



**GUAM WATERWORKS AUTHORITY**  
**25TH - MARKET PERCENTILE**  
**2022 MARKET DATA**

POSITION TITLE	JE POINTS	MINIMUM BASE SALARY	GRADE	STEP	SUB STEP	MAXIMUM BASE SALARY	GRADE	STEP	SUB STEP
Accountant I	701	\$61,152	J	2	C	\$63,635	J	3	C
Accountant II	840	\$75,090	K	3	C	\$78,139	K	4	C
Accountant III	987	\$89,834	M	3	A	\$93,481	M	4	A
Administrative Officer	736	\$64,914	J	4	A	\$67,550	J	5	A
Applications Support Supervisor	906	\$91,256	N	1	A	\$94,961	N	2	A
Asset Management and Maintenance Management Information System Officer	987	\$89,834	M	3	A	\$93,481	M	4	A
Assistant Chief Engineer, PE	1321	\$146,023	S	2	A	\$151,953	S	3	A
Assistant Chief Financial Officer	1122	\$116,796	O	5	C	\$121,539	O	6	C
Assistant General Manager - Administration & Support	1468	\$159,282	T	2	B	\$165,750	T	3	B
Assistant General Manager - Operations	1566	\$169,081	T	3	D	\$175,947	T	4	D
Assistant General Manager Collection & Distribution	1206	\$127,823	Q	2	D	\$133,013	Q	3	D
Assistant General Manager Compliance & Safety	1173	\$124,064	Q	2	A	\$129,102	Q	3	A
Assistant General Manager Production & Treatment	1206	\$127,823	Q	2	D	\$133,013	Q	3	D
Assistant General Manager, PE Engineering (AGME)	1532	\$169,081	T	3	D	\$175,947	T	4	D
Associate Engineer	901	\$81,908	L	3	D	\$85,234	L	4	D
Auditor I	701	\$61,152	J	2	C	\$63,635	J	3	C
Auditor II	840	\$75,090	K	3	C	\$78,139	K	4	C
Auditor III	987	\$89,834	M	3	A	\$93,481	M	4	A
Automotive Mechanic I	423	\$41,129	F	3	A	\$42,799	F	4	A
Automotive Mechanic II	656	\$56,710	I	3	A	\$59,013	I	4	A
Biologist I	701	\$59,947	J	2	A	\$62,381	J	3	A
Biologist II	840	\$75,090	K	3	C	\$78,139	K	4	C
Biologist III	987	\$89,834	M	3	A	\$93,481	M	4	A
Budget Analyst	840	\$75,090	K	3	C	\$78,139	K	4	C
Building Custodian	223	\$28,096	A	2	A	\$29,237	A	3	A
Buyer I	380	\$39,136	E	2	B	\$40,726	E	3	B
Buyer II	533	\$49,521	G	5	C	\$51,531	G	6	C
Buyer Supervisor I	732	\$64,272	J	3	D	\$66,881	J	4	D
Buyer Supervisor II	840	\$76,397	L	2	A	\$79,499	L	3	A

POSITION TITLE	JE POINTS	MINIMUM BASE SALARY	GRADE	STEP	SUB STEP	MAXIMUM BASE SALARY	GRADE	STEP	SUB STEP
Carpenter I	423	\$41,129	F	3	A	\$42,799	F	4	A
Carpenter II	656	\$56,949	H	5	C	\$59,261	H	6	C
Carpenter Leader	783	\$69,597	J	5	D	\$72,423	J	6	D
Centralized Wastewater Maintenance Superintendent	1011	\$96,870	N	2	C	\$100,803	N	3	C
Chemist I	701	\$59,947	J	2	A	\$62,381	J	3	A
Chemist II	840	\$75,090	K	3	C	\$78,139	K	4	C
Chemist III	987	\$89,834	M	3	A	\$93,481	M	4	A
Chief Budget Officer	1045	\$104,687	O	2	D	\$108,938	O	3	D
Chief Financial Officer (GWA)	1482	\$164,109	T	3	A	\$170,772	T	4	A
Chief Water and Wastewater Systems Dispatcher	1011	\$95,911	N	2	B	\$99,805	N	3	B
Communications Manager	1040	\$102,625	O	2	B	\$106,792	O	3	B
Community Outreach Program Director	1016	\$96,870	N	2	C	\$100,803	N	3	C
Computer Operations Supervisor	955	\$88,944	M	2	D	\$92,556	M	3	D
Computer Operator I	380	\$39,528	E	2	C	\$41,133	E	3	C
Computer Operator II	485	\$46,189	G	3	D	\$48,064	G	4	D
Computer Operator III	660	\$57,277	I	3	B	\$59,603	I	4	B
Construction Inspector I	656	\$56,710	I	3	A	\$59,013	I	4	A
Construction Inspector II	779	\$69,597	J	5	D	\$72,423	J	6	D
Construction Inspector III	897	\$81,097	L	3	C	\$84,390	L	4	C
Contracts & Small Claims Administrator	840	\$75,090	K	3	C	\$78,139	K	4	C
Controller	1059	\$110,028	O	4	A	\$114,495	O	5	A
Cross Connection Control Manager	1011	\$95,911	N	2	B	\$99,805	N	3	B
Customer Service Representative	533	\$47,588	G	4	C	\$49,521	G	5	C
Customer Service Supervisor	812	\$72,160	K	2	C	\$75,090	K	3	C
Electrician I	483	\$45,731	G	3	C	\$47,588	G	4	C
Electrician II	692	\$59,603	I	4	B	\$62,023	I	5	B
Electrician Leader	783	\$70,293	J	6	A	\$73,147	J	7	A
Electrician Supervisor	948	\$87,192	M	2	B	\$90,732	M	3	B
Employee Development Specialist I	564	\$49,543	H	2	A	\$51,555	H	3	A
Employee Development Specialist II	701	\$61,152	J	2	C	\$63,635	J	3	C
Employee Development Specialist III	840	\$75,090	K	3	C	\$78,139	K	4	C
Engineer Intern	634	\$55,043	I	2	B	\$57,277	I	3	B
Engineer Supervisor, PE	1173	\$124,064	Q	2	A	\$129,102	Q	3	A

POSITION TITLE	JE POINTS	MINIMUM BASE SALARY	GRADE	STEP	SUB STEP	MAXIMUM BASE SALARY	GRADE	STEP	SUB STEP
Engineering Technician I	593	\$51,044	H	2	D	\$53,117	H	3	D
Engineering Technician II	634	\$55,043	I	2	B	\$57,277	I	3	B
Equipment Maintenance Superintendent	1011	\$95,911	N	2	B	\$99,805	N	3	B
Equipment Operator I	376	\$36,556	D	2	A	\$38,040	D	3	A
Equipment Operator II	471	\$43,227	F	4	B	\$44,982	F	5	B
Equipment Operator III	530	\$46,651	G	4	A	\$48,545	G	5	A
Equipment Operator IV	633	\$54,185	H	4	B	\$56,385	H	5	B
Equipment Operator Leader I	698	\$59,603	I	4	B	\$62,023	I	5	B
Equipment Operator Leader II	746	\$65,563	J	4	B	\$68,226	J	5	B
Equipment Operator Supervisor	806	\$71,445	K	2	B	\$74,346	K	3	B
General Manager (GWA)	1854	\$210,651	V	2	B	\$219,204	V	3	B
Geographic Information System/Land Information Systems Manager	948	\$88,064	M	2	C	\$91,639	M	3	C
Geographic Information Systems Analyst I	625	\$54,185	H	4	B	\$56,385	H	5	B
Geographic Information Systems Analyst II	701	\$61,152	J	2	C	\$63,635	J	3	C
Geographic Information Systems Analyst III	791	\$70,738	K	2	A	\$73,610	K	3	A
Grants Administrator	1045	\$104,687	O	2	D	\$108,938	O	3	D
Heavy Equipment Mechanic I	423	\$41,129	F	3	A	\$42,799	F	4	A
Heavy Equipment Mechanic II	656	\$56,710	I	3	A	\$59,013	I	4	A
Heavy Equipment Mechanic Leader	783	\$69,597	J	5	D	\$72,423	J	6	D
Heavy Equipment Mechanic Supervisor	945	\$86,328	M	2	A	\$89,834	M	3	A
Help Desk Technician	593	\$53,117	H	3	D	\$55,274	H	4	D
Information Security Administrator	898	\$82,727	L	4	A	\$86,086	L	5	A
Information Security Supervisor	921	\$94,021	N	1	D	\$97,839	N	2	D
Information Technology Manager	1081	\$114,495	O	5	A	\$119,144	O	6	A
Infrastructure Support Supervisor	906	\$91,256	N	1	A	\$94,961	N	2	A
Internal Auditor	987	\$89,834	M	3	A	\$93,481	M	4	A
Inventory Management Officer	814	\$72,160	K	2	C	\$75,090	K	3	C
Junior Engineer	746	\$66,881	J	4	D	\$69,597	J	5	D
Land Agent I	434	\$42,375	F	3	D	\$44,096	F	4	D
Land Agent II	518	\$47,588	G	4	C	\$49,521	G	5	C
Land Agent III	631	\$54,498	I	2	A	\$56,710	I	3	A
Leak Detection Technician I	423	\$41,129	F	3	A	\$42,799	F	4	A
Leak Detection Technician II	656	\$56,710	I	3	A	\$59,013	I	4	A

POSITION TITLE	JE POINTS	MINIMUM BASE SALARY	GRADE	STEP	SUB STEP	MAXIMUM BASE SALARY	GRADE	STEP	SUB STEP
Leak Detection Technician Leader	783	\$69,597	J	5	D	\$72,423	J	6	D
Leak Detection Technician Supervisor	945	\$86,328	M	2	A	\$89,834	M	3	A
Legal Analyst	701	\$61,152	J	2	C	\$63,635	J	3	C
Legal Secretary I	380	\$38,749	E	2	A	\$40,322	E	3	A
Legal Secretary II	436	\$42,799	F	4	A	\$44,537	F	5	A
Legal Secretary III	564	\$50,016	G	5	D	\$52,047	G	6	D
Management Analyst I	564	\$49,543	H	2	A	\$51,555	H	3	A
Management Analyst II	701	\$61,152	J	2	C	\$63,635	J	3	C
Management Analyst III	840	\$75,090	K	3	C	\$78,139	K	4	C
Management Analyst IV	987	\$89,834	M	3	A	\$93,481	M	4	A
Network Analyst	791	\$70,738	K	2	A	\$73,610	K	3	A
Network Systems Administrator	898	\$82,727	L	4	A	\$86,086	L	5	A
Operations & Maintenance Manager	1206	\$127,823	Q	2	D	\$133,013	Q	3	D
Payroll Supervisor	888	\$80,294	L	3	B	\$83,554	L	4	B
Personnel Services Administrator	1055	\$111,128	O	4	B	\$115,640	O	5	B
Personnel Specialist I	564	\$49,543	H	2	A	\$51,555	H	3	A
Personnel Specialist II	701	\$61,152	J	2	C	\$63,635	J	3	C
Personnel Specialist III	840	\$75,090	K	3	C	\$78,139	K	4	C
Personnel Specialist IV	987	\$89,834	M	3	A	\$93,481	M	4	A
Planner I	564	\$49,543	H	2	A	\$51,555	H	3	A
Planner II	701	\$61,152	J	2	C	\$63,635	J	3	C
Planner III	840	\$75,090	K	3	C	\$78,139	K	4	C
Planner IV	987	\$89,834	M	3	A	\$93,481	M	4	A
Plant Electrical Instrument Superintendent	1011	\$96,870	N	2	C	\$100,803	N	3	C
Plant Electrical Instrument Technician I	483	\$45,731	G	3	C	\$47,588	G	4	C
Plant Electrical Instrument Technician II	692	\$59,603	I	4	B	\$62,023	I	5	B
Plant Electrical Instrument Technician Leader	783	\$70,293	J	6	A	\$73,147	J	7	A
Plant Electrical Instrument Technician Supervisor	948	\$87,192	M	2	B	\$90,732	M	3	B
Program Coordinator I	564	\$49,543	H	2	A	\$51,555	H	3	A
Program Coordinator II	701	\$61,152	J	2	C	\$63,635	J	3	C
Program Coordinator III	840	\$75,090	K	3	C	\$78,139	K	4	C
Program Coordinator IV	987	\$89,834	M	3	A	\$93,481	M	4	A
Programmer Analyst I	746	\$68,226	J	5	B	\$70,996	J	6	B

POSITION TITLE	JE POINTS	MINIMUM BASE SALARY	GRADE	STEP	SUB STEP	MAXIMUM BASE SALARY	GRADE	STEP	SUB STEP
Programmer Analyst II	814	\$82,727	L	4	A	\$86,086	L	5	A
Project Engineer	1055	\$106,792	O	3	B	\$111,128	O	4	B
Pumping Station Leader	783	\$70,996	J	6	B	\$73,879	J	7	B
Pumping Station Operator I	532	\$48,064	G	4	D	\$50,016	G	5	D
Pumping Station Operator II	656	\$56,710	I	3	A	\$59,013	I	4	A
Pumping Station Supervisor	974	\$90,732	M	3	B	\$94,416	M	4	B
Right of Way Supervisor	948	\$88,064	M	2	C	\$91,639	M	3	C
Safety Inspector I	429	\$41,540	F	3	B	\$43,227	F	4	B
Safety Inspector II	589	\$51,044	H	2	D	\$53,117	H	3	D
Safety Inspector III	733	\$64,272	J	3	D	\$66,881	J	4	D
Safety Inspector Supervisor	897	\$81,097	L	3	C	\$84,390	L	4	C
SCADA Technician I	634	\$55,043	I	2	B	\$57,277	I	3	B
SCADA Technician II	727	\$63,635	J	3	C	\$66,219	J	4	C
SCADA Technician Leader	839	\$75,090	K	3	C	\$78,139	K	4	C
SCADA Technician Supervisor	961	\$89,834	M	3	A	\$93,481	M	4	A
Senior Engineer	990	\$94,961	N	2	A	\$98,817	N	3	A
Senior Regulatory Analyst	987	\$89,834	M	3	A	\$93,481	M	4	A
Sewer Plant Leader	783	\$70,996	J	6	B	\$73,879	J	7	B
Sewer Plant Operator I	532	\$48,064	G	4	D	\$50,016	G	5	D
Sewer Plant Operator II	692	\$59,603	I	4	B	\$62,023	I	5	B
Sewer Plant Supervisor	974	\$90,732	M	3	B	\$94,416	M	4	B
Shop Planner	840	\$75,090	K	3	C	\$78,139	K	4	C
Source Control Manager	1011	\$95,911	N	2	B	\$99,805	N	3	B
Staff Attorney	1292	\$139,520	R	3	B	\$145,185	R	4	B
Supply Management Administrator	1042	\$102,625	O	2	B	\$106,792	O	3	B
Systems & Programming Administrator	987	\$92,556	M	3	D	\$96,314	M	4	D
Training and Development Manager	987	\$89,834	M	3	A	\$93,481	M	4	A
Trouble Dispatcher	448	\$43,081	G	2	A	\$44,830	G	3	A
Utility Accounting Technician I	380	\$40,322	E	3	A	\$41,960	E	4	A
Utility Accounting Technician II	436	\$43,659	F	4	C	\$45,432	F	5	C
Utility Accounting Technician III	593	\$51,555	H	3	A	\$53,648	H	4	A
Utility Administrative Aide	345	\$36,921	D	2	B	\$38,420	D	3	B
Utility Administrative Assistant	533	\$48,545	G	5	A	\$50,516	G	6	A

POSITION TITLE	JE POINTS	MINIMUM BASE SALARY	GRADE	STEP	SUB STEP	MAXIMUM BASE SALARY	GRADE	STEP	SUB STEP
Utility Cashier I	307	\$32,350	C	2	A	\$33,664	C	3	A
Utility Cashier II	345	\$36,556	D	2	A	\$38,040	D	3	A
Utility Compliance Inspector I	656	\$56,710	I	3	A	\$59,013	I	4	A
Utility Compliance Inspector II	779	\$69,597	J	5	D	\$72,423	J	6	D
Utility Compliance Inspector Leader	812	\$72,160	K	2	C	\$75,090	K	3	C
Utility Compliance Laboratory Administrator	1011	\$94,961	N	2	A	\$98,817	N	3	A
Utility Customer Care Representative I	398	\$39,524	F	2	A	\$41,129	F	3	A
Utility Customer Care Representative II	533	\$47,588	G	4	C	\$49,521	G	5	C
Utility Customer Care Representative III	660	\$56,149	I	2	D	\$58,429	I	3	D
Utility Customer Care Supervisor	812	\$72,160	K	2	C	\$75,090	K	3	C
Utility General Accounting Supervisor	987	\$92,556	M	3	D	\$96,314	M	4	D
Utility Laboratory Technician I	423	\$41,129	F	3	A	\$42,799	F	4	A
Utility Laboratory Technician II	656	\$56,710	I	3	A	\$59,013	I	4	A
Utility Laboratory Technician Leader	701	\$59,947	J	2	A	\$62,381	J	3	A
Utility Laboratory Technician Supervisor	812	\$71,445	K	2	B	\$74,346	K	3	B
Utility Maintenance Mechanic I	423	\$41,129	F	3	A	\$42,799	F	4	A
Utility Maintenance Mechanic II	656	\$56,710	I	3	A	\$59,013	I	4	A
Utility Maintenance Mechanic Leader	783	\$69,597	J	5	D	\$72,423	J	6	D
Utility Maintenance Mechanic Supervisor	945	\$86,328	M	2	A	\$89,834	M	3	A
Utility Payroll Clerk I	345	\$37,290	D	2	C	\$38,805	D	3	C
Utility Payroll Clerk II	380	\$40,322	E	3	A	\$41,960	E	4	A
Utility Payroll Clerk III	436	\$43,227	F	4	B	\$44,982	F	5	B
Utility Personnel Assistant I	345	\$37,290	D	2	C	\$38,805	D	3	C
Utility Personnel Assistant II	380	\$38,749	E	2	A	\$40,322	E	3	A
Utility Services Administrator	1069	\$111,128	O	4	B	\$115,640	O	5	B
Utility Storekeeper I	363	\$37,290	D	2	C	\$38,805	D	3	C
Utility Storekeeper II	480	\$44,537	F	5	A	\$46,345	F	6	A
Utility Trades Helper	289	\$33,330	B	3	A	\$34,684	B	4	A
Warehouse Supervisor I	701	\$61,152	J	2	C	\$63,635	J	3	C
Warehouse Supervisor II	808	\$71,445	K	2	B	\$74,346	K	3	B
Wastewater Collection Superintendent	1011	\$95,911	N	2	B	\$99,805	N	3	B
Wastewater Construction / Maintenance Superintendent	1011	\$95,911	N	2	B	\$99,805	N	3	B
Wastewater Maintenance Mechanic I	423	\$41,129	F	3	A	\$42,799	F	4	A

POSITION TITLE	JE POINTS	MINIMUM BASE SALARY	GRADE	STEP	SUB STEP	MAXIMUM BASE SALARY	GRADE	STEP	SUB STEP
Wastewater Maintenance Mechanic II	656	\$56,710	I	3	A	\$59,013	I	4	A
Wastewater Maintenance Mechanic Leader	783	\$69,597	J	5	D	\$72,423	J	6	D
Wastewater Maintenance Mechanic Supervisor	945	\$86,328	M	2	A	\$89,834	M	3	A
Wastewater Plant Superintendent	1011	\$96,870	N	2	C	\$100,803	N	3	C
Water & Wastewater Systems Control Dispatcher I	727	\$63,635	J	3	C	\$66,219	J	4	C
Water & Wastewater Systems Control Dispatcher II	826	\$74,346	K	3	B	\$77,365	K	4	B
Water / Sewer Maintenance Supervisor	945	\$86,328	M	2	A	\$89,834	M	3	A
Water / Sewer Maintenance Worker I	423	\$41,129	F	3	A	\$42,799	F	4	A
Water / Sewer Maintenance Worker II	656	\$56,710	I	3	A	\$59,013	I	4	A
Water / Sewer Maintenance Worker Leader	783	\$69,597	J	5	D	\$72,423	J	6	D
Water Communications Dispatcher Supervisor	812	\$71,445	K	2	B	\$74,346	K	3	B
Water Construction / Maintenance Superintendent	1011	\$95,911	N	2	B	\$99,805	N	3	B
Water Distribution System Manager	1011	\$95,911	N	2	B	\$99,805	N	3	B
Water Meter Maintenance & Repair Leader	783	\$69,597	J	5	D	\$72,423	J	6	D
Water Meter Maintenance & Repair Supervisor	945	\$86,328	M	2	A	\$89,834	M	3	A
Water Meter Maintenance & Repair Worker I	423	\$41,129	F	3	A	\$42,799	F	4	A
Water Meter Maintenance & Repair Worker II	656	\$56,710	I	3	A	\$59,013	I	4	A
Water Meter Reader I	321	\$34,340	C	3	C	\$35,735	C	4	C
Water Meter Reader II	380	\$38,749	E	2	A	\$40,322	E	3	A
Water Meter Reader Leader	635	\$56,149	I	2	D	\$58,429	I	3	D
Water Meter Reader Supervisor	727	\$63,005	J	3	B	\$65,563	J	4	B
Water Plant Operator I	532	\$48,064	G	4	D	\$50,016	G	5	D
Water Plant Operator II	692	\$59,603	I	4	B	\$62,023	I	5	B
Water Plant Operator Leader	783	\$70,996	J	6	B	\$73,879	J	7	B
Water Plant Operator Supervisor	974	\$90,732	M	3	B	\$94,416	M	4	B
Water Treatment Plant Superintendent	1011	\$96,870	N	2	C	\$100,803	N	3	C

**TOTAL NUMBER OF ACTIVE POSITIONS**

220