

GUAM POWER AUTHORITY CTP LISTING												
No.	Authority	Benchmark Position	40th 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	\$ 66,686.36	\$ 32.06	J	04	A	\$ 69,394.09	\$ 33.36	J	05	A
2	GPA	Accountant II	\$ 80,271.57	\$ 38.59	K	04	C	\$ 83,530.92	\$ 40.16	K	05	C
3	GPA	Accountant III	\$ 94,140.92	\$ 45.26	M	03	C	\$ 97,963.42	\$ 47.10	M	04	C
4	GPA	Administrative Officer	\$ 68,707.02	\$ 33.03	J	04	D	\$ 71,496.80	\$ 34.37	J	05	D
5	GPA	AGM Administration	\$ 168,797.77	\$ 81.15	T	03	B	\$ 175,651.64	\$ 84.45	T	04	B
6	GPA	AGM Engineering & Technical Services	\$ 180,974.06	\$ 87.01	T	05	A	\$ 188,322.33	\$ 90.54	T	06	A
7	GPA	AGM Operations	\$ 180,974.06	\$ 87.01	T	05	A	\$ 188,322.33	\$ 90.54	T	06	A
8	GPA	AMI Supervisor	\$ 95,082.33	\$ 45.71	M	03	D	\$ 98,943.06	\$ 47.57	M	04	D
9	GPA	AMI Technician	\$ 55,663.82	\$ 26.76	H	04	B	\$ 57,923.99	\$ 27.85	H	05	B
10	GPA	AMI Technician Leader	\$ 74,129.45	\$ 35.64	K	02	C	\$ 77,139.40	\$ 37.09	K	03	C
11	GPA	Applications Support Supervisor	\$ 100,591.71	\$ 48.36	N	03	A	\$ 104,676.14	\$ 50.33	N	04	A
12	GPA	Assistant Chief Financial Officer	\$ 135,224.75	\$ 65.01	O	08	C	\$ 140,715.41	\$ 67.65	O	09	C
13	GPA	Assistant Customer Services Manager	\$ 108,926.41	\$ 52.37	N	05	A	\$ 113,349.26	\$ 54.49	N	06	A
14	GPA	Assistant Generation Manager	\$ 135,436.41	\$ 65.11	Q	03	D	\$ 140,935.68	\$ 67.76	Q	04	D
15	GPA	Assistant Manager of Engineering	\$ 136,429.91	\$ 65.59	R	02	A	\$ 141,969.51	\$ 68.25	R	03	A
16	GPA	Assistant Manager of Transmission & Distribution	\$ 126,126.56	\$ 60.64	O	06	D	\$ 131,247.81	\$ 63.10	O	07	D
17	GPA	Assistant Plant Superintendent (Cabras 1&2)	\$ 109,725.44	\$ 52.75	O	03	B	\$ 114,180.73	\$ 54.89	O	04	B
18	GPA	Assistant Plant Superintendent (Cabras 3&4)	\$ 109,725.44	\$ 52.75	O	03	B	\$ 114,180.73	\$ 54.89	O	04	B
19	GPA	Assistant Plant Superintendent (CT / Diesel Systems)	\$ 109,725.44	\$ 52.75	O	03	B	\$ 114,180.73	\$ 54.89	O	04	B
20	GPA	Assistant Plant Superintendent (Diesel)	\$ 109,725.44	\$ 52.75	O	03	B	\$ 114,180.73	\$ 54.89	O	04	B
21	GPA	Assistant Plant Superintendent (Tanguisson)	\$ 109,725.44	\$ 52.75	O	03	B	\$ 114,180.73	\$ 54.89	O	04	B
22	GPA	Auditor I	\$ 66,026.10	\$ 31.74	J	03	D	\$ 68,707.02	\$ 33.03	J	04	D
23	GPA	Auditor II	\$ 81,074.28	\$ 38.98	K	04	D	\$ 84,366.22	\$ 40.56	K	05	D
24	GPA	Auditor III	\$ 93,208.83	\$ 44.81	M	03	B	\$ 96,993.49	\$ 46.63	M	04	B
25	GPA	Budget Analyst	\$ 79,476.80	\$ 38.21	K	04	B	\$ 82,703.88	\$ 39.76	K	05	B
26	GPA	Building Maintenance Supervisor	\$ 87,560.23	\$ 42.10	L	04	D	\$ 91,115.52	\$ 43.81	L	05	D
27	GPA	Buyer I	\$ 44,887.48	\$ 21.58	E	05	A	\$ 46,710.09	\$ 22.46	E	06	A
28	GPA	Buyer II	\$ 55,638.37	\$ 26.75	G	07	D	\$ 57,897.51	\$ 27.84	G	08	D
29	GPA	Buyer Supervisor I	\$ 73,663.23	\$ 35.42	J	06	C	\$ 76,654.25	\$ 36.85	J	07	C
30	GPA	Buyer Supervisor II	\$ 87,560.23	\$ 42.10	L	04	D	\$ 91,115.52	\$ 43.81	L	05	D
31	GPA	Carpenter I	\$ 45,789.72	\$ 22.01	F	05	B	\$ 47,648.96	\$ 22.91	F	06	B
32	GPA	Carpenter II	\$ 59,088.26	\$ 28.41	H	05	D	\$ 61,487.49	\$ 29.56	H	06	D
33	GPA	Carpenter Leader	\$ 73,663.23	\$ 35.42	J	06	C	\$ 76,654.25	\$ 36.85	J	07	C
34	GPA	Carpenter Supervisor	\$ 85,834.94	\$ 41.27	L	04	B	\$ 89,320.19	\$ 42.94	L	05	B
35	GPA	Chief Budget Officer	\$ 117,640.52	\$ 56.56	O	05	A	\$ 122,417.20	\$ 58.85	O	06	A
36	GPA	Chief Electric Power Systems Dispatcher	\$ 109,725.44	\$ 52.75	O	03	B	\$ 114,180.73	\$ 54.89	O	04	B
37	GPA	Chief Financial Officer (GPA)	\$ 175,651.64	\$ 84.45	T	04	B	\$ 182,783.80	\$ 87.88	T	05	B
38	GPA	Chief Information Technology Officer	\$ 157,857.18	\$ 75.89	S	03	C	\$ 164,266.81	\$ 78.97	S	04	C
39	GPA	Collection Agent	\$ 44,003.02	\$ 21.16	F	04	B	\$ 45,789.72	\$ 22.01	F	05	B
40	GPA	Collection Supervisor	\$ 74,870.74	\$ 36.00	K	02	D	\$ 77,910.79	\$ 37.46	K	03	D
41	GPA	Communication / Electronic Technician Leader	\$ 78,689.90	\$ 37.83	K	04	A	\$ 81,885.03	\$ 39.37	K	05	A
42	GPA	Communication / Electronic Technician I	\$ 56,545.06	\$ 27.19	I	02	B	\$ 58,841.02	\$ 28.29	I	03	B
43	GPA	Communication / Electronic Technician II	\$ 66,686.36	\$ 32.06	J	04	A	\$ 69,394.09	\$ 33.36	J	05	A
44	GPA	Communication / Electronic Technician Supervisor	\$ 98,943.06	\$ 47.57	M	04	D	\$ 102,960.54	\$ 49.50	M	05	D
45	GPA	Communications Manager	\$ 115,322.54	\$ 55.44	O	04	C	\$ 120,005.10	\$ 57.69	O	05	C
46	GPA	Computer Operations Supervisor	\$ 93,208.83	\$ 44.81	M	03	B	\$ 96,993.49	\$ 46.63	M	04	B
47	GPA	Computer Operator I	\$ 44,887.48	\$ 21.58	E	05	A	\$ 46,710.09	\$ 22.46	E	06	A
48	GPA	Computer Operator II	\$ 51,381.10	\$ 24.70	G	05	D	\$ 53,467.38	\$ 25.71	G	06	D
49	GPA	Computer Operator III	\$ 60,623.96	\$ 29.15	I	04	A	\$ 63,085.54	\$ 30.33	I	05	A
50	GPA	Computer Systems Analyst I	\$ 75,895.29	\$ 36.49	J	07	B	\$ 78,976.95	\$ 37.97	J	08	B
51	GPA	Computer Systems Analyst II	\$ 90,213.39	\$ 43.37	L	05	C	\$ 93,876.41	\$ 45.13	L	06	C
52	GPA	Computer Technician I	\$ 48,606.71	\$ 23.37	F	06	D	\$ 50,580.34	\$ 24.32	F	07	D
53	GPA	Computer Technician II	\$ 57,923.99	\$ 27.85	H	05	B	\$ 60,275.94	\$ 28.98	H	06	B

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			Structural Adjustment - MIN					Structural Adjustment - MAX				
			Base Salary	Hourly	Grade	Step	Sub Step	Base Salary	Hourly	Grade	Step	Sub Step
54	GPA	Computer Technician Leader	\$ 75,895.29	\$ 36.49	J	07	B	\$ 78,976.95	\$ 37.97	J	08	B
55	GPA	Computer Technician Supervisor	\$ 90,213.39	\$ 43.37	L	05	C	\$ 93,876.41	\$ 45.13	L	06	C
56	GPA	Construction Inspector I	\$ 58,841.02	\$ 28.29	I	03	B	\$ 61,230.20	\$ 29.44	I	04	B
57	GPA	Construction Inspector II	\$ 73,663.23	\$ 35.42	J	06	C	\$ 76,654.25	\$ 36.85	J	07	C
58	GPA	Construction Inspector III	\$ 83,310.55	\$ 40.05	L	03	C	\$ 86,693.29	\$ 41.68	L	04	C
59	GPA	Contracts Administrator	\$ 81,074.28	\$ 38.98	K	04	D	\$ 84,366.22	\$ 40.56	K	05	D
60	GPA	Control Operator	\$ 88,435.83	\$ 42.52	L	05	A	\$ 92,026.68	\$ 44.24	L	06	A
61	GPA	Controller	\$ 129,948.32	\$ 62.48	O	07	C	\$ 135,224.75	\$ 65.01	O	08	C
62	GPA	Database Administrator	\$ 86,693.29	\$ 41.68	L	04	C	\$ 90,213.39	\$ 43.37	L	05	C
63	GPA	Electric Operation Trainee	\$ 42,370.42	\$ 20.37	D	05	B	\$ 44,090.83	\$ 21.20	D	06	B
64	GPA	Electric Power Laboratory Chief	\$ 103,639.74	\$ 49.83	N	03	D	\$ 107,847.93	\$ 51.85	N	04	D
65	GPA	Electric Power Systems Dispatcher I	\$ 78,689.90	\$ 37.83	K	04	A	\$ 81,885.03	\$ 39.37	K	05	A
66	GPA	Electric Power Systems Dispatcher II	\$ 96,033.16	\$ 46.17	M	04	A	\$ 99,932.49	\$ 48.04	M	05	A
67	GPA	Electric Power Systems Dispatcher Technician	\$ 69,394.09	\$ 33.36	J	05	A	\$ 72,211.77	\$ 34.72	J	06	A
68	GPA	Electric Relay Technician I	\$ 53,467.38	\$ 25.71	G	06	D	\$ 55,638.37	\$ 26.75	G	07	D
69	GPA	Electric Relay Technician II	\$ 64,997.09	\$ 31.25	I	05	D	\$ 67,636.23	\$ 32.52	I	06	D
70	GPA	Electric Relay Technician Leader	\$ 76,654.25	\$ 36.85	J	07	C	\$ 79,766.72	\$ 38.35	J	08	C
71	GPA	Electric Relay Technician Supervisor	\$ 96,993.49	\$ 46.63	M	04	B	\$ 100,931.81	\$ 48.52	M	05	B
72	GPA	Electrician Troubleshooter	\$ 77,420.79	\$ 37.22	J	07	D	\$ 80,564.38	\$ 38.73	J	08	D
73	GPA	Employee Development Specialist I	\$ 55,112.69	\$ 26.50	H	04	A	\$ 57,350.49	\$ 27.57	H	05	A
74	GPA	Employee Development Specialist II	\$ 67,353.22	\$ 32.38	J	04	B	\$ 70,088.03	\$ 33.70	J	05	B
75	GPA	Employee Development Specialist III	\$ 80,271.57	\$ 38.59	K	04	C	\$ 83,530.92	\$ 40.16	K	05	C
76	GPA	Engineer I	\$ 72,211.77	\$ 34.72	J	06	A	\$ 75,143.86	\$ 36.13	J	07	A
77	GPA	Engineer II	\$ 86,693.29	\$ 41.68	L	04	C	\$ 90,213.39	\$ 43.37	L	05	C
78	GPA	Engineer III	\$ 98,609.66	\$ 47.41	N	02	C	\$ 102,613.61	\$ 49.33	N	03	C
79	GPA	Engineer Supervisor	\$ 131,453.25	\$ 63.20	Q	03	A	\$ 136,790.78	\$ 65.76	Q	04	A
80	GPA	Engineering Technician I	\$ 54,026.75	\$ 25.97	H	03	C	\$ 56,220.46	\$ 27.03	H	04	C
81	GPA	Engineering Technician II	\$ 58,258.43	\$ 28.01	I	03	A	\$ 60,623.96	\$ 29.15	I	04	A
82	GPA	Environmental Manager	\$ 135,079.12	\$ 64.94	R	01	D	\$ 140,563.87	\$ 67.58	R	02	D
83	GPA	Equipment Operator I	\$ 38,740.97	\$ 18.63	D	03	A	\$ 40,314.00	\$ 19.38	D	04	A
84	GPA	Equipment Operator II	\$ 47,177.19	\$ 22.68	F	06	A	\$ 49,092.77	\$ 23.60	F	07	A
85	GPA	Equipment Operator III	\$ 50,872.38	\$ 24.46	G	05	C	\$ 52,938.00	\$ 25.45	G	06	C
86	GPA	Equipment Operator IV	\$ 57,923.99	\$ 27.85	H	05	B	\$ 60,275.94	\$ 28.98	H	06	B
87	GPA	Equipment Operator Leader I	\$ 64,997.09	\$ 31.25	I	05	D	\$ 67,636.23	\$ 32.52	I	06	D
88	GPA	Equipment Operator Leader II	\$ 72,211.77	\$ 34.72	J	06	A	\$ 75,143.86	\$ 36.13	J	07	A
89	GPA	Equipment Operator Superintendent	\$ 96,993.49	\$ 46.63	M	04	B	\$ 100,931.81	\$ 48.52	M	05	B
90	GPA	Equipment Operator Supervisor	\$ 81,885.03	\$ 39.37	K	05	A	\$ 85,209.89	\$ 40.97	K	06	A
91	GPA	Facilities Manager	\$ 114,180.73	\$ 54.89	O	04	B	\$ 118,816.93	\$ 57.12	O	05	B
92	GPA	Fleet Support Services Manager	\$ 118,816.93	\$ 57.12	O	05	B	\$ 123,641.37	\$ 59.44	O	06	B
93	GPA	General Manager (GPA)	\$ 229,405.62	\$ 110.29	V	03	C	\$ 238,720.41	\$ 114.77	V	04	C
94	GPA	GIS Analyst I	\$ 56,220.46	\$ 27.03	H	04	C	\$ 58,503.23	\$ 28.13	H	05	C
95	GPA	GIS Analyst II	\$ 65,372.37	\$ 31.43	J	03	C	\$ 68,026.75	\$ 32.71	J	04	C
96	GPA	GIS Analyst III	\$ 77,910.79	\$ 37.46	K	03	D	\$ 81,074.28	\$ 38.98	K	04	D
97	GPA	GIS Supervisor	\$ 96,033.16	\$ 46.17	M	04	A	\$ 99,932.49	\$ 48.04	M	05	A
98	GPA	Heavy Equipment Mechanic I	\$ 46,247.61	\$ 22.23	F	05	C	\$ 48,125.45	\$ 23.14	F	06	C
99	GPA	Heavy Equipment Mechanic II	\$ 61,842.50	\$ 29.73	I	04	C	\$ 64,353.56	\$ 30.94	I	05	C
100	GPA	Heavy Equipment Mechanic Leader	\$ 73,663.23	\$ 35.42	J	06	C	\$ 76,654.25	\$ 36.85	J	07	C
101	GPA	Heavy Equipment Mechanic Supervisor	\$ 96,033.16	\$ 46.17	M	04	A	\$ 99,932.49	\$ 48.04	M	05	A
102	GPA	Help Desk Support Supervisor	\$ 79,476.80	\$ 38.21	K	04	B	\$ 82,703.88	\$ 39.76	K	05	B
103	GPA	Help Desk Technician	\$ 57,923.99	\$ 27.85	H	05	B	\$ 60,275.94	\$ 28.98	H	06	B
104	GPA	HVCS / Electrician I	\$ 53,467.38	\$ 25.71	G	06	D	\$ 55,638.37	\$ 26.75	G	07	D
105	GPA	HVCS / Electrician II	\$ 65,647.06	\$ 31.56	I	06	A	\$ 68,312.60	\$ 32.84	I	07	A
106	GPA	HVCS / Electrician Leader	\$ 78,195.00	\$ 37.59	J	08	A	\$ 81,370.03	\$ 39.12	J	09	A

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			Structural Adjustment - MIN					Structural Adjustment - MAX				
			Base Salary	Hourly	Grade	Step	Sub Step	Base Salary	Hourly	Grade	Step	Sub Step
107	GPA	HVCS / Electrician Supervisor	\$ 96,993.49	\$ 46.63	M	04	B	\$ 100,931.81	\$ 48.52	M	05	B
108	GPA	Information Security Administrator	\$ 89,320.19	\$ 42.94	L	05	B	\$ 92,946.94	\$ 44.69	L	06	B
109	GPA	Information Security Supervisor	\$ 103,639.74	\$ 49.83	N	03	D	\$ 107,847.93	\$ 51.85	N	04	D
110	GPA	Information Technology Manager	\$ 126,126.56	\$ 60.64	O	06	D	\$ 131,247.81	\$ 63.10	O	07	D
111	GPA	Infrastructure Support Supervisor	\$ 100,591.71	\$ 48.36	N	03	A	\$ 104,676.14	\$ 50.33	N	04	A
112	GPA	Internal Auditor	\$ 113,050.23	\$ 54.35	O	04	A	\$ 117,640.52	\$ 56.56	O	05	A
113	GPA	Inventory Management Officer	\$ 83,530.92	\$ 40.16	K	05	C	\$ 86,922.61	\$ 41.79	K	06	C
114	GPA	Land Agent I	\$ 46,247.61	\$ 22.23	F	05	C	\$ 48,125.45	\$ 23.14	F	06	C
115	GPA	Land Agent II	\$ 51,894.91	\$ 24.95	G	06	A	\$ 54,002.05	\$ 25.96	G	07	A
116	GPA	Land Agent III	\$ 58,841.02	\$ 28.29	I	03	B	\$ 61,230.20	\$ 29.44	I	04	B
117	GPA	Legal Analyst	\$ 66,026.10	\$ 31.74	J	03	D	\$ 68,707.02	\$ 33.03	J	04	D
118	GPA	Line Electrician I	\$ 53,467.38	\$ 25.71	G	06	D	\$ 55,638.37	\$ 26.75	G	07	D
119	GPA	Line Electrician II	\$ 64,997.09	\$ 31.25	I	05	D	\$ 67,636.23	\$ 32.52	I	06	D
120	GPA	Line Electrician Leader	\$ 76,654.25	\$ 36.85	J	07	C	\$ 79,766.72	\$ 38.35	J	08	C
121	GPA	Line Electrician Supervisor	\$ 96,993.49	\$ 46.63	M	04	B	\$ 100,931.81	\$ 48.52	M	05	B
122	GPA	Line Inspector	\$ 72,933.89	\$ 35.06	J	06	B	\$ 75,895.29	\$ 36.49	J	07	B
123	GPA	Machinist I	\$ 46,247.61	\$ 22.23	F	05	C	\$ 48,125.45	\$ 23.14	F	06	C
124	GPA	Machinist II	\$ 60,623.96	\$ 29.15	I	04	A	\$ 63,085.54	\$ 30.33	I	05	A
125	GPA	Machinist Leader	\$ 73,663.23	\$ 35.42	J	06	C	\$ 76,654.25	\$ 36.85	J	07	C
126	GPA	Maintenance Planner	\$ 82,703.88	\$ 39.76	K	05	B	\$ 86,061.99	\$ 41.38	K	06	B
127	GPA	Management Analyst I	\$ 55,112.69	\$ 26.50	H	04	A	\$ 57,350.49	\$ 27.57	H	05	A
128	GPA	Management Analyst II	\$ 66,686.36	\$ 32.06	J	04	A	\$ 69,394.09	\$ 33.36	J	05	A
129	GPA	Management Analyst III	\$ 80,271.57	\$ 38.59	K	04	C	\$ 83,530.92	\$ 40.16	K	05	C
130	GPA	Management Analyst IV	\$ 94,140.92	\$ 45.26	M	03	C	\$ 97,963.42	\$ 47.10	M	04	C
131	GPA	Manager of Engineering	\$ 156,294.23	\$ 75.14	S	03	B	\$ 162,640.41	\$ 78.19	S	04	B
132	GPA	Manager of Generation	\$ 153,214.62	\$ 73.66	S	02	D	\$ 159,435.75	\$ 76.65	S	03	D
133	GPA	Manager of Transmission & Distribution	\$ 146,271.33	\$ 70.32	R	03	D	\$ 152,210.53	\$ 73.18	R	04	D
134	GPA	Manager, Power System Control	\$ 141,969.51	\$ 68.25	R	03	A	\$ 147,734.04	\$ 71.03	R	04	A
135	GPA	Meter / Relay Superintendent	\$ 103,639.74	\$ 49.83	N	03	D	\$ 107,847.93	\$ 51.85	N	04	D
136	GPA	Meter Electrician I	\$ 53,467.38	\$ 25.71	G	06	D	\$ 55,638.37	\$ 26.75	G	07	D
137	GPA	Meter Electrician II	\$ 64,997.09	\$ 31.25	I	05	D	\$ 67,636.23	\$ 32.52	I	06	D
138	GPA	Meter Electrician Leader	\$ 76,654.25	\$ 36.85	J	07	C	\$ 79,766.72	\$ 38.35	J	08	C
139	GPA	Meter Electrician Supervisor	\$ 96,993.49	\$ 46.63	M	04	B	\$ 100,931.81	\$ 48.52	M	05	B
140	GPA	Network Systems Administrator	\$ 88,435.83	\$ 42.52	L	05	A	\$ 92,026.68	\$ 44.24	L	06	A
141	GPA	Payroll Supervisor	\$ 84,985.09	\$ 40.86	L	04	A	\$ 88,435.83	\$ 42.52	L	05	A
142	GPA	Personnel Assistant I	\$ 42,794.13	\$ 20.57	D	05	C	\$ 44,531.74	\$ 21.41	D	06	C
143	GPA	Personnel Assistant II	\$ 44,443.05	\$ 21.37	E	04	D	\$ 46,247.61	\$ 22.23	E	05	D
144	GPA	Personnel Services Administrator	\$ 127,387.83	\$ 61.24	O	07	A	\$ 132,560.29	\$ 63.73	O	08	A
145	GPA	Personnel Specialist I	\$ 55,112.69	\$ 26.50	H	04	A	\$ 57,350.49	\$ 27.57	H	05	A
146	GPA	Personnel Specialist II	\$ 67,353.22	\$ 32.38	J	04	B	\$ 70,088.03	\$ 33.70	J	05	B
147	GPA	Personnel Specialist III	\$ 80,271.57	\$ 38.59	K	04	C	\$ 83,530.92	\$ 40.16	K	05	C
148	GPA	Personnel Specialist IV	\$ 96,033.16	\$ 46.17	M	04	A	\$ 99,932.49	\$ 48.04	M	05	A
149	GPA	Planner Work Co-Ordinator (Transportation)	\$ 54,567.02	\$ 26.23	H	03	D	\$ 56,782.66	\$ 27.30	H	04	D
150	GPA	Plant Electrician / Instrumentation Maintenance Supervisor	\$ 98,943.06	\$ 47.57	M	04	D	\$ 102,960.54	\$ 49.50	M	05	D
151	GPA	Plant Electrician I	\$ 50,872.38	\$ 24.46	G	05	C	\$ 52,938.00	\$ 25.45	G	06	C
152	GPA	Plant Electrician II	\$ 64,997.09	\$ 31.25	I	05	D	\$ 67,636.23	\$ 32.52	I	06	D
153	GPA	Plant Electrician Leader	\$ 74,399.86	\$ 35.77	J	06	D	\$ 77,420.79	\$ 37.22	J	07	D
154	GPA	Plant Instrument Technician I	\$ 50,872.38	\$ 24.46	G	05	C	\$ 52,938.00	\$ 25.45	G	06	C
155	GPA	Plant Instrument Technician II	\$ 64,997.09	\$ 31.25	I	05	D	\$ 67,636.23	\$ 32.52	I	06	D
156	GPA	Plant Instrument Technician Leader	\$ 74,399.86	\$ 35.77	J	06	D	\$ 77,420.79	\$ 37.22	J	07	D
157	GPA	Plant Maintenance Mechanic I	\$ 46,247.61	\$ 22.23	F	05	C	\$ 48,125.45	\$ 23.14	F	06	C
158	GPA	Plant Maintenance Mechanic II	\$ 64,353.56	\$ 30.94	I	05	C	\$ 66,966.57	\$ 32.20	I	06	C
159	GPA	Plant Maintenance Mechanic Leader	\$ 74,399.86	\$ 35.77	J	06	D	\$ 77,420.79	\$ 37.22	J	07	D

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			Structural Adjustment - MIN					Structural Adjustment - MAX				
			Base Salary	Hourly	Grade	Step	Sub Step	Base Salary	Hourly	Grade	Step	Sub Step
160	GPA	Plant Maintenance Supervisor	\$ 96,993.49	\$ 46.63	M	04	B	\$ 100,931.81	\$ 48.52	M	05	B
161	GPA	Plant Maintenance Welder I	\$ 46,247.61	\$ 22.23	F	05	C	\$ 48,125.45	\$ 23.14	F	06	C
162	GPA	Plant Maintenance Welder II	\$ 60,023.72	\$ 28.86	I	03	D	\$ 62,460.93	\$ 30.03	I	04	D
163	GPA	Plant Maintenance Welder III	\$ 73,663.23	\$ 35.42	J	06	C	\$ 76,654.25	\$ 36.85	J	07	C
164	GPA	Plant Operator / Maintenance Leader	\$ 75,619.45	\$ 36.36	K	03	A	\$ 78,689.90	\$ 37.83	K	04	A
165	GPA	Plant Operator / Maintenance Supervisor	\$ 100,931.81	\$ 48.52	M	05	B	\$ 105,030.05	\$ 50.50	M	06	B
166	GPA	Plant Operator / Maintenance Worker I	\$ 55,087.49	\$ 26.48	G	07	C	\$ 57,324.27	\$ 27.56	G	08	C
167	GPA	Plant Operator / Maintenance Worker II	\$ 66,303.53	\$ 31.88	I	06	B	\$ 68,995.72	\$ 33.17	I	07	B
168	GPA	Plant Operator I	\$ 50,368.69	\$ 24.22	G	05	B	\$ 52,413.86	\$ 25.20	G	06	B
169	GPA	Plant Operator II	\$ 64,997.09	\$ 31.25	I	05	D	\$ 67,636.23	\$ 32.52	I	06	D
170	GPA	Plant Operator III	\$ 74,399.86	\$ 35.77	J	06	D	\$ 77,420.79	\$ 37.22	J	07	D
171	GPA	Plant Results Supervisor	\$ 100,931.81	\$ 48.52	M	05	B	\$ 105,030.05	\$ 50.50	M	06	B
172	GPA	Plant Shift Supervisor	\$ 100,931.81	\$ 48.52	M	05	B	\$ 105,030.05	\$ 50.50	M	06	B
173	GPA	Plant Utility Worker	\$ 36,393.20	\$ 17.50	B	04	D	\$ 37,870.91	\$ 18.21	B	05	D
174	GPA	Plant Water Technician I	\$ 46,247.61	\$ 22.23	F	05	C	\$ 48,125.45	\$ 23.14	F	06	C
175	GPA	Plant Water Technician II	\$ 61,842.50	\$ 29.73	I	04	C	\$ 64,353.56	\$ 30.94	I	05	C
176	GPA	Plant Water Technician Leader	\$ 74,399.86	\$ 35.77	J	06	D	\$ 77,420.79	\$ 37.22	J	07	D
177	GPA	Power Plant Maintenance Superintendent (CMWS)	\$ 110,822.69	\$ 53.28	O	03	C	\$ 115,322.54	\$ 55.44	O	04	C
178	GPA	Power Systems Superintendent (Overhead)	\$ 104,676.14	\$ 50.33	N	04	A	\$ 108,926.41	\$ 52.37	N	05	A
179	GPA	Power Systems Superintendent (Substation)	\$ 103,639.74	\$ 49.83	N	03	D	\$ 107,847.93	\$ 51.85	N	04	D
180	GPA	Power Systems Superintendent (Underground)	\$ 103,639.74	\$ 49.83	N	03	D	\$ 107,847.93	\$ 51.85	N	04	D
181	GPA	Program Coordinator I	\$ 55,112.69	\$ 26.50	H	04	A	\$ 57,350.49	\$ 27.57	H	05	A
182	GPA	Program Coordinator II	\$ 66,686.36	\$ 32.06	J	04	A	\$ 69,394.09	\$ 33.36	J	05	A
183	GPA	Program Coordinator III	\$ 80,271.57	\$ 38.59	K	04	C	\$ 83,530.92	\$ 40.16	K	05	C
184	GPA	Program Coordinator IV	\$ 93,208.83	\$ 44.81	M	03	B	\$ 96,993.49	\$ 46.63	M	04	B
185	GPA	Programmer / Analyst Supervisor	\$ 97,963.42	\$ 47.10	M	04	C	\$ 101,941.13	\$ 49.01	M	05	C
186	GPA	Programmer Analyst	\$ 75,895.29	\$ 36.49	J	07	B	\$ 78,976.95	\$ 37.97	J	08	B
187	GPA	PSCC Superintendent	\$ 121,205.15	\$ 58.27	O	05	D	\$ 126,126.56	\$ 60.64	O	06	D
188	GPA	Public Information Officer	\$ 99,595.75	\$ 47.88	N	02	D	\$ 103,639.74	\$ 49.83	N	03	D
189	GPA	Refrigeration Mechanic I	\$ 45,789.72	\$ 22.01	F	05	B	\$ 47,648.96	\$ 22.91	F	06	B
190	GPA	Refrigeration Mechanic II	\$ 58,841.02	\$ 28.29	I	03	B	\$ 61,230.20	\$ 29.44	I	04	B
191	GPA	Refrigeration Mechanic Leader	\$ 73,663.23	\$ 35.42	J	06	C	\$ 76,654.25	\$ 36.85	J	07	C
192	GPA	Revenue Protection Utility Analyst	\$ 90,467.58	\$ 43.49	M	02	C	\$ 94,140.92	\$ 45.26	M	03	C
193	GPA	Revenue Protection Utility Investigator	\$ 73,395.49	\$ 35.29	K	02	B	\$ 76,375.64	\$ 36.72	K	03	B
194	GPA	Right of Way Supervisor	\$ 95,082.33	\$ 45.71	M	03	D	\$ 98,943.06	\$ 47.57	M	04	D
195	GPA	Risk Analyst	\$ 82,703.88	\$ 39.76	K	05	B	\$ 86,061.99	\$ 41.38	K	06	B
196	GPA	Safety Administrator	\$ 111,115.83	\$ 53.42	N	05	C	\$ 115,627.58	\$ 55.59	N	06	C
197	GPA	Safety and Physical Security Manager	\$ 121,205.15	\$ 58.27	O	05	D	\$ 126,126.56	\$ 60.64	O	06	D
198	GPA	Safety Inspector I	\$ 47,177.19	\$ 22.68	F	06	A	\$ 49,092.77	\$ 23.60	F	07	A
199	GPA	Safety Inspector II	\$ 56,220.46	\$ 27.03	H	04	C	\$ 58,503.23	\$ 28.13	H	05	C
200	GPA	Safety Inspector III	\$ 72,211.77	\$ 34.72	J	06	A	\$ 75,143.86	\$ 36.13	J	07	A
201	GPA	Safety Inspector Supervisor	\$ 90,213.39	\$ 43.37	L	05	C	\$ 93,876.41	\$ 45.13	L	06	C
202	GPA	SCADA Technician I	\$ 58,841.02	\$ 28.29	I	03	B	\$ 61,230.20	\$ 29.44	I	04	B
203	GPA	SCADA Technician II	\$ 66,686.36	\$ 32.06	J	04	A	\$ 69,394.09	\$ 33.36	J	05	A
204	GPA	SCADA Technician Leader	\$ 81,074.28	\$ 38.98	K	04	D	\$ 84,366.22	\$ 40.56	K	05	D
205	GPA	SCADA Technician Supervisor	\$ 98,943.06	\$ 47.57	M	04	D	\$ 102,960.54	\$ 49.50	M	05	D
206	GPA	Shop Planner	\$ 79,476.80	\$ 38.21	K	04	B	\$ 82,703.88	\$ 39.76	K	05	B
207	GPA	Special Projects Engineer	\$ 115,322.54	\$ 55.44	O	04	C	\$ 120,005.10	\$ 57.69	O	05	C
208	GPA	Staff Attorney	\$ 150,703.50	\$ 72.45	R	04	C	\$ 156,822.66	\$ 75.40	R	05	C
209	GPA	Storekeeper I	\$ 41,124.32	\$ 19.77	D	04	C	\$ 42,794.13	\$ 20.57	D	05	C
210	GPA	Storekeeper II	\$ 48,606.71	\$ 23.37	F	06	D	\$ 50,580.34	\$ 24.32	F	07	D
211	GPA	Strategic Planning and Operations Research Manager	\$ 154,746.77	\$ 74.40	S	03	A	\$ 161,030.10	\$ 77.42	S	04	A
212	GPA	Substation Electrician I	\$ 53,467.38	\$ 25.71	G	06	D	\$ 55,638.37	\$ 26.75	G	07	D

GUAM POWER AUTHORITY CTP LISTING												
No.	Authority	Benchmark Position	40th 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
213	GPA	Substation Electrician II	\$ 64,997.09	\$ 31.25	I	05	D	\$ 67,636.23	\$ 32.52	I	06	D
214	GPA	Substation Electrician Leader	\$ 76,654.25	\$ 36.85	J	07	C	\$ 79,766.72	\$ 38.35	J	08	C
215	GPA	Substation Electrician Supervisor	\$ 96,993.49	\$ 46.63	M	04	B	\$ 100,931.81	\$ 48.52	M	05	B
216	GPA	Supply Management Administrator	\$ 116,475.77	\$ 56.00	O	04	D	\$ 121,205.15	\$ 58.27	O	05	D
217	GPA	Survey Supervisor	\$ 92,285.97	\$ 44.37	M	03	A	\$ 96,033.16	\$ 46.17	M	04	A
218	GPA	System Protection Engineer (Substation)	\$ 104,676.14	\$ 50.33	N	04	A	\$ 108,926.41	\$ 52.37	N	05	A
219	GPA	Systems Analyst I	\$ 75,895.29	\$ 36.49	J	07	B	\$ 78,976.95	\$ 37.97	J	08	B
220	GPA	Systems Analyst II	\$ 91,115.52	\$ 43.81	L	05	D	\$ 94,815.18	\$ 45.58	L	06	D
221	GPA	Systems Manager	\$ 123,641.37	\$ 59.44	O	06	B	\$ 128,661.71	\$ 61.86	O	07	B
222	GPA	Tool Mechanic	\$ 45,336.35	\$ 21.80	F	05	A	\$ 47,177.19	\$ 22.68	F	06	A
223	GPA	Trouble Dispatcher	\$ 48,887.35	\$ 23.50	G	04	C	\$ 50,872.38	\$ 24.46	G	05	C
224	GPA	Trouble Dispatcher Leader	\$ 61,230.20	\$ 29.44	I	04	B	\$ 63,716.39	\$ 30.63	I	05	B
225	GPA	Utility Accounting Technician I	\$ 47,177.19	\$ 22.68	E	06	B	\$ 49,092.77	\$ 23.60	E	07	B
226	GPA	Utility Accounting Technician II	\$ 51,086.14	\$ 24.56	F	08	A	\$ 53,160.44	\$ 25.56	F	09	A
227	GPA	Utility Accounting Technician III	\$ 57,923.99	\$ 27.85	H	05	B	\$ 60,275.94	\$ 28.98	H	06	B
228	GPA	Utility Administrative Aide	\$ 41,950.92	\$ 20.17	D	05	A	\$ 43,654.29	\$ 20.99	D	06	A
229	GPA	Utility Administrative Assistant	\$ 53,467.38	\$ 25.71	G	06	D	\$ 55,638.37	\$ 26.75	G	07	D
230	GPA	Utility Auditor I	\$ 67,353.22	\$ 32.38	J	04	B	\$ 70,088.03	\$ 33.70	J	05	B
231	GPA	Utility Auditor II	\$ 83,530.92	\$ 40.16	K	05	C	\$ 86,922.61	\$ 41.79	K	06	C
232	GPA	Utility Auditor III	\$ 97,963.42	\$ 47.10	M	04	C	\$ 101,941.13	\$ 49.01	M	05	C
233	GPA	Utility Board Secretary	\$ 68,707.02	\$ 33.03	J	04	D	\$ 71,496.80	\$ 34.37	J	05	D
234	GPA	Utility Cashier I	\$ 34,284.04	\$ 16.48	C	03	A	\$ 35,676.11	\$ 17.15	C	04	A
235	GPA	Utility Cashier II	\$ 39,914.86	\$ 19.19	D	03	D	\$ 41,535.56	\$ 19.97	D	04	D
236	GPA	Utility Clerk I	\$ 31,923.86	\$ 15.35	A	04	D	\$ 33,220.10	\$ 15.97	A	05	D
237	GPA	Utility Clerk II	\$ 36,393.20	\$ 17.50	B	04	D	\$ 37,870.91	\$ 18.21	B	05	D
238	GPA	Utility Clerk III	\$ 39,408.62	\$ 18.95	C	06	C	\$ 41,008.77	\$ 19.72	C	07	C
239	GPA	Utility Clerk Typist I	\$ 36,393.20	\$ 17.50	B	04	D	\$ 37,870.91	\$ 18.21	B	05	D
240	GPA	Utility Clerk Typist II	\$ 39,408.62	\$ 18.95	C	06	C	\$ 41,008.77	\$ 19.72	C	07	C
241	GPA	Utility Clerk Typist III	\$ 41,535.56	\$ 19.97	D	04	D	\$ 43,222.07	\$ 20.78	D	05	D
242	GPA	Utility Customer Care Representative I	\$ 42,708.90	\$ 20.53	F	03	C	\$ 44,443.05	\$ 21.37	F	04	C
243	GPA	Utility Customer Care Representative II	\$ 52,413.86	\$ 25.20	G	06	B	\$ 54,542.07	\$ 26.22	G	07	B
244	GPA	Utility Customer Care Representative III	\$ 62,460.93	\$ 30.03	I	04	D	\$ 64,997.09	\$ 31.25	I	05	D
245	GPA	Utility Customer Care Supervisor	\$ 81,074.28	\$ 38.98	K	04	D	\$ 84,366.22	\$ 40.56	K	05	D
246	GPA	Utility Engineering Aide I	\$ 42,286.04	\$ 20.33	E	03	C	\$ 44,003.02	\$ 21.16	E	04	C
247	GPA	Utility Engineering Aide II	\$ 46,247.61	\$ 22.23	F	05	C	\$ 48,125.45	\$ 23.14	F	06	C
248	GPA	Utility Engineering Aide III	\$ 50,872.38	\$ 24.46	G	05	C	\$ 52,938.00	\$ 25.45	G	06	C
249	GPA	Utility Maintenance Worker	\$ 45,336.35	\$ 21.80	F	05	A	\$ 47,177.19	\$ 22.68	F	06	A
250	GPA	Utility Payroll Clerk I	\$ 42,794.13	\$ 20.57	D	05	C	\$ 44,531.74	\$ 21.41	D	06	C
251	GPA	Utility Payroll Clerk II	\$ 47,177.19	\$ 22.68	E	06	B	\$ 49,092.77	\$ 23.60	E	07	B
252	GPA	Utility Payroll Clerk III	\$ 50,079.54	\$ 24.08	F	07	C	\$ 52,112.97	\$ 25.05	F	08	C
253	GPA	Utility Secretary I	\$ 43,222.07	\$ 20.78	D	05	D	\$ 44,977.06	\$ 21.62	D	06	D
254	GPA	Utility Secretary I (Typist)	\$ 43,222.07	\$ 20.78	D	05	D	\$ 44,977.06	\$ 21.62	D	06	D
255	GPA	Utility Secretary II	\$ 47,177.19	\$ 22.68	E	06	B	\$ 49,092.77	\$ 23.60	E	07	B
256	GPA	Utility Secretary II (Typist)	\$ 47,177.19	\$ 22.68	E	06	B	\$ 49,092.77	\$ 23.60	E	07	B
257	GPA	Utility Services Administrator	\$ 127,387.83	\$ 61.24	O	07	A	\$ 132,560.29	\$ 63.73	O	08	A
258	GPA	Utility Supply Clerk	\$ 39,408.62	\$ 18.95	C	06	C	\$ 41,008.77	\$ 19.72	C	07	C
259	GPA	Utility Worker	\$ 36,393.20	\$ 17.50	B	04	D	\$ 37,870.91	\$ 18.21	B	05	D
260	GPA	Warehouse Supervisor I	\$ 70,088.03	\$ 33.70	J	05	B	\$ 72,933.89	\$ 35.06	J	06	B
261	GPA	Warehouse Supervisor II	\$ 81,885.03	\$ 39.37	K	05	A	\$ 85,209.89	\$ 40.97	K	06	A
262	GPA	Word Processing Secretary I (Utilities)	\$ 43,222.07	\$ 20.78	D	05	D	\$ 44,977.06	\$ 21.62	D	06	D
263	GPA	Word Processing Secretary II (Utilities)	\$ 47,177.19	\$ 22.68	E	06	B	\$ 49,092.77	\$ 23.60	E	07	B
264	New	Information Security Analyst I	\$ 66,026.10	\$ 31.74	J	03	D	\$ 68,707.02	\$ 33.03	J	04	D

No.	Authority	Benchmark Position	40th 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
265	New	Information Security Analyst II	\$ 73,395.49	\$ 35.29	K	02	B	\$ 76,375.64	\$ 36.72	K	03	B
266	New	Network Systems Technician I	\$ 62,460.00	\$ 30.03	I	04	D	\$ 64,997.09	\$ 31.25	I	05	D
267	New	Network Systems Technician II	\$ 70,088.03	\$ 33.70	J	05	B	\$ 72,933.89	\$ 35.06	J	06	B

updated 06/15/2026