

**BOARD OF DIRECTORS**  
*Francisco G. Santos, Chairman*  
*Oscar A. Calvo, Vice Chairman*  
*Timothy T. Kernaghan, Secretary*  
*Melanie R. Mendiola, Member*



**Resolution No. 2016-04**

**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 50<sup>th</sup> market percentile; and

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

**WHEREAS**, since the Port's initial pay adjustment back in October 2009, no other salary adjustments have been made; and

**WHEREAS**, the Port's Consultant Alan Searle and Associates has updated the compensation model with 2014 market data; and


**WHEREAS**, by comparison, the 2008 market data at the 50<sup>th</sup> market percentile is equivalent to the 2014 market data at the 25<sup>th</sup> market percentile; now therefore be it

**RESOLVED**, the Board of Directors approves and adopts the updated pay schedule based on the 2014 market data to be implemented in fiscal year 2016; and be it further


**RESOLVED**, the Board of Directors authorizes management to migrate the Port's compensation model to the 25<sup>th</sup> market percentile of the 2014 market data for the next three (3) years to be completed by 2019 subject to the availability of funds and contingent upon the Port realizing its annual revenue projection for each of the three (3) years; 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 25<sup>th</sup> DAY OF JULY, 2016.**

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



  
TIMOTHY T. KERNAGHAN  
SECRETARY, BOARD OF DIRECTORS  
PORT AUTHORITY OF GUAM