



# GUAM SOLID WASTE AUTHORITY

LOURDES A. LEON GUERRERO  
Governor of Guam

JOSHUA F. TENORIO  
Lt. Governor of Guam

IRVIN SLIKE  
General Manager



GSWA Board Resolution No. 2022-008

## **GSWA Board Resolution No. 2022-008 RELATIVE TO APPROVING AND ADOPTING THE UPDATED PROPOSED PAY SCHEDULE FOR THE GUAM SOLID WASTE AUTHORITY.**

**WHEREAS**, Public Law 31-20 established the Guam Solid Waste Authority as an autonomous agency from the Government of Guam, whose mission is to provide to provide a safe and healthy environment for the people of Guam through proper, timely, and efficient collections of refuse materials throughout the villages and urban areas and to assure their proper disposal in legally permitted facilities; and

**WHEREAS**, Public Law 34-58 reads “(d) The Board shall establish a Compensation and Classification Plan to include the compensation and classification of the employees. The Compensation and Classification Plan shall apply to all positions, classified and unclassified. The Board may amend from time to time, the compensation rates and classification plan of the employees. Such rates and plan shall be effective upon approval by the Governor.”

**WHEREAS**, in June of 2021 the Guam Solid Waste Authority initiated a “Compensation and Pay Plan Analysis Project” with GSWA consultants Allied Business Consultants, Inc.; and

**WHEREAS**, the “Compensation and Pay Plan Analysis Project” sought to produce a spreadsheet analysis and recommendation(s) for pay increase/decrease for the Guam Solid Waste Authority by comparing GSWA wages to that of the Guam Power Authority and the Guam Waterworks Authority; and

**WHEREAS**, the submitted findings indicated that, for all existing comparable positions available, GSWA’s wages were, on average, 48% lower than Guam Waterworks Authority and 29% lower than Guam Power Authority; and

**WHEREAS**, GSWA’s wage scale was not close to parity, with said comparative agencies, and it was recommended that GSWA uniformly increase all the grades of all positions across the board;

**THEREFORE, BE IT HEREBY RESOLVED** the Board of Directors approves and adopts the updated pay schedule of a two-grade increase for all positions; and

**BE IT FURTHER RESOLVED** that the Board of Guam Solid Waste Authority does hereby authorize the management team to submit the approved proposed “Compensation and Pay Plan” to *Ufisinan I Maga'Haga* as required by law.

Ayes: 4

Nays: 0

Absent: 1

Abstain: 0



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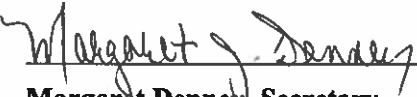
Upon said roll call, the text of the foregoing was duly enacted as a Resolution of the Board of Guam Solid Waste Authority, Guam, on the 19<sup>th</sup> day of May 2022.

**GUAM SOLID WASTE AUTHORITY  
BOARD OF DIRECTORS**

  
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**Andrew Gayle, Chairman**

**ATTEST:  
ALICIA FEJERAN, CLERK**

**BY:**   
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**Margaret Denney, Secretary**