

BOARD OF DIRECTORS
Francisco G. Santos, Chairman
Oscar A. Calvo, Vice Chairman
Melanie R. Mendiola, Secretary
Maria D.R. Taitano, Member
Nathan T. Taimanglo, Member



Resolution No. 2018-05

**RELATIVE TO APPROVING AND ADOPTING THE UPDATED
PAY SCHEDULE OF THE PORT AUTHORITY OF GUAM
COMPENSATION AND CLASSIFICATION PLAN**

**BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE JOSE D. LEON GUERRERO
COMMERCIAL PORT:**

WHEREAS, Public Law 30-43 approved the Personnel Rules and Regulations for maritime related positions unique to Port operations and certified, technical and professional positions; and

WHEREAS, on August 27, 2009, the Port Compensation and Classification Plan prepared by Alan Searle & Associates based on 2008 market data was approved and adopted by the Board of Directors through Board Resolution No. 09-06; and

WHEREAS, the compensation model is designed to bring the Port's pay structure to a reasonable level comparable to port industry standards at the 50th market percentile; and

WHEREAS, in October 2009, the Port implemented its new compensation plan and applied its first pay adjustment at the 10th market percentile level and thereafter, the Port was to perform subsequent salary adjustments for the next ten (10) years to complete the 50th market percentile level by 2019; and

WHEREAS, the Board of Directors had approved Resolution No. 2016-04 that adopted the updated pay schedule based on the 2014 market data and applied its second pay adjustment at the 25th market percentile level that was implemented on October 2016; and


WHEREAS, since then, the Port's Consultant Alan Searle and Associates has updated the compensation model with 2017 market data; now therefore be it


RESOLVED, the Board of Directors approves and adopts the updated pay schedule based on the 2017 market data to be implemented in fiscal year 2018; and be it further

RESOLVED, the Board of Directors authorizes management to migrate the Port's compensation model to the 25th market percentile of the 2017 market data; and be it further

RESOLVED, that the Chairman certify to and the Secretary attest to, the adoption hereof.

**PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF
DIRECTORS THIS 28th DAY OF AUGUST, 2018.**


FRANCISCO G. SANTOS
CHAIRMAN, BOARD OF DIRECTORS
PORT AUTHORITY OF GUAM


MELANIE R. MENDIOLA
SECRETARY, BOARD OF DIRECTORS
PORT AUTHORITY OF GUAM

