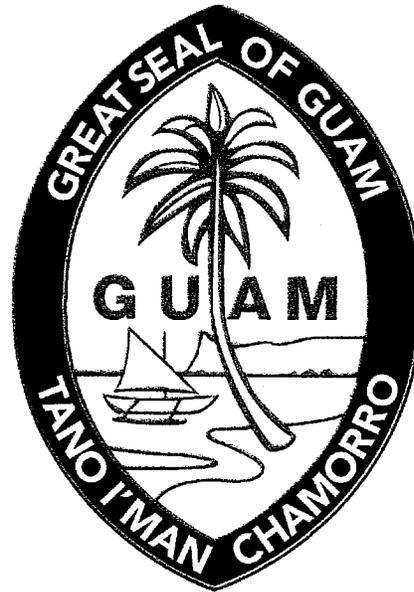


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Management Research

GOVERNMENT OF GUAM
KUMISION SETTEFIKASION PARA I MANMANIDUKA
GUAM COMMISSION FOR EDUCATOR'S CERTIFICATION

FY 2015 PROPOSED BUDGET



Submitted to BBMR on _____ BBMR Circular 14-02 pursuant P.L.29-105.

**BUREAU OF BUDGET AND MANAGEMENT RESEARCH
FY 2015 BUDGET DOCUMENT CHECKLIST**

Department/Agency: GUAM COMMISSION FOR EDUCATOR'S CERTIFICATION Date Received by BBMR: _____
 Division/Program: ADMINISTRATION Date Reviewed: _____

	Department/Agency		BBMR	
	Yes	No	Yes	No
General				
Is the department/agency request within the Governor's established ceiling?	X			
Is the summary digest consistent with detail pages?	X			
Are the required budget forms attached?				
a. Agency Narrative Form [BBMR AN-N1]	X			
b. Decision Package [BBMR DP-1]	X			
c. Program Budget Digest Forms [BBMR BD-1, BBMR TA-1, BBMR 96A]	X			
d. FY 2015 (Proposed) Agency Staffing Pattern [BBMR SP-1] - All Fund Sources	X			
e. FY 2014 (Current) Agency Staffing Pattern [BBMR SP-1] - All Fund Sources	X			
f. Federal Program Inventory Form [BBMR FP-1]				
g. Equipment/Capital Listing & Space Requirement Form [BBMR EL-1]	X			
I. Agency Narrative Form [BBMR AN-N1]				
1. Is the mission statement correct and consistent with the department/agency's enabling act?	X			
2. Are the goals and objectives correct and consistent with the department/agency's mission?	X			
II. Decision Package [BBMR DP-1]				
1. Is activity description correct?	X			
2. Is major objective correct?	X			
3. Are short term goals correct?	X			
4. Is workload output reflected correctly?	X			
III. Program Budget Digest Forms [BBMR BD-1, BBMR TA-1, BBMR 96A]				
A.) BBMR BD-1				
<u>Personnel Services</u>				
1. Are figures reflected consistent with the attached staffing pattern(s)?	X			
2. Are amounts reflected in each column accurate?	X			
3. Are computations correct?	X			
<u>Operations</u>				
1. Are the amounts reflected under columns, "Governor's Request", for each object category consistent with respective schedules (Schedule A - E) as detailed in the budget digest subforms (BBMR TA-1 & BBMR 96A)?	X			
2. Are amounts reflected in each column accurate?	X			
3. Are computations correct?	X			
<u>Utilities</u>				
Are amounts reflected in each column correct?	X			
<u>Capital Outlay</u>				
Are amounts reflected under columns, "Governor's Request", consistent with schedule F as detailed in the budget digest subform, [BBMR 96A)?	X			
<u>Full Time Equivalencies (FTEs)</u>				
Are the number of FTEs for both "Unclassified" and "Classified" accurately reflected under each column?	X			
B.) BBMR TA-1				
1. Is the purpose/justification for travel defined?	X			
2. Is/Are the travel date(s) and number of travelers reflected?	X			
3. Is/Are the position title(s) of the traveler(s) reflected?	X			
4. Are all columns (Air Fare, Per Diem, Registration, and Total Cost) accurate?	X			
C.) BBMR 96A				
1. Are "Items" under schedules B - F listed in detail?	X			
2. Is the "Quantity" under schedules B - F reflected for respective items?	X			
3. Is the "Unit Price" and "Total Price" accurate for each item under schedules B - F?	X			
IV. Agency Staffing Pattern Forms [BBMR SP-1]				
1. Are position titles correct?	X			
2. Are position numbers reflected?	X			
3. Are the salary levels consistent with the Civil Service Commission, Classification and Pay Plan?	X			
4. Are filled positions funded?	X			
5. Are increment amounts reflected (should be no per Public Law)?	X			
6. Are rates reflected under "Benefits" correct?	X			
7. Are computations correct?	X			
V. Federal Program Inventory Form [BBMR FP-1]				
Is the form complete and accurate?	X			
VI. Equipment/Capital Listing & Space Requirement Form [BBMR EL-1]				
1. Is the description of the equipment and/or capital item(s) detail?	X			
2. Is the "quantity" and "percentage of use" reflected?	X			
3. Are space requirements descriptive and total space reflected and accurate?	X			

DEPARTMENT:
 Prepared By: JULIE C. MESNGON, Admin Assistant
 Date: 12-13
 Approved By: LEA E. SANTOS, Director
 (Signature of Dept/Agency Head)
 Date: _____

BBMR ACTION:
 Recommendation
 Approval
 Disapproval
 Jean Mangiona
 Analyst
 Date: _____



Lea E. Santos
Executive Director

GOVERNMENT OF GUAM
KUMISION SETTEFIKASION PARA I MANMANIDUKA
JAM COMMISSION FOR EDUCATOR CERTIFICATION

www.gcec.guam.gov
UOG Station-SOE, Mangilao, Guam 96923
Tel: (671) 735-2554 FAX: (671) 735-2569

"Ensures Qualified Educators..."

MEMORANDUM

December 02, 2013

TO: John A. Rios
Director, BBMR

FROM: Executive Director, GCEC

SUBJECT: **FY 2015 BUDGET**

Hafa Adai Mr. Rios,

Pursuant to BBMR Circular No: 14-02, attached is the Guam Commission for Educator's Certification (GCEC) FY 2015 budget.

If you have any questions, you may contact me at 765-2554-7, or email me at lea.santos@gcec.guam.gov.

Si Yu'os Ma'ase

LEA SANTOS
Attachments:

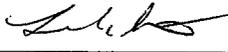
**Government of Guam
Fiscal Year 2015**

Agency Budget Certification

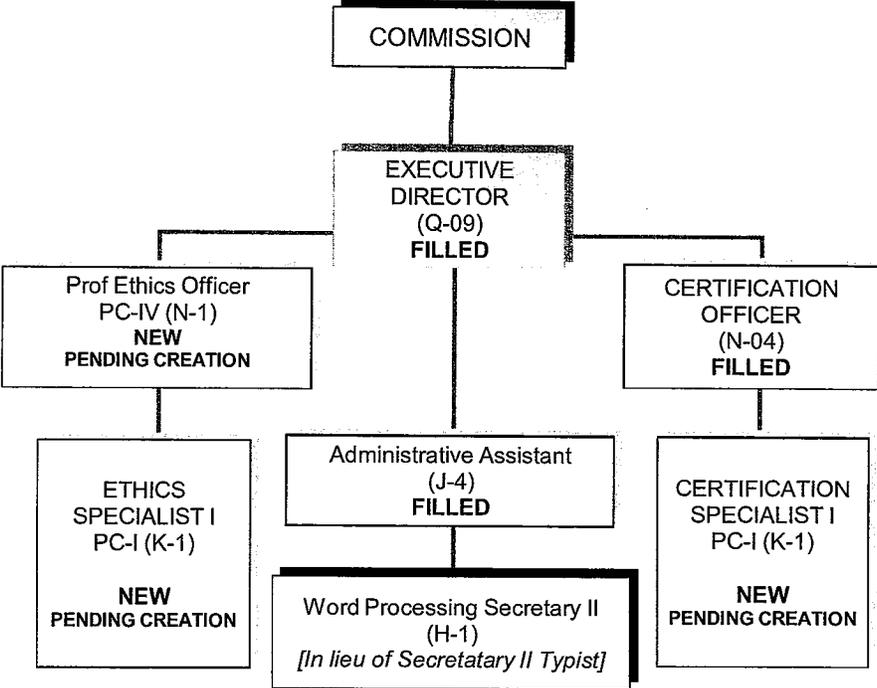
Agency: Guam Commission for Educator Certification

Agency Head: Lea E. Santos, Executive Director

I certify that the attached budget, submitted herewith, has been reviewed for accuracy and that all requirements by the Bureau of Budget & Management Research (BBMR) have been met. I also acknowledge that this budget document will be returned to this department if any of the BBMR requirements is not met.

Agency Head:  Date: 12.12.13
(Signature)

**GUAM COMMISSION FOR EDUCATOR CERTIFICATION
FY 2015
ORGANIZATIONAL CHART**



**Government of Guam
Fiscal Year 2015 Budget
Department / Agency Narrative**

FUNCTION: EDUCATION

DEPT. / AGENCY: Guam Commission for Educator Certification

MISSION STATEMENT:

The Guam Commission for Educator Certification:

Ensures educator quality, recognizing that the highest possible standards for all educators are essential to the attainment of high standards for all students on Guam.

GOALS AND OBJECTIVES:

The Guam Commission for Educator Certification's purpose and function:

1. To support student achievement and performance;
2. To provide professional development and evaluation;
3. To improve quality of the Guam educator workforce; and
4. To provide a rigorous system of certification.

Short Term

1. Use technology to support operations and innovations to increase efficiency.
2. Implement technical training for all staff.
3. Develop an operating budget for FY 2016.
4. Provide relevant information to policy makers and stakeholders on issues relating to the Commission's mandates.
5. Purchase and upgrade computer system to improve efficiency.
6. Implement a code of ethics that reflects standards of conduct for holders of Guam Professional Educator Certification.
7. Create and implement rules and regulations to monitor and address code of ethics questions and concerns of educators.
8. Contract for legal services to investigate complaints of official misconduct of educators relative to existing laws and regulations and conduct evidentiary hearings from which decisions relating to the action that will be taken by the commission on the educators' certificates.
9. Conduct training for all educators on the code of ethics.

Long Term

1. Implement clearly-defined rules governing commission duties and responsibilities.
2. Define / revise professional development requirements.
3. Implement a code of ethics that reflects standards of conduct for holders of Guam Professional Educator Certification.
4. Investigate on-line automate certification process.
5. Fully staff office to improve efficiency.
6. Offer staff opportunities for training and growth to maximize professional quality, and job satisfaction.

Decision Package
FY 2015

Guam Commission for
Department/Agency: Educator Certification Division/Section: 7600

Program Title: Educator Certification Office

Activity Description:

Certification of Educators as set forth under Public Law 31-50 - Professional Educator Certification.

Major Objective(s):

To provide a system regulating professional certification of educators via an external entity that is separate and apart from the entities that train and employ such educators. 1. To implement clearly-defined rules governing commission duties and responsibilities. 2. Define/revise professional development requirements. 3. Implement a code of ethics that reflects standards of conduct for holders of Guam Professional Educator Certification. 4. Create & implement rules & regulations to monitor and address codes of ethics questions & concerns of educators. 5. Investigate on-line automate certification process. 6. Fully staff office to improve efficiency. 7. Staff training to improve professionalism and increase job satisfaction.

Short-term Goals:

1. Use technology to support operations and innovations to increase efficiency. 2. Implement staff technical training. 3. Develop an operating budget for FY 2016. 4. Provide relevant information to policy makers and stakeholders on issues relating to the Commission's mandates. 5. Purchase and upgrade computer system to improve efficiency. 6. Implement code or ethicsthat reflects standards of conduct for holders of Guam Professional Educator Certification. 7. Contract for legal services to investigate complaints of official misconduct of educators relative to existing laws and regulations and conduct evidentiary hearings from which decisions relating to the actio that will be taken by the commission on the educators' certificates. 8. Conduct training for all educators on the code of ethics.

Workload Output			
Workload Indicator:	FY 2013 Anticipated Level	FY 2014 Projected Level	FY 2014 Projected Level
Certificates Issued	990	1,050	1,055
Certificates Denied	20	25	30
Extensions Granted	20	25	30
Extensions Denied	15	20	25
Appeals	10	15	20
Telephone Calls	3,000	3,250	3,255
Walk - Ins	2,500	2,700	2,800
Emails	2,850	2,900	2,950
Workshops	40	45	50

Government of Guam
Fiscal Year 2015
Budget Digest

[BBMR BD-1]

Function: EDUCATION
Dept. Guam Commission for Educator Certification
Program: SUMMARY

AS400 Account Code	Appropriation Classification	GENERAL FUND			SPECIAL FUND 1/			FEDERAL MATCH			GRAND TOTAL (ALL FUNDS)		
		FY 2013 Authorized Level	FY 2014 Governor's Request	FY 2015 Governor's Request	FY 2013 Authorized Level	FY 2014 Governor's Request	FY 2015 Governor's Request	FY 2013 Authorized Level	FY 2014 Governor's Request	FY 2015 Governor's Request	FY 2013 Authorized Level	FY 2014 Governor's Request	FY 2015 Governor's Request
	PERSONNEL SERVICES												
111	Regular Salaries/Increments/Special Pay:	120,333	120,844	125,584	0	0	0	0	0	0	120,333	120,844	125,584
112	Overtime:	0	0	0	0	0	0	0	0	0	0	0	0
113	Benefits:	36,570	51,611	57,662	0	0	0	0	0	0	36,570	51,611	57,662
114	Insurance Benefits (Medical / Dental / Life):	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL PERSONNEL SERVICES	156,903.40	172,455.00	183,246.00	-	-	-	-	-	-	156,903.40	172,455.00	183,246.00
	OPERATIONS												
220	TRAVEL- Off-Island/Local Mileage Reimburs:	0	0	8,400	0	0	0	0	0	0	0	0	8,400
230	CONTRACTUAL SERVICES:	0	14,100	51,050	0	0	0	0	0	0	0	14,100	51,050
233	OFFICE SPACE RENTAL:	0	6,000	6,000	0	0	0	0	0	0	0	6,000	6,000
240	SUPPLIES & MATERIALS:	0	1,062	1,600	0	0	0	0	0	0	0	1,062	1,600
250	EQUIPMENT:	0	0	7,500	0	0	0	0	0	0	0	0	7,500
270	WORKERS COMPENSATION:	0	0	0	0	0	0	0	0	0	0	0	0
271	DRUG TESTING:	0	0	0	0	0	0	0	0	0	0	0	0
280	SUB-RECIPIENT/SUBGRANT:	0	0	0	0	0	0	0	0	0	0	0	0
290	MISCELLANEOUS:	0	4,200	4,200	0	0	0	0	0	0	0	4,200	4,200
	TOTAL OPERATIONS	-	25,362.00	78,750.00	-	-	-	-	-	-	-	25,362.00	78,750.00
	UTILITIES												
361	Power:	0	0	0	0	0	0	0	0	0	0	0	0
362	Water/ Sewer:	0	0	0	0	0	0	0	0	0	0	0	0
363	Telephone/ Toll:	0	4,800	4,800	0	0	0	0	0	0	0	4,800	4,800
	TOTAL UTILITIES	\$0	\$4,800	\$4,800	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4,800	\$4,800
450	CAPITAL OUTLAY	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	TOTAL APPROPRIATIONS	156,903.40	202,617.00	266,796.00	-	-	-	-	-	-	156,903.40	202,617.00	266,796.00
	1/ Specify Fund Source												
	FULL TIME EQUIVALENCIES (FTEs)												
	UNCLASSIFIED:	1	1	1	0	0	0	0	0	0	1	1	1
	CLASSIFIED:	2	1	2	0	0	0	0	0	0	2	1	2
	TOTAL FTEs	3.00	2.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00	3.00	2.00	3.00

Government of Guam
Fiscal Year 2015
Budget Digest

[BBMR BD-1]

Function: EDUCATION
Dept. Guam Commission for Educator Certification
Program: Local

AS400 Account Code	Appropriation Classification	GENERAL FUND			SPECIAL FUND - 1/			FEDERAL MATCH			GRAND TOTAL (ALL FUNDS)		
		FY 2013 Expenditures & Encumbrances	FY 2014 Authorized Level	FY 2015 Governor's Request	FY 2013 Expenditures & Encumbrances	FY 2014 Authorized Level	FY 2015 Governor's Request	FY 2013 Expenditures & Encumbrances	FY 2014 Authorized Level	FY 2015 Governor's Request	FY 2013 Expenditures & Encumbrances	FY 2014 Authorized Level	FY 2015 Governor's Request
	PERSONNEL SERVICES												
111	Regular Salaries/Increments/Special Pay:	120,333	120,844	125,584	0	0	0	0	0	0	120,333	120,844	125,584
112	Overtime:	0	0	0	0	0	0	0	0	0	0	0	0
113	Benefits:	36,570	51,611	57,662	0	0	0	0	0	0	36,570	51,611	57,662
114	Insurance Benefits (Medical / Dental / Life):	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL PERSONNEL SERVICES	\$156,903	\$172,455	\$183,246	\$0	\$0	\$0	\$0	\$0	\$0	\$156,903	\$172,455	\$183,246
	OPERATIONS												
220	TRAVEL- Off-Island/Local Mileage Reimburs:	0	0	8,400	0	0	0	0	0	0	0	0	8,400
230	CONTRACTUAL SERVICES:	0	14,100	51,050	0	0	0	0	0	0	0	14,100	51,050
233	OFFICE SPACE RENTAL:	0	6,000	6,000	0	0	0	0	0	0	0	6,000	6,000
240	SUPPLIES & MATERIALS:	0	1,062	1,600	0	0	0	0	0	0	0	1,062	1,600
250	EQUIPMENT:	0	0	7,500	0	0	0	0	0	0	0	0	7,500
270	WORKERS COMPENSATION:	0	0	0	0	0	0	0	0	0	0	0	0
271	DRUG TESTING:	0	0	0	0	0	0	0	0	0	0	0	0
280	SUB-RECIPIENT/SUBGRANT:	0	0	0	0	0	0	0	0	0	0	0	0
290	MISCELLANEOUS:	0	4,200	4,200	0	0	0	0	0	0	0	4,200	4,200
	TOTAL OPERATIONS	\$0	\$25,362	\$78,750	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$25,362	\$78,750
	UTILITIES												
361	Power:	0	0	0	0	0	0	0	0	0	0	0	0
362	Water/ Sewer:	0	0	0	0	0	0	0	0	0	0	0	0
363	Telephone/ Toll:	0	0	4,800	0	0	0	0	0	0	0	0	4,800
	TOTAL UTILITIES	\$0	\$4,800	\$4,800	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4,800	\$4,800
450	CAPITAL OUTLAY	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	TOTAL APPROPRIATIONS	\$156,903	\$202,617	\$266,796	\$0	\$0	\$0	\$0	\$0	\$0	\$156,903	\$202,617	\$266,796
	1/ Specify Fund Source												
	FULL TIME EQUIVALENCIES (FTEs)												
	UNCLASSIFIED:	1	1	1	0	0	0	0	0	0	1	1	1
	CLASSIFIED:	2	1	2	0	0	0	0	0	0	2	1	2
	TOTAL FTEs	3.00	2.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00	3.00	2.00	3.00

Schedule A - Off-Island Travel

Department/Agency: EDUCATION

Division: GUAM COMMISSION FOR EDUCATOR CERTIFICATION

Program: Administration

Purpose / Justification for Travel				
Attend the 87 th Annual National Association of State Directors on Teacher Education and Certification (NASDTEC) Conference, June 7-9 , 2015 in Portland Oregon and the 20th Professional Practices Institute, NASDTEC, Southern Regio Conference on October 2015.				
Travel Date: _____		No. of Travelers: _____ 1/		
Position Title of Traveler(s)	Air Fare	Per diem 2/	Registration	Total Cost
Upon the approval by the Commission	\$ 3,200.00	\$ 387.00	\$ 500.00	\$ 4,087.
Upon the approval by the Commission	\$ 3,200.00	\$ 387.00	\$ 500.00	\$ 4,087.

Purpose / Justification for Travel				
Travel Date: _____		No. of Travelers: _____ 1/		
Position Title of Traveler(s)	Air Fare	Per diem 2/	Registration	Total Cost
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -

Purpose / Justification for Travel				
Travel Date: _____		No. of Travelers: _____ 1/		
Position Title of Traveler(s)	Air Fare	Per diem 2/	Registration	Total Cost
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -

1/ Provide justification for multiple travelers attending the same conference / training / etc.

2/ Rates must be consistent with Title 5 GCA, Div.2, Ch.23, §23104 and federal Joint Travel Regulations

Guam Commission for Educator Certification

Schedule B- Contractual

Item	Quantity	Unit Price	Total Price	Funded in FY 2014?	
				Yes	No
Copier Services - copy/scan/fax (certificates only)	1	2500	\$ 2,500.00	X	
New copier lease for expired 60 mos 2014 (Admi	1	3500	\$ 3,500.00		X
NASDTEC Membership	1	4000	\$ 4,000.00	X	
Staff Training	2	500	\$ 1,000.00	X	
Commission Members Training	7	150	\$ 1,050.00	X	
Media Ads	2	500	\$ 1,000.00	X	
Webmaster	1	3000	\$ 3,000.00	X	
Legal Services	1	35000	\$ 35,000.00		X
Total Contractual			\$ 51,050.00		

Schedule C - Supplies & Materials

Item	Quantity	Unit Price	Total Price	Funded in FY 2014?	
				Yes	No
Administrative Supplies & Materials	1	1500	\$ 1,500.00	X	
Postage	1	100	\$ 100.00	X	
			\$ -		
			\$ -		
			\$ -		
			\$ -		
Total Supplies & Materials			\$ 1,600.00		

Schedule D - Equipment

Item	Quantity	Unit Price	Total Price	Funded in FY 2014?	
				Yes	No
New Desktop Computers	3	2500	\$ 7,500.00		X
			\$ -		
			\$ -		
			\$ -		
			\$ -		
			\$ -		
Total Equipment			\$ 7,500.00		

Schedule E - Miscellaneous

Item	Quantity	Unit Price	Total Price	Funded in FY 2014?	
				Yes	No
Commission Members Stipends x 7 members	12	350	\$ 4,200.00	X	
			\$ -		
			\$ -		
			\$ -		
			\$ -		
Total Miscellaneous			\$ 4,200.00		

Schedule F - Capital Outlay

Item	Quantity	Unit Price	Total Price	Funded in FY 2014?	
				Yes	No
			\$ -		
			\$ -		
			\$ -		
			\$ -		
			\$ -		
Total Capital Outlay			\$ -		

Government of Guam
 Fiscal Year 2015
 Agency Staffing Pattern
 (PROPOSED)

[BBMR SP-1]

FUNCTIONAL AREA: EDUCATION

DEPARTMENT/AGENCY: GUAM COMMISSION FOR EDUCATOR CERTIFICATION

PROGRAM: LOCAL SUMMARY

FUND: 100& GENERAL FUND

Input by Department										Input by Department									
No.	(A) Position Number	(B) Position Title	(C) Name of Incumbent	(D) Grade/ Step	(E) Salary	(F) Overtime	(G) Special*	(H) Increment		(J) Subtotal (E+F+G+I)	Benefits					(P) Medical (Premium)	(Q) Dental (Premium)	(R) Total Benefits (K thru Q)	(S) (J + R) TOTAL
								Date	Amt.		(K) Retirement (J * 31.03%) 1/	(L) Retire (DDI) (\$19.02*26PP) 2/	(M) Social Security (6.2% * J)	(N) Medicare (1.45% * J)	(O) Life 3/				
1	----	SALARIES/BENEFITS			\$124,077	\$0	\$0	----	\$1,507	\$125,584	\$37,261	\$1,484	\$0	\$1,824	\$459	\$15,603	\$1,032	\$57,662	\$183,246
2	----				\$0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
3	----				\$0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
4	----				\$0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
5	----				\$0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
6	----				\$0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
7	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
8	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
9	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
10	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
11	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
12	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
13	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
14	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
15	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
16	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
17	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
18	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
19	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
20	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
Grand Total:					\$124,077	\$0	\$0	----	\$1,507	\$125,584	\$37,261	\$1,484	\$0	\$1,824	\$459	\$15,603	\$1,032	\$57,662	\$183,246

* Night Differential / Hazardous / Worker's Compensation / etc.

1/ FY 2015 (Proposed) GovGuam contribution rate of 29.67% for the Government of Guam Retirement is subject to change.

2/ FY 2015 (Proposed) GovGuam contribution rate of \$19.02 (bi-weekly) for DDI is subject to change.

3/ FY 2015 (Proposed) GovGuam contribution rate of \$153 (per annum) for Life Insurance is subject to change.

Government of Guam
Fiscal Year 2015
Agency Staffing Pattern
(PROPOSED)

FUNCTIONAL AREA: EDUCATION

DEPARTMENT/AGENCY: GUAM COMMISSION FOR EDUCATOR'S CERTIFICATION

PROGRAM: ADMINISTRATION

FUND: LOCAL

Input by Department										Input by Department									
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	
No.	Position Number	Position Title	Name of incumbent	Grade/Step	Salary	Overtime	Special*	Increment Date	Inc. Amt.	(E+F+G+I) Subtotal	Retirement (J * 29.67%) 1/	Retire (DDI) (\$19.02*26PP) 2/	Social Security (6.2% * J)	Medicare (1.45% * J)	Life 3/	Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)	(J + R) TOTAL
1		Executive Director	Lea E. Santos	Q-9	\$58,510	\$0	\$0		\$0	\$58,510	\$17,360	\$495	\$0	\$848	\$153	\$2,583	\$224	\$21,663	\$80,173
2		Education Certification Officer	Fran-Nicole M. Camacho	N-4	\$36,889	0	0	5/24/2015	647	37,536	\$11,137	\$495	0	\$547	153	6,510	404	19,245	\$56,781
3		Administrative Assistant	Julie C. Mesngon	J-5	\$28,678	0	0	1/16/2015	860	29,538	\$8,764	\$495	0	\$428	153	6,510	404	16,754	\$46,292
4		Word Processing Secretary	VACANT	H-1	0	0	0		0	0	0	0	0	0	0	0	0	0	0
5		Certification Specialist	New Position (Pending Creation)	K-1	0	0	0		0	0	0	0	0	0	0	0	0	0	0
6		PC IV (in lieu of Pro Ethics Off)	New Position (Pending Creation)	N-1	0	0	0		0	0	0	0	0	0	0	0	0	0	0
7					0	0	0		0	0	0	0	0	0	0	0	0	0	0
8					0	0	0		0	0	0	0	0	0	0	0	0	0	0
9					0	0	0		0	0	0	0	0	0	0	0	0	0	0
10					0	0	0		0	0	0	0	0	0	0	0	0	0	0
11					0	0	0		0	0	0	0	0	0	0	0	0	0	0
12					0	0	0		0	0	0	0	0	0	0	0	0	0	0
13					0	0	0		0	0	0	0	0	0	0	0	0	0	0
14					0	0	0		0	0	0	0	0	0	0	0	0	0	0
15					0	0	0		0	0	0	0	0	0	0	0	0	0	0
16					0	0	0		0	0	0	0	0	0	0	0	0	0	0
17					0	0	0		0	0	0	0	0	0	0	0	0	0	0
18					0	0	0		0	0	0	0	0	0	0	0	0	0	0
19					0	0	0		0	0	0	0	0	0	0	0	0	0	0
20					0	0	0		0	0	0	0	0	0	0	0	0	0	0
21					0	0	0		0	0	0	0	0	0	0	0	0	0	0
22					0	0	0		0	0	0	0	0	0	0	0	0	0	0
23					0	0	0		0	0	0	0	0	0	0	0	0	0	0
24					0	0	0		0	0	0	0	0	0	0	0	0	0	0
25					0	0	0		0	0	0	0	0	0	0	0	0	0	0
Grand Total:					\$124,077	\$0	\$0		\$1,507	\$125,584	\$37,261	\$1,484	\$0	\$1,824	\$459	\$15,603	\$1,032	\$57,662	\$183,246

* Night Differential / Hazardous / Worker's Compensation / etc.
 1/ FY 2015 (Proposed) GovGuam contribution rate of 29.67% for the Government of Guam Retirement is subject to change.
 2/ FY 2015 (Proposed) GovGuam contribution rate of \$19.02 (bi-weekly) for DDI is subject to change.
 3/ FY 2015 (Proposed) GovGuam contribution rate of \$153 (per annum) for Life Insurance is subject to change.

Government of Guam
 Fiscal Year 2015
 Agency Staffing Pattern
 (PROPOSED)

Input by Department												
Special Pay Categories												
(A)	(B)	(C)	(D)	(E)			(F)	(G)	(H)	(I)	(J)	(K)
No.	Position Number	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%	(D+E+F+G+H+I+J) Subtotal	
1	0	Executive Director	Lea E. Santos	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2	0	Education Certification Officer	Fran-Nicole M. Camacho	0	0	0	0	0	0	0	0	0
3	0	Administrative Assistant	Julie C. Mesngon	0	0	0	0	0	0	0	0	0
4	0	Word Processing Secretary	VACANT	0	0	0	0	0	0	0	0	0
5	0	Certification Specialist	New Position (Pending Creation)	0	0	0	0	0	0	0	0	0
6	0	PC IV (in lieu of Pro Ethics Off)	New Position (Pending Creation)	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0	0	0	0	0
Grand 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 1/4 of reg. rate of pay from 12am Friday to 12 midnight Sunday
- 5/ 1 1/4 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 2015
Agency Staffing Pattern
(HAY STUDY)

[BBMR SP-1]

FUNCTIONAL AREA: EDUCATION

DEPARTMENT/AGENCY: GUAM COMMISSION FOR EDUCATOR CERTIFICATION

PROGRAM: LOCAL PURSUANT TO PL. 21-105

SUMMARY

FUND: 100%

Input by Department										Input by Department										
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)		(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	
No.	Position Number	Position Title	Name of Incumbent	Grade/ Step	Salary	Overtime	Special*	Increment		(E+F+G+I) Subtotal	Benefits								Total Benefits (K thru Q)	(J + R) TOTAL
								Date	Amt.		Retirement (J * 29.67%) 1/	Retire (DDI) (\$19.02*26PP) 2/	Social Security (6.2% * J)	Medicare (1.45% * J)	Life 3/	Medical (Premium)	Dental (Premium)			
1	----	SALARIES/BENEFITS			\$135,470	\$0	\$0	----	\$2,261	\$137,730	\$40,865	\$1,484	\$0	\$1,888	\$459	\$15,603	\$1,032	\$61,330	\$199,060	
2	----				\$0	0	0	----	0	0	0	0	0	0	0	0	0	0	0	
3	----				\$0	0	0	----	0	0	0	0	0	0	0	0	0	0	0	
4	----				\$0	0	0	----	0	0	0	0	0	0	0	0	0	0	0	
5	----				\$0	0	0	----	0	0	0	0	0	0	0	0	0	0	0	
6	----				\$0	0	0	----	0	0	0	0	0	0	0	0	0	0	0	
7	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0	
8	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0	
9	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0	
10	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0	
11	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0	
12	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0	
13	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0	
14	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0	
15	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0	
16	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0	
17	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0	
18	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0	
19	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0	
20	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0	
Grand Total:					\$135,470	\$0	\$0		\$2,261	\$137,730	\$40,865	\$1,484	\$0	\$15,603	\$459	\$15,603	\$1,032	\$61,330	\$199,060	

* Night Differential / Hazardous / Worker's Compensation / etc.

1/ FY 2015 (Proposed) GovGuam contribution rate of 29.67% for the Government of Guam Retirement is subject to change.

2/ FY 2015 (Proposed) GovGuam contribution rate of \$19.02 (bi-weekly) for DDI is subject to change.

3/ FY 2015 (Proposed) GovGuam contribution rate of \$153 (per annum) for Life Insurance is subject to change.

Government of Guam
Fiscal Year 2015
Agency Staffing Pattern
(HAY STUDY)

FUNCTIONAL AREA: EDUCATION

DEPARTMENT/AGENCY: GUAM COMMISSION FOR EDUCATOR'S CERTIFICATION

PROGRAM: ADMINISTRATION

P.L. 29-105

FUND: LOCAL

Input by Department										Input by Department											
No.	(A) Position Number	(B) Position Title	(C) Name of Incumbent	(D) Grade/ Step	(E) Salary	(F) Overtime	(G) Special*	(H) Increment		(I) Amt.	(J) Subtotal	(K) Retirement (J * 29.67%) 1/	(L) Retire (DDI) (\$19.02*26PP) 2/	(M) Social Security (6.2% * J)	(N) Benefits			(P) Medical (Premium)	(Q) Dental (Premium)	(R) Total Benefits (K thru Q)	(S) (J + R) TOTAL
								Date							Life 3/	Medicare (1.45% * J)	Life 3/				
1		Executive Director	Lea E. Santos	Q-9	\$58,510	\$0	\$0			\$0	\$58,510	\$17,360	\$495	\$0	\$848	\$153	\$2,583	\$224	\$21,663	\$80,173	
2	NL02-04	Education Certification Officer	Fran-Nicole M. Camacho	N-4	\$44,267	0	0	5/24/2015	970	45,237	\$13,422	\$495	\$0	\$547	153	6,510	404	21,530	66,767		
3	JL02-04	Administrative Assistant	Julie C. Mesngon	J-4	\$32,693	0	0	1/16/2015	1,291	33,983	\$10,083	\$495	\$0	\$493	153	6,510	404	18,137	52,121		
4		Word Processing Secretary	VACANT	H-1	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
5		Certification Specialist	aw Position (Pending Creati	K-1	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
6		PC IV (in lieu of Pro Ethics Off)	aw Position (Pending Creati	N-1	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
7					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
8					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
9					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
10					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
11					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
12					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
13					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
14					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
15					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
16					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
17					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
18					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
19					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
20					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
21					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
22					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
23					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
24					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
25					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	
Grand Total:					\$135,470	\$0	\$0		\$2,261	\$137,730	\$40,865	\$1,484	\$0	\$1,888	\$489	\$15,603	\$1,032	\$61,330	\$199,060		

* Night Differential / Hazardous / Worker's Compensation / etc.

1/ FY 2015 (Proposed) GovGuam contribution rate of 29.67% for the Government of Guam Retirement is subject to change.

2/ FY 2015 (Proposed) GovGuam contribution rate of \$19.02 (bi-weekly) for DDI is subject to change.

3/ FY 2015 (Proposed) GovGuam contribution rate of \$153 (per annum) for Life Insurance is subject to change.

Government of Guam
Fiscal Year 2015
Agency Staffing Pattern
(HAY STUDY)

[BBMR SP-1]

Input by Department												
No.	(A) Position Number	(B) Position Title	(C) Name of Incumbent	(D) Holiday Pay	Special Pay Categories						(K) Subtotal (D+E+F+G+H+I+J)	
					(E)		(F)	(G)	(H)	(I)		(J)
					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%		
1	0	Executive Director	Lea E. Santos	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
2	NL02-04	Education Certification Officer	Fran-Nicole M. Camacho	0	0	0	0	0	0	0	0	
3	JL02-04	Administrative Assistant	Julie C. Mesugon	0	0	0	0	0	0	0	0	
4	0	Word Processing Secretary	VACANT	0	0	0	0	0	0	0	0	
5	0	Certification Specialist	New Position (Pending Creation)	0	0	0	0	0	0	0	0	
6	0	PC IV (in lieu of Pro Ethics Off)	New Position (Pending Creation)	0	0	0	0	0	0	0	0	
7	0	0	0	0	0	0	0	0	0	0	0	
8	0	0	0	0	0	0	0	0	0	0	0	
9	0	0	0	0	0	0	0	0	0	0	0	
10	0	0	0	0	0	0	0	0	0	0	0	
11	0	0	0	0	0	0	0	0	0	0	0	
12	0	0	0	0	0	0	0	0	0	0	0	
13	0	0	0	0	0	0	0	0	0	0	0	
14	0	0	0	0	0	0	0	0	0	0	0	
15	0	0	0	0	0	0	0	0	0	0	0	
16	0	0	0	0	0	0	0	0	0	0	0	
17	0	0	0	0	0	0	0	0	0	0	0	
18	0	0	0	0	0	0	0	0	0	0	0	
19	0	0	0	0	0	0	0	0	0	0	0	
20	0	0	0	0	0	0	0	0	0	0	0	
21	0	0	0	0	0	0	0	0	0	0	0	
22	0	0	0	0	0	0	0	0	0	0	0	
23	0	0	0	0	0	0	0	0	0	0	0	
24	0	0	0	0	0	0	0	0	0	0	0	
25	0	0	0	0	0	0	0	0	0	0	0	
Grand Total:				\$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 1/2 of reg. rate of pay from 12am Friday to 12 midnight Sunday
- 5/ 1 1/2 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 2014
 Agency Staffing Pattern
 (CURRENT)

[BBMR SP-1]

FUNCTIONAL AREA: EDUCATION

DEPARTMENT/AGENCY: GUAM COMMISSION FOR EDUCATOR CERTIFICATION

PROGRAM: LOCAL SUMMARY

FUND: 100% GENERAL FUND

Input by Department										Input by Department									
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)		(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
No.	Position Number	Position Title	Name of Incumbent	Grade/ Step	Salary	Overtime	Special*	Increment		(E+F+G+I) Subtotal	Benefits							Total Benefits (K thru Q)	(J + R) TOTAL
								Date	Amt.		Retirement (J * 31.03%) 1/	Retire (DDI) (\$19.02*26PP) 2/	Social Security (6.2% * J)	Medicare (1.45% * J)	Life 3/	Medical (Premium)	Dental (Premium)		
1	----	SALARIES/BENEFITS			\$122,643	\$0	\$0	----	\$2,046	\$124,689	\$37,444	\$1,484	\$0	\$1,806	\$459	\$15,603	\$1,032	\$57,828	\$182,517
2	----				\$0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
3	----				\$0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
4	----				\$0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
5	----				\$0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
6	----				\$0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
7	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
8	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
9	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
10	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
11	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
12	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
13	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
14	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
15	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
16	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
17	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
18	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
19	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
20	----				0	0	0	----	0	0	0	0	0	0	0	0	0	0	0
Grand Total:					\$122,643	\$0	\$0	----	\$2,046	\$124,689	\$37,444	\$1,484	\$0	\$15,603	\$459	\$15,603	\$1,032	\$57,828	\$182,517

* Night Differential / Hazardous / Worker's Compensation / etc.
 1/ FY 2014 (Proposed) GovGuam contribution rate of 31.02% for the Government of Guam Retirement is subject to change.
 2/ FY 2014 (Proposed) GovGuam contribution rate of \$19.02 (bi-weekly) for DDI is subject to change.
 3/ FY 2014 (Proposed) GovGuam contribution rate of \$153 (per annum) for Life Insurance is subject to change.

Government of Guam
Fiscal Year 2014
Agency Staffing Pattern
(CURRENT)

[BBMR SP-1]

FUNCTIONAL AREA: EDUCATION

DEPARTMENT/AGENCY: GUAM COMMISSION FOR EDUCATOR'S CERTIFICATION

PROGRAM: ADMINISTRATION

FUND: 100% LOCAL

Input by Department										Input by Department										
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)		
No.	Position Number	Position Title	Name of Incumbent	Grade/Step	Salary	Overtime	Special*	Increment		(E+F+G+I) Subtotal	Retirement (J * 30.03%) 1/	Retire (DDI) (\$19.02*26PP) 2/	Social Security (6.2% * J)	Benefits			Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)	(J + R) TOTAL
								Date	Amc.					Medicare (1.45% * J)	Life 3/					
1		Executive Director	Lea E. Santos	Q-9	\$58,510	\$0	\$0		\$0	\$58,510	\$17,571	\$495	\$0	\$848	\$153	\$2,583	\$224	\$21,873	\$80,383	
2		Education Certification Officer	Fran-Nicole M. Camacho	N-4	\$36,889	0	0	5/24/2014	970	37,859	\$11,369	\$495	0	\$547	153	6,510	404	19,478	57,337	
3		Administrative Assistant	Julie C. Mesngon	J-5	\$27,244	0	0	1/16/2014	1,076	28,320	\$8,504	\$495	0	\$411	153	6,510	404	16,477	44,797	
4		Word Processing Secretary	VACANT	H-1	0	0	0		0	0	0	0	0	0	0	0	0	0	0	
5		Certification Specialist	sw Position (Pending Creati	K-1	0	0	0		0	0	0	0	0	0	0	0	0	0	0	
6		PC IV (in lieu of Pro Ethics Off)	sw Position (Pending Creati	N-1	0	0	0		0	0	0	0	0	0	0	0	0	0	0	
7					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
8					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
9					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
10					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
11					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
12					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
13					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
14					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
15					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
16					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
17					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
18					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
19					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
20					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
21					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
22					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
23					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
24					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
25					0	0	0		0	0	0	0	0	0	0	0	0	0	0	
Grand Total:					\$122,643	\$0	\$0		\$2,046	\$124,689	\$37,444	\$1,484	\$0	\$1,806	\$459	\$15,603	\$1,032	\$57,828	\$182,517	

* Night Differential / Hazardous / Worker's Compensation / etc.

1/ FY 2013 (Proposed) GovGuam contribution rate of 30.02% for the Government of Guam Retirement is subject to change.

2/ FY 2013 (Proposed) GovGuam contribution rate of \$19.02 (bi-weekly) for DDI is subject to change.

3/ FY 2013 (Proposed) GovGuam contribution rate of \$153 (per annum) for Life Insurance is subject to change.

Government of Guam
 Fiscal Year 2014
 Agency Staffing Pattern
 (CURRENT)

Input by Department													
Special Pay Categories													
(A)	(B)	(C)	(D)	(E)		(F)		(G)		(H)	(I)	(J)	(K)
No.	Position Number	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%	(D+E+F+G+H+I+J) Subtotal		
1	0	Executive Director	Lea E. Santos	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
2	0	Education Certification Officer	Fran-Nicole M. Camacho	0	0	0	0	0	0	0	0	0	
3	0	Administrative Assistant	Julie C. Mesngon	0	0	0	0	0	0	0	0	0	
4	0	Word Processing Secretary	VACANT	0	0	0	0	0	0	0	0	0	
5	0	Certification Specialist	New Position (Pending Creation)	0	0	0	0	0	0	0	0	0	
6	0	PC IV (in lieu of Pro Ethics Off)	New Position (Pending Creation)	0	0	0	0	0	0	0	0	0	
7	0	0	0	0	0	0	0	0	0	0	0	0	
8	0	0	0	0	0	0	0	0	0	0	0	0	
9	0	0	0	0	0	0	0	0	0	0	0	0	
10	0	0	0	0	0	0	0	0	0	0	0	0	
11	0	0	0	0	0	0	0	0	0	0	0	0	
12	0	0	0	0	0	0	0	0	0	0	0	0	
13	0	0	0	0	0	0	0	0	0	0	0	0	
14	0	0	0	0	0	0	0	0	0	0	0	0	
15	0	0	0	0	0	0	0	0	0	0	0	0	
16	0	0	0	0	0	0	0	0	0	0	0	0	
17	0	0	0	0	0	0	0	0	0	0	0	0	
18	0	0	0	0	0	0	0	0	0	0	0	0	
19	0	0	0	0	0	0	0	0	0	0	0	0	
20	0	0	0	0	0	0	0	0	0	0	0	0	
21	0	0	0	0	0	0	0	0	0	0	0	0	
22	0	0	0	0	0	0	0	0	0	0	0	0	
23	0	0	0	0	0	0	0	0	0	0	0	0	
24	0	0	0	0	0	0	0	0	0	0	0	0	
25	0	0	0	0	0	0	0	0	0	0	0	0	
Grand 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 1/2 of reg. rate of pay from 12am Friday to 12 midnight Sunday
- 5/ 1 1/2 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

Guam Commission for Educator Certification
 Prior Year Obligations for FY 2015

A	B	C	D	E	F	G
Transaction/ Obligation Date	Transaction Type	Vendor	General Fund (\$)	Special Fund (\$)	Federal Fund (\$)	Reasons for Nonsubmittal or Nonpayment
N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total			\$0.00	\$0.00	\$0.00	

Note:

Column A: Completion date of transaction or event prior to October 1, 2011.

Column B: Transaction Type such as personnel action, contracts, etc.

Column C: Vendor or Party owed

Column D, E, & F: Identify funding source and dollar amount inclusive of associated penalties or fees; if more than one transaction, need to total all transactions.

Column G: Note item of concern.