.07	\$20.78	D	05	D
141	GPA	Personnel Assistant II	\$43,135.99	\$20.74	E	04	A	\$44,887.48	\$21.58	E	05	A
142	GPA	Personnel Services Administrator	\$124,877.79	\$60.04	O	06	C	\$129,948.32	\$62.48	O	07	C
143	GPA	Personnel Specialist I	\$54,026.75	\$25.97	H	03	C	\$56,220.46	\$27.03	H	04	C
144	GPA	Personnel Specialist II	\$65,372.37	\$31.43	J	03	C	\$68,026.75	\$32.71	J	04	C
145	GPA	Personnel Specialist III	\$77,910.79	\$37.46	K	03	D	\$81,074.28	\$38.98	K	04	D
146	GPA	Personnel Specialist IV	\$94,140.92	\$45.26	M	03	C	\$97,963.42	\$47.10	M	04	C
147	GPA	Planner Work Co-Ordinator (Transportation)	\$52,962.21	\$25.46	H	03	A	\$55,112.69	\$26.50	H	04	A
148	GPA	Plant Electrician / Instrumentation Maintenance Supervisor	\$96,033.16	\$46.17	M	04	A	\$99,932.49	\$48.04	M	05	A
149	GPA	Plant Electrician I	\$49,376.23	\$23.74	G	04	D	\$51,381.10	\$24.70	G	05	D
150	GPA	Plant Electrician II	\$63,085.54	\$30.33	I	05	A	\$65,647.06	\$31.56	I	06	A
151	GPA	Plant Electrician Leader	\$72,211.77	\$34.72	J	06	A	\$75,143.86	\$36.13	J	07	A
152	GPA	Plant Instrument Technician I	\$49,376.23	\$23.74	G	04	D	\$51,381.10	\$24.70	G	05	D
153	GPA	Plant Instrument Technician II	\$63,085.54	\$30.33	I	05	A	\$65,647.06	\$31.56	I	06	A
154	GPA	Plant Instrument Technician Leader	\$72,211.77	\$34.72	J	06	A	\$75,143.86	\$36.13	J	07	A
155	GPA	Plant Maintenance Mechanic I	\$45,336.35	\$21.80	F	05	A	\$47,177.19	\$22.68	F	06	A
156	GPA	Plant Maintenance Mechanic II	\$62,460.93	\$30.03	I	04	D	\$64,997.09	\$31.25	I	05	D
157	GPA	Plant Maintenance Mechanic Leader	\$72,933.89	\$35.06	J	06	B	\$75,895.29	\$36.49	J	07	B
158	GPA	Plant Maintenance Supervisor	\$95,082.33	\$45.71	M	03	D	\$98,943.06	\$47.57	M	04	D
159	GPA	Plant Maintenance Welder I	\$45,336.35	\$21.80	F	05	A	\$47,177.19	\$22.68	F	06	A
160	GPA	Plant Maintenance Welder II	\$58,258.43	\$28.01	I	03	A	\$60,623.96	\$29.15	I	04	A
161	GPA	Plant Maintenance Welder III	\$71,496.80	\$34.37	J	05	D	\$74,399.86	\$35.77	J	06	D
162	GPA	Plant Operator / Maintenance Leader	\$73,395.49	\$35.29	K	02	B	\$76,375.64	\$36.72	K	03	B
163	GPA	Plant Operator / Maintenance Supervisor	\$98,943.06	\$47.57	M	04	D	\$102,960.54	\$49.50	M	05	D
164	GPA	Plant Operator / Maintenance Worker I	\$53,467.38	\$25.71	G	06	D	\$55,638.37	\$26.75	G	07	D
165	GPA	Plant Operator / Maintenance Worker II	\$64,353.56	\$30.94	I	05	C	\$66,966.57	\$32.20	I	06	C

GUAM POWER AUTHORITY CTP LISTING

No.	Authority	Benchmark Position	35th Market Percentile (2022 Market Data - 5 sub steps)									
			Structural Adjustment - MIN					Structural Adjustment - MAX				
			Base Salary	Hourly	Grade	Step	Sub Step	Base Salary	Hourly	Grade	Step	Sub Step
166	GPA	Plant Operator I	\$48,887.35	\$23.50	G	04	C	\$50,872.38	\$24.46	G	05	C
167	GPA	Plant Operator II	\$63,085.54	\$30.33	I	05	A	\$65,647.06	\$31.56	I	06	A
168	GPA	Plant Operator III	\$72,211.77	\$34.72	J	06	A	\$75,143.86	\$36.13	J	07	A
169	GPA	Plant Results Supervisor	\$97,963.42	\$47.10	M	04	C	\$101,941.13	\$49.01	M	05	C
170	GPA	Plant Shift Supervisor	\$97,963.42	\$47.10	M	04	C	\$101,941.13	\$49.01	M	05	C
171	GPA	Plant Utility Worker	\$35,676.11	\$17.15	B	04	B	\$37,124.70	\$17.85	B	05	B
172	GPA	Plant Water Technician I	\$44,887.48	\$21.58	F	04	D	\$46,710.09	\$22.46	F	05	D
173	GPA	Plant Water Technician II	\$60,023.72	\$28.86	I	03	D	\$62,460.93	\$30.03	I	04	D
174	GPA	Plant Water Technician Leader	\$72,211.77	\$34.72	J	06	A	\$75,143.86	\$36.13	J	07	A
175	GPA	Power Plant Maintenance Superintendent (CMWS)	\$108,639.05	\$52.23	O	03	A	\$113,050.23	\$54.35	O	04	A
176	GPA	Power Systems Superintendent (Overhead)	\$101,597.63	\$48.85	N	03	B	\$105,722.90	\$50.83	N	04	B
177	GPA	Power Systems Superintendent (Substation)	\$101,597.63	\$48.85	N	03	B	\$105,722.90	\$50.83	N	04	B
178	GPA	Power Systems Superintendent (Underground)	\$101,597.63	\$48.85	N	03	B	\$105,722.90	\$50.83	N	04	B
179	GPA	Program Coordinator I	\$54,026.75	\$25.97	H	03	C	\$56,220.46	\$27.03	H	04	C
180	GPA	Program Coordinator II	\$65,372.37	\$31.43	J	03	C	\$68,026.75	\$32.71	J	04	C
181	GPA	Program Coordinator III	\$78,689.90	\$37.83	K	04	A	\$81,885.03	\$39.37	K	05	A
182	GPA	Program Coordinator IV	\$91,372.25	\$43.93	M	02	D	\$95,082.33	\$45.71	M	03	D
183	GPA	Programmer / Analyst Supervisor	\$95,082.33	\$45.71	M	03	D	\$98,943.06	\$47.57	M	04	D
184	GPA	Programmer Analyst	\$72,933.89	\$35.06	J	06	B	\$75,895.29	\$36.49	J	07	B
185	GPA	PSCC Superintendent	\$117,640.52	\$56.56	O	05	A	\$122,417.20	\$58.85	O	06	A
186	GPA	Public Information Officer	\$97,633.32	\$46.94	N	02	B	\$101,597.63	\$48.85	N	03	B
187	GPA	Refrigeration Mechanic I	\$44,887.48	\$21.58	F	04	D	\$46,710.09	\$22.46	F	05	D
188	GPA	Refrigeration Mechanic II	\$57,110.51	\$27.46	I	02	C	\$59,429.43	\$28.57	I	03	C
189	GPA	Refrigeration Mechanic Leader	\$71,496.80	\$34.37	J	05	D	\$74,399.86	\$35.77	J	06	D
190	GPA	Revenue Protection Utility Analyst	\$88,685.01	\$42.64	M	02	A	\$92,285.97	\$44.37	M	03	A
191	GPA	Revenue Protection Utility Investigator	\$71,949.31	\$34.59	K	01	D	\$74,870.74	\$36.00	K	02	D
192	GPA	Right of Way Supervisor	\$92,285.97	\$44.37	M	03	A	\$96,033.16	\$46.17	M	04	A
193	GPA	Risk Analyst	\$80,271.57	\$38.59	K	04	C	\$83,530.92	\$40.16	K	05	C
194	GPA	Safety Administrator	\$107,847.93	\$51.85	N	04	D	\$112,226.99	\$53.96	N	05	D
195	GPA	Safety and Physical Security Manager	\$118,816.93	\$57.12	O	05	B	\$123,641.37	\$59.44	O	06	B
196	GPA	Safety Inspector I	\$45,789.72	\$22.01	F	05	B	\$47,648.96	\$22.91	F	06	B
197	GPA	Safety Inspector II	\$54,567.02	\$26.23	H	03	D	\$56,782.66	\$27.30	H	04	D
198	GPA	Safety Inspector III	\$70,088.03	\$33.70	J	05	B	\$72,933.89	\$35.06	J	06	B
199	GPA	Safety Supervisor	\$87,560.23	\$42.10	L	04	D	\$91,115.52	\$43.81	L	05	D
200	GPA	SCADA Technician I	\$57,110.51	\$27.46	I	02	C	\$59,429.43	\$28.57	I	03	C
201	GPA	SCADA Technician II	\$64,725.12	\$31.12	J	03	B	\$67,353.22	\$32.38	J	04	B
202	GPA	SCADA Technician Leader	\$78,689.90	\$37.83	K	04	A	\$81,885.03	\$39.37	K	05	A
203	GPA	SCADA Technician Supervisor	\$96,033.16	\$46.17	M	04	A	\$99,932.49	\$48.04	M	05	A
204	GPA	Shop Planner	\$77,910.79	\$37.46	K	03	D	\$81,074.28	\$38.98	K	04	D
205	GPA	Special Projects Engineer	\$113,050.23	\$54.35	O	04	A	\$117,640.52	\$56.56	O	05	A
206	GPA	Staff Attorney	\$147,734.04	\$71.03	R	04	A	\$153,732.64	\$73.91	R	05	A
207	GPA	Storekeeper I	\$40,314.00	\$19.38	D	04	A	\$41,950.92	\$20.17	D	05	A
208	GPA	Storekeeper II	\$47,177.19	\$22.68	F	06	A	\$49,092.77	\$23.60	F	07	A
209	GPA	Strategic Planning and Operations Research Manager	\$150,195.69	\$72.21	S	02	B	\$156,294.23	\$75.14	S	03	B
210	GPA	Substation Electrician I	\$52,413.86	\$25.20	G	06	B	\$54,542.07	\$26.22	G	07	B
211	GPA	Substation Electrician II	\$63,085.54	\$30.33	I	05	A	\$65,647.06	\$31.56	I	06	A
212	GPA	Substation Electrician Leader	\$74,399.86	\$35.77	J	06	D	\$77,420.79	\$37.22	J	07	D
213	GPA	Substation Electrician Supervisor	\$94,140.92	\$45.26	M	03	C	\$97,963.42	\$47.10	M	04	C
214	GPA	Supply Management Administrator	\$113,050.23	\$54.35	O	04	A	\$117,640.52	\$56.56	O	05	A
215	GPA	Survey Supervisor	\$89,571.86	\$43.06	M	02	B	\$93,208.83	\$44.81	M	03	B
216	GPA	System Protection Engineer (Substation)	\$101,597.63	\$48.85	N	03	B	\$105,722.90	\$50.83	N	04	B
217	GPA	Systems Analyst I	\$72,933.89	\$35.06	J	06	B	\$75,895.29	\$36.49	J	07	B
218	GPA	Systems Analyst II	\$88,435.83	\$42.52	L	05	A	\$92,026.68	\$44.24	L	06	A
219	GPA	Systems Manager	\$121,205.15	\$58.27	O	05	D	\$126,126.56	\$60.64	O	06	D
220	GPA	Tool Mechanic	\$44,003.02	\$21.16	F	04	B	\$45,789.72	\$22.01	F	05	B

GUAM POWER AUTHORITY CTP LISTING

No.	Authority	Benchmark Position	35th Market Percentile (2022 Market Data - 5 sub steps)									
			Structural Adjustment - MIN					Structural Adjustment - MAX				
			Base Salary	Hourly	Grade	Step	Sub Step	Base Salary	Hourly	Grade	Step	Sub Step
221	GPA	Trouble Dispatcher	\$47,924.08	\$23.04	G	04	A	\$49,869.99	\$23.98	G	05	A
222	GPA	Trouble Dispatcher Leader	\$59,429.43	\$28.57	I	03	C	\$61,842.50	\$29.73	I	04	C
223	GPA	Utility Accounting Technician I	\$45,789.72	\$22.01	E	05	C	\$47,648.96	\$22.91	E	06	C
224	GPA	Utility Accounting Technician II	\$49,583.70	\$23.84	F	07	B	\$51,597.00	\$24.81	F	08	B
225	GPA	Utility Accounting Technician III	\$56,220.46	\$27.03	H	04	C	\$58,503.23	\$28.13	H	05	C
226	GPA	Utility Administrative Aide	\$40,717.14	\$19.58	D	04	B	\$42,370.42	\$20.37	D	05	B
227	GPA	Utility Administrative Assistant	\$51,894.91	\$24.95	G	06	A	\$54,002.05	\$25.96	G	07	A
228	GPA	Utility Auditor I	\$65,372.37	\$31.43	J	03	C	\$68,026.75	\$32.71	J	04	C
229	GPA	Utility Auditor II	\$81,074.28	\$38.98	K	04	D	\$84,366.22	\$40.56	K	05	D
230	GPA	Utility Auditor III	\$95,082.33	\$45.71	M	03	D	\$98,943.06	\$47.57	M	04	D
231	GPA	Utility Board Secretary	\$66,686.36	\$32.06	J	04	A	\$69,394.09	\$33.36	J	05	A
232	GPA	Utility Cashier I	\$33,608.51	\$16.16	C	02	C	\$34,973.15	\$16.81	C	03	C
233	GPA	Utility Cashier II	\$39,128.38	\$18.81	D	03	B	\$40,717.14	\$19.58	D	04	B
234	GPA	Utility Clerk I	\$30,984.98	\$14.90	A	04	A	\$32,243.10	\$15.50	A	05	A
235	GPA	Utility Clerk II	\$35,322.88	\$16.98	B	04	A	\$36,757.13	\$17.67	B	05	A
236	GPA	Utility Clerk III	\$38,249.62	\$18.39	C	05	D	\$39,802.71	\$19.14	C	06	D
237	GPA	Utility Clerk Typist I	\$35,322.88	\$16.98	B	04	A	\$36,757.13	\$17.67	B	05	A
238	GPA	Utility Clerk Typist II	\$38,249.62	\$18.39	C	05	D	\$39,802.71	\$19.14	C	06	D
239	GPA	Utility Clerk Typist III	\$39,914.86	\$19.19	D	03	D	\$41,535.56	\$19.97	D	04	D
240	GPA	Utility Customer Care Representative I	\$41,867.36	\$20.13	F	03	A	\$43,567.35	\$20.95	F	04	A
241	GPA	Utility Customer Care Representative II	\$50,872.38	\$24.46	G	05	C	\$52,938.00	\$25.45	G	06	C
242	GPA	Utility Customer Care Representative III	\$60,623.96	\$29.15	I	04	A	\$63,085.54	\$30.33	I	05	A
243	GPA	Utility Customer Care Supervisor	\$79,476.80	\$38.21	K	04	B	\$82,703.88	\$39.76	K	05	B
244	GPA	Utility Engineering Aide I	\$41,042.41	\$19.73	E	02	D	\$42,708.90	\$20.53	E	03	D
245	GPA	Utility Engineering Aide II	\$44,887.48	\$21.58	F	04	D	\$46,710.09	\$22.46	F	05	D
246	GPA	Utility Engineering Aide III	\$49,376.23	\$23.74	G	04	D	\$51,381.10	\$24.70	G	05	D
247	GPA	Utility Maintenance Worker	\$44,003.02	\$21.16	F	04	B	\$45,789.72	\$22.01	F	05	B
248	GPA	Utility Payroll Clerk I	\$41,535.56	\$19.97	D	04	D	\$43,222.07	\$20.78	D	05	D
249	GPA	Utility Payroll Clerk II	\$45,789.72	\$22.01	E	05	C	\$47,648.96	\$22.91	E	06	C
250	GPA	Utility Payroll Clerk III	\$48,606.71	\$23.37	F	06	D	\$50,580.34	\$24.32	F	07	D
251	GPA	Utility Secretary I	\$41,950.92	\$20.17	D	05	A	\$43,654.29	\$20.99	D	06	A
252	GPA	Utility Secretary I (Typist)	\$41,950.92	\$20.17	D	05	A	\$43,654.29	\$20.99	D	06	A
253	GPA	Utility Secretary II	\$45,789.72	\$22.01	E	05	C	\$47,648.96	\$22.91	E	06	C
254	GPA	Utility Secretary II (Typist)	\$45,789.72	\$22.01	E	05	C	\$47,648.96	\$22.91	E	06	C
255	GPA	Utility Services Administrator	\$123,641.37	\$59.44	O	06	B	\$128,661.71	\$61.86	O	07	B
256	GPA	Utility Supply Clerk	\$38,249.62	\$18.39	C	05	D	\$39,802.71	\$19.14	C	06	D
257	GPA	Utility Worker	\$35,676.11	\$17.15	B	04	B	\$37,124.70	\$17.85	B	05	B
258	GPA	Warehouse Supervisor I	\$68,026.75	\$32.71	J	04	C	\$70,788.91	\$34.03	J	05	C
259	GPA	Warehouse Supervisor II	\$80,271.57	\$38.59	K	04	C	\$83,530.92	\$40.16	K	05	C
260	GPA	Word Processing Secretary I (Utilities)	\$41,950.92	\$20.17	D	05	A	\$43,654.29	\$20.99	D	06	A
261	GPA	Word Processing Secretary II (Utilities)	\$45,789.72	\$22.01	E	05	C	\$47,648.96	\$22.91	E	06	C
New/ Revised Positions												
262	GPA	Internal Auditor (Revised)	\$ 110,822.69	\$ 53.28	O	03	C	\$ 115,322.54	\$ 55.44	O	04	C
	GPA	Assistant Manager of Engineering (GPA) (Revised)	\$ 131,106.46	\$ 63.03	R	01	A	\$ 136,429.91	\$ 65.59	R	02	A