

**Government of Guam Retirement Fund  
Effect of Non-Base Pay on Retirement Annuity**

**Performance Audit  
October 2010 through September 2015**

**OPA Report No. 16-04  
May 2016**



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May 2016**

Distribution:

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**Executive Summary**  
**Effect of Non-Base Pay on Retirement Annuity**  
**OPA Report No. 16-04, May 2016**

Inclusion of non-base compensation in the calculation of retirement annuity is a unique benefit afforded to certain Defined Benefit (DB) members who elected to contribute the mandated contribution rate for non-base earnings in addition to their base pay. DB members enrolled by March 1993 are the only Government of Guam (GovGuam) employees allowed this additional benefit which can potentially increase their lifetime guaranteed retirement annuity.

In contrast, Defined Contribution (DC) members whose retirement benefit depends on the balance in their account upon retirement, are not able to apply non-base salary earnings toward their 5% contributions to their individual accounts. Likewise, the government does not match the 5% employee contribution in consideration of non-base pay earned by the DC member.

Our review of the eight sampled DB members from the top 10 agencies in Fiscal Year (FY) 2015 who elected to include non-base pay in their annuity calculation showed that they were able to spike their retirement annuity by an average of 55% or \$30 Thousand (K). The spike in annuity ranged from a low of 10% or \$8K to as high as 159% or \$50K.

Non-base pay represents payments above an employee's entitlement to regular work hours and base salary. These payments include overtime, bonuses, hazardous duty pay, night differential, holiday pay, and other specialty type pay. From FY 2011 through FY 2015, GovGuam paid a total of \$41.1 million (M) in non-base pay for active DB members. Our analysis indicated that the top 10 agencies received the bulk of non-base in FY 2015, accounting for 90% or \$8M of the \$8.9M paid to active DB members. The \$8.9M is an increase of \$1.7M or 24% from FY 2011.

**Top 10 Agencies for Non-Base Pay in 2015**

Only certain positions in the GovGuam are allowed non-base compensation. The most common are uniformed personnel that include police, firefighters, and nurses. Our review of membership data and payroll cost, provided by the Government of Guam Retirement Fund (GGRF), disclosed that the following GovGuam agencies ranked above all other agencies in FY 2015 for non-base compensation: (1) Guam Fire Department (GFD), (2) Guam Police Department (GPD), (3) Guam Memorial Hospital Authority (GMHA), (4) Guam Power Authority, (5) Port Authority of Guam, (6) Department of Corrections, (7) University of Guam, (8) Judiciary of Guam, (9) Guam Waterworks Authority, and (10) Guam Community College.

Of the top 10 agencies, GFD is by far the top agency to receive non-base pay, accounting for \$3M or 34% of total non-base pay. The next agency is GPD receiving, \$1.4M or 16%. Together, these two agencies account for 50% of total non-base pay. By comparison, the remaining 37 agencies

accounted for only \$878K of the total FY 2015 non-base pay, which shows a wide disparity when it comes to non-base pay.

### **Effect of Non-Base Pay on DB Employees' Annuities**

GGRF does not maintain a database of DB members who elected the inclusion of non-base pay in their annuity calculation and only determines a DB member's non-base pay election upon the member's retirement. GGRF acknowledges it cannot estimate the percentage of remaining DB members who elected non-base pay inclusion. Since the number of members who elected inclusion of non-base pay is unknown, GGRF also cannot calculate the full potential liability for DB members.

In order to determine the effect of non-base pay on annuities for the purpose of this audit, the audit team sampled the top annuity earners (earning \$80K or more) in FY 2015 from each of the top 10 agencies who received non-base pay in FY 2015. We found that eight DB members who elected to include non-base pay in their annuity calculation were able to spike their lifetime annuity by an average of 55% or \$30K. The highest increase was by 159% or \$50K.

During our review of the files, we encountered challenges in recalculating the annuity due to the manual process and lack of consistency of some files. We recommend this process be reviewed by GGRF management to find ways to improve the documentation efficiency and effectiveness.

Of the eight files tested, we found one of the top annual salaries for a GMHA retiree was understated by \$750.47. This in effect understated the Retiree's average annual salary by \$250.16 and understated their retirement annuity by \$186.84 or a total of \$3,409.75 for the 18 years and 3 months period of retirement (January 1, 1998 to April 1, 2016). We recommend GGRF pay the amount owed and adjust the annuity for this retiree moving forward, in accordance with Title 4 of the Guam Code Annotated Chapter 8 § 8122.1.

### **Conclusion and Recommendation**

Inclusion of non-base pay gives only a select few of DB Plan retirees the ability to spike their annuity. For example, uniformed personnel and nurses are the most likely to benefit as the majority of GovGuam employees do not have non-base pay. Of the eight files tested, we found non-base pay increased annuities by an average of 55% or \$30K. In addition, DC members do not have this benefit. In line with their fiduciary responsibility, we recommend the GGRF Board of Directors address this disparity, and reevaluate this benefit.

As a matter of disclosure, the Public Auditor is a DB member that elected non-base pay inclusion and all auditors in the Office of Public Accountability are DC members, including the auditors who conducted this review.

Doris Flores Brooks, CPA, CGFM  
Public Auditor

# Glossary of Acronyms

<b>AGR</b>	Department of Agriculture	<b>GEDA</b>	Guam Economic Development Authority
<b>AHRD</b>	Agency for Human Resource Development	<b>GEO</b>	Guam Energy Office
<b>BBMR</b>	Bureau of Budget and Management Research	<b>GEPA</b>	Guam Environmental Protection Agency
<b>BSP</b>	Bureau of Statistics & Plans	<b>GFD</b>	Guam Fire Department
<b>CAHA</b>	Council on the Arts & Humanities Agency	<b>GGRF</b>	Government of Guam Retirement Fund
<b>CLTC</b>	Chamorro Land Trust Commission	<b>GHC</b>	Guam Housing Corporation
<b>CME</b>	Chief Medical Examiner	<b>GHURA</b>	Guam Housing & Urban Renewal Authority
<b>CME</b>	Office of the Chief Medical Examiner	<b>GIAA</b>	Guam International Airport Authority
<b>CQA</b>	Customs & Quarantine Agency	<b>GMHA</b>	Guam Memorial Hospital Authority
<b>CSC</b>	Civil Service Commission	<b>GOV</b>	Office of the Governor
<b>DB</b>	Defined Benefit	<b>GovGuam</b>	Government of Guam
<b>DC</b>	Defined Contribution	<b>GPA</b>	Guam Power Authority
<b>DCA</b>	Department of Chamorro Affairs	<b>GPD</b>	Guam Police Department
<b>DISID</b>	Department of Integrated Services for Individuals with Disabilities	<b>GPLS</b>	Guam Public Library System
<b>DLM</b>	Department of Land Management	<b>GVB</b>	Guam Visitors Bureau
<b>DMA</b>	Department of Military Affairs	<b>GWA</b>	Guam Waterworks Authority
<b>DMHSA</b>	Department of Mental Health and Substance Abuse	<b>JOG</b>	Judiciary of Guam
<b>DOA</b>	Department of Administration	<b>KGTF</b>	Guam Educational Telecommunications Corporation
<b>DOC</b>	Department of Corrections	<b>LT. GOV</b>	Office of the Lieutenant Governor
<b>DOL</b>	Department of Labor	<b>MCOG</b>	Mayors Council of Guam
<b>DPHSS</b>	Department of Public Health and Social Services	<b>OAG</b>	Department of Law (Office of the Attorney General)
<b>DPR</b>	Department of Parks and Recreation	<b>OES</b>	Office of the Education Suruhanu
<b>DPW</b>	Department of Public Works	<b>OPA</b>	Office of Public Accountability
<b>DRT</b>	Department of Revenue and Taxation	<b>PAG</b>	Port Authority of Guam
<b>DYA</b>	Department of Youth Affairs	<b>PDSC</b>	Public Defender Services Corporation
<b>GCC</b>	Guam Community College	<b>UOG</b>	University of Guam
<b>GDOE</b>	Guam Department of Education	<b>VAO</b>	Veteran's Affairs Office
<b>GEC</b>	Guam Election Commission		



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## Introduction

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This report presents the results of our audit of the Effect of Non-Base Pay on Retirement Annuities. This audit is part of the Office of Public Accountability's (OPA) Annual Audit Work Plan. In addition, the management of the Government of Guam Retirement Fund (GGRF) urged OPA to conduct the audit. Our objectives were to: (1) calculate the amount of non-base pay paid by the Government of Guam (GovGuam) and (2) determine the effect of non-base pay on annuity benefits for Defined Benefit (DB) Plan retirees.

The audit objectives, scope, methodology and prior audit coverage are detailed in Appendices 1 & 2.

### Background

GGRF was established on May 1, 1951 to provide retirement annuities and other benefits for GovGuam employees. These benefits will enable employees to accumulate reserves for themselves and their survivors to support their financial needs upon retirement, disability, death, and termination of employment. These benefits also encourage qualified personnel to enter and remain in the service of the government. (A summary of the plans administered by GGRF are outlined below. For more details, see Appendix 3.)

The *Defined Benefit Plan* ("DB Plan") provides a guaranteed lifetime retirement benefit, as well as disability and survivor benefits to members of the Plan. All employees of GovGuam hired on or before September 30, 1995 are required to participate by virtue of their employment. Contributions are set by law. As of September 30, 2015, member contributions are required at 9.5% of base pay and 10.5% for non-base pay. The associated employer contributions were at 28.16%.

The *Defined Contribution Retirement System* ("DC Plan"), unlike the DB Plan, provides no guaranteed benefit. The retirement benefit of DC Plan members depends on the amount of money accumulated in their participant account at retirement. Contributions into the DC Plan are based on an automatic deduction of 5% of each member's regular base pay. Statutory employer contributions into the DC Plan are determined using the same rate as the DB Plan. Of the amount contributed by the employer (28.16%), only 5% of the member's regular base pay is deposited into the member's individual account. The remaining amount or 23.16% is contributed towards the unfunded liability of the DB Plan. All new employees whose employment commences on or after October 1, 1995 are required to participate in the DC Plan. The unfunded liability as of 2014 is \$1.37 billion.

The *Deferred Compensation Program* ("457 Plan") is available to both DB and DC Plan members. It is a voluntary retirement savings plan that allows eligible employees to supplement any existing retirement and pension benefits by saving and investing before-tax dollars through a voluntary salary contribution.

### **Election of Non-Base Pay for DB Plan Members**

Inclusion of non-base pay is an additional option for DB members only, which has the potential to increase retirement annuities. The salary used as basis for the annuity is the average of the three highest annual salaries. Once a DB member elects inclusion of their non-base pay in their retirement contribution, the annuity calculation will consist of base pay and non-base pay. The law provided only certain windows wherein DB members could elect in writing for non-base pay inclusion. The pertinent dates are as follows:

- **May 4, 1981:** Public Law (P.L.) 16-9 allowed the option for members to include 8.5% of their non-base pay.
- **August 23, 1988:** P.L. 19-19 allowed the option for new and current members to include 8.5% of their non-base pay. New members were allowed to elect within 60 days from the date they joined the fund while current member should have made their election on or before October 1, 1988.
- **April 12, 1989:** P.L. 20-04 allowed current members to elect inclusion of their non-base pay on or before May 15, 1989. New members were allowed to elect within 60 days from the date they joined the fund.
- **March 29, 1993:** P.L. 22-06 eliminated the option for new members to include their non-base pay in their retirement contribution and amended the contribution rates for those who have previously elected for non-base pay inclusion as follows:
  - 9.5% for base pay earned and accruing subsequent to October 1, 1993; and
  - 10.5% for non-base pay earned after September 30, 1993.

### **Non-Base Pay for GovGuam DB Employees**

Base pay compensation is considered straight compensation for employees in GovGuam. Payments above the entitlement of regular work hours and base salary are referred to as non-base salary. These payments are often derived from specialty type pay, which may be classified as non-base pay, such as overtime, bonuses, hazardous duty pay, night differential, holiday pay, lump sum annual leave, summer school pay, and extra teaching assignment pay. Certain positions in GovGuam are allowed non-base compensation. The most notable are uniformed personnel, such as firefighters, emergency responders, and nurses.

### **GGRF Accounting for Base and Non-Base Pay**

The Retirement Fund has established the following codes to categorize base and non-base pay.

- Pay code 1 - regular base pay compensation, which is part of the regular payroll run.
- Pay code 2 - any pay that is not regular base pay (non-base) which is part of the regular payroll run, such as overtime, bonuses, hazardous duty, night differential pay, lump sum annual leave, summer school pay, extra teaching assignments pay, etc.
- Pay code 6 - base special pay *run outside the regular payroll run* for a specific pay period and, in most cases, from prior pay periods such as military leave.
- Pay code 7 - non-base special pay *run outside of the regular payroll run* for a specific pay period, such as overtime or night differential.

To determine the amount of base pay, GGRF would add pay codes 1 and 6. For non-base, pay codes 2 & 7 are added.



### Retirement Fund Membership

As of September 30, 2015, GovGuam employed 8,697 active employees in the DC plan and 2,459 in the DB plan. From fiscal year (FY) 2011 to FY 2015, there has been a decline in active DB members by 902, while DB retirees rose by 85 to 7,202. (See Table 2 for the summary and Appendix 4 for the details per agency.)

**Table 2: Participant Count for DB and DC Plan**

<b>PARTICIPANT COUNT</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>
Active DB Count					
Non-Uniformed	3,015	2,767	2,572	2,420	*pending actuarial report
Uniformed	346	323	306	272	
Total Active (DB)	3,361	3,090	2,878	2,692	**2,459
Retired (DB)	7,117	7,155	7,196	7,226	7,202
Inactive (DB)	5,833	5,507	5,394	4,941	4,734
<b>Total (DB)</b>	<b>16,311</b>	<b>15,752</b>	<b>15,468</b>	<b>14,859</b>	<b>14,395</b>
<b>Active (DC)</b>	<b>7,690</b>	<b>7,766</b>	<b>7,885</b>	<b>8,181</b>	<b>8,697</b>

*\*Actuarial Report was not provided before the issuance of this report.*

*\*\*FY 2015 count of 2,459 Active DB members is different from the count used in table 3 of this report. The 2,459 count is based on the 2015 Financial Statement, while 2,803 count is based on the contribution data throughout FY 2015 and is not limited to the last pay period of 2015.*

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## Results of Audit

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From FY 2011 through FY 2015, GovGuam paid a total of \$41.1 million (M) in non-base pay for active DB members. In FY 2015 alone, GovGuam paid \$8.9M in non-base pay representing an increase of \$1.7M or 24% from FY 2011. In FY 2015, the top 10 agencies received \$8M for 1,048 DB members.

Our review of the eight sampled DB members from the top 10 agencies in FY 2015 who elected to include non-base pay in their annuity calculation showed that they were able to spike<sup>1</sup> their retirement annuity by an average of 55% or \$30 thousand (K). The spike in annuity ranged from a low of 10% or \$8K to as high as 159% or \$50K.

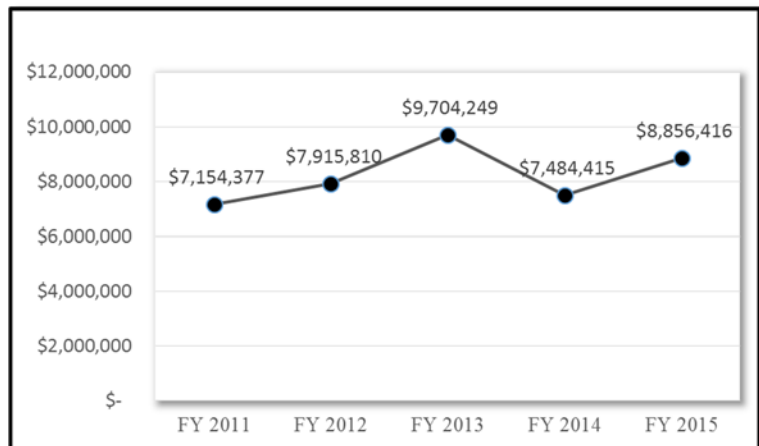
Inclusion of non-base pay gives only a select few of DB Plan retirees the ability to spike their annuity. For example, uniformed personnel and nurses are the most likely to benefit as the majority of GovGuam employees do not have non-base pay. In addition, DC members do not have this benefit.

### Government of Guam Paid \$41.1M in Non-Base Pay for DB Members

Non-base pay represents payments above an employee's entitlement to regular work hours and base salary. These payments include overtime, bonuses, hazardous duty pay, night differential, holiday pay, and other specialty type pay.

Non-base pay for DB members increased from \$7.2M in 2011 to \$9.7M in 2013 due to the retroactive payment of increments, merit bonuses, and accrued unpaid compensation. Non-base pay again increased from \$7.5M in 2014 to \$8.9M in 2015 mainly from GFD, GPD, GMHA, GPA and PAG. In total, from FY 2011 to FY 2015, GovGuam spent \$41.1M on non-base pay for DB members. See Graph 1 for the trend in non-base pay for active DB members.

**Graph 1: Total Non-Base Pay from 2011 to 2015**



Base pay for DB members during the five-year period totaled \$808.3M. Including non-base pay of \$41.1M, total compensation reported to GGRF was \$849.4M. On average, non-base pay to DB members had cost GovGuam \$8.2M per

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<sup>1</sup> A spike is the comparatively large upward or downward movement of a price or value level in a short period.

year over the last five years. The cost of total non-base compensation did not change significantly despite the decrease in the number of active DB members from 3,361 members in FY 2011 to 2,803 members in FY 2015. See Table 3 for the summary breakdown of compensation received by active DB members from FY 2011 through FY 2015. See Appendices 5 through 6 for details.

**Table 3: Active DB Members Compensation**

Year	ACTIVE DB COUNT	BASE PAY - CODE 1 & 6	NON-BASE PAY (CODE 2 & 7)	TOTAL SALARY (BASE & NON-BASE PAY)
FY 2015	2,803	\$ 145,574,554	\$ 8,856,416	\$ 154,430,970
FY 2014	2,692	\$ 166,043,308	\$ 7,484,415	\$ 173,527,722
FY 2013	2,878	\$ 154,432,229	\$ 9,704,249	\$ 164,136,478
FY 2012	3,090	\$ 166,691,025	\$ 7,915,810	\$ 174,606,834
FY 2011	3,361	\$ 175,583,726	\$ 7,154,377	\$ 182,738,103
<b>TOTAL</b>		<b>\$ 808,324,841</b>	<b>\$ 41,115,266</b>	<b>\$ 849,440,107</b>
<b>5-YR AVG</b>		<b>\$ 161,664,968</b>	<b>\$ 8,223,053</b>	<b>\$ 169,888,021</b>

*\*FY 2015 count of 2,803 Active DB members is different from the count used in table 2 of this report. The 2,803 count is based on the contribution data throughout FY 2015 and is not limited to the last pay period of 2015, while the 2,459 count is based on the FY 2015 Financial Statement.*

**Top 10 Agencies for Non-Base Pay in FY 2015**

Only certain positions in GovGuam are allowed non-base compensation. The most notable are uniformed personnel, such as firefighters, emergency responders, and nurses. Our review of GGRF-provided membership data and payroll costs disclosed that the following GovGuam agencies rank above all other agencies for non-base compensation in FY 2015:

- (1) Guam Fire Department
- (2) Guam Police Department
- (3) Guam Memorial Hospital Authority
- (4) Guam Power Authority
- (5) Port Authority of Guam
- (6) Department of Corrections
- (7) University of Guam
- (8) Judiciary of Guam
- (9) Guam Waterworks Authority
- (10) Guam Community College

These top 10 agencies were paid a total of \$8M, or 90% of total non-base pay in FY 2015. By comparison, the remaining 37 agencies accounted for only \$878K of the total FY 2015 non-base pay, which shows the wide disparity for agencies on non-base pay. GFD is by far the top agency to receive the highest non-base pay, receiving \$3M or 34% of total non-base pay. The next highest agency is GPD receiving \$1.4M or 16%. These two agencies alone account for 50% of total non-base pay. See Table 4 for a summary of the top 10 agencies earning non-base pay and Appendix 6 for details.

**Table 4: Top 10 Agencies with DB Members Earning Non-Base Pay in 2015**

<b>RANKING</b>	<b>AGENCY</b>	<b>BASE PAY (CODE 1 &amp; 6)</b>	<b>NON-BASE (CODE 2&amp;7)</b>	<b>PERCENT OF TOTAL NON-BASE PAY</b>
1	GFD	\$ 9,877,491	\$ 2,979,412	34%
2	GPD	\$ 7,216,546	\$ 1,425,244	16%
3	GMHA	\$ 8,227,768	\$ 973,656	11%
4	GPA	\$ 8,821,915	\$ 512,016	6%
5	PAG	\$ 4,477,490	\$ 472,020	5%
6	DOC	\$ 1,937,348	\$ 428,207	5%
7	UOG	\$ 9,000,336	\$ 412,016	5%
8	JOG	\$ 6,583,733	\$ 342,397	4%
9	GWA	\$ 3,580,897	\$ 270,195	3%
10	GCC	\$ 3,483,751	\$ 163,492	2%
<b>Top 10 Subtotal</b>		<b>\$ 63,207,274</b>	<b>\$ 7,978,655</b>	<b>90%</b>
<b>Other 37 Agencies</b>		<b>\$ 82,367,280</b>	<b>\$ 877,760</b>	<b>10%</b>
<b>Grand Total</b>		<b>\$ 145,574,554</b>	<b>\$ 8,856,416</b>	<b>100%</b>

## **Effect of Non-Base Pay on DB Employees' Annuities**

Inclusion of non-base compensation in the calculation of lifetime retirement annuity is a unique benefit afforded to certain DB members who elected to contribute the mandated contribution rate for the non-base earnings in addition to their base pay. DB members enrolled by March 1993 are the only GovGuam employees allowed this additional benefit, which has a significant impact on their respective retirement annuities.

In contrast, DC members, whose retirement benefits depends on the balance in their account upon retirement, are not able to apply non-base salary earnings toward their 5% contributions to their individual accounts. Likewise, the government does not match the 5% employee contribution in consideration of non-base pay earned by the DC member. In line with their fiduciary responsibility, we recommend the GGRF Board of Directors address this disparity and reevaluate this benefit.

GGRF does not maintain a database of DB members who elected the inclusion of non-base pay in their annuity calculation and only determines a DB member's non-base pay election upon the member's retirement. GGRF acknowledges it cannot estimate the percentage of remaining DB members who elected non-base pay inclusion. Since the number of members who elected inclusion of non-base pay is unknown, GGRF also cannot calculate the full potential liability for DB members.

In order to determine the effect of non-base pay on annuities for the purpose of this audit, the audit team sampled the top annuity earners (earning \$80K or more) in FY 2015 from each of the top 10 agencies who received non-base pay in FY 2015. We found that eight DB members who elected to include non-base pay in their annuity calculation were able to spike their retirement annuity by an average of 55% or \$30K.

### Non-Base Pay Increases Retirement Annuity for DB Members

P.L. 20-04 established a deadline of May 15, 1989 for existing members of the DB plan to elect non-base inclusion. Any new DB members had 60 days upon joining the retirement fund to elect inclusion of non-base pay, up until March 29, 1993, when P.L. 22-06 denied any new members of the retirement fund to make contributions with their non-base pay.

Of the 20 files we selected, 11 showed evidence of a non-base pay election form; however, only 8 files have non-base pay factored into their annuity. The remaining files did not have a non-base election form on file, did not have any non-base pay factored into their annuity, or a file representing the agency was already selected. From the eight sampled files, we found that non-base pay allowed these retirees to increase their lifetime annuities by an average of 55% or \$30K. Increases ranged from a low of 10% or \$8K to a high of 159% or \$50K. See Table 5.

**Table 5: Increase in Annuity Due to Inclusion of Non-Base Pay**

RANK	AGENCY	POSITION	AVERAGE ANNUAL SALARY (WITH NON-BASE PAY INCLUSION)	AVERAGE ANNUAL SALARY (WITHOUT NON-BASE PAY INCLUSION)	ANNUITY RATE	ANNUITY (WITH NON-BASE PAY INCLUSION) PER GGRF SHEET	ANNUITY (WITHOUT NON-BASE PAY INCLUSION)	VARIANCE	% INCREASE DUE TO NON-BASE PAY INCLUSION
1	GFD	Fire Battalion Chief	\$ 137,600	\$ 113,460	85%	\$ 116,960	\$ 96,441	\$ 20,519	21%
2	GPD	Police Officer III	\$ 105,744	\$ 59,139	85%	\$ 89,883	\$ 50,268	\$ 39,614	79%
3	GMHA	E.R. Physician	\$ 199,716	\$ 165,226	75%	\$ 149,163	\$ 123,919	\$ 25,244	20%
4	GPA	Assistant General Manager	\$ 111,623	\$ 60,395	81%	\$ 89,996	\$ 48,920	\$ 41,077	84%
5	PAG	Harbor Master	\$ 102,526	\$ 92,977	85%	\$ 87,147	\$ 79,030	\$ 8,117	10%
6	DOC	Correction Officer II	\$ 113,745	\$ 44,164	72%	\$ 82,226	\$ 31,798	\$ 50,428	159%
7	UOG	Professor	\$ 167,269	\$ 126,104	85%	\$ 142,179	\$ 107,188	\$ 34,990	33%
8	JOG	Deputy Marshal Supervisor	\$ 107,013	\$ 81,625	85%	\$ 90,961	\$ 69,381	\$ 21,580	31%
<b>GRAND TOTAL</b>			<b>\$ 1,045,237</b>	<b>\$ 743,089</b>		<b>\$ 848,515</b>	<b>\$ 606,946</b>	<b>\$ 241,569</b>	
<b>AVERAGE</b>								<b>\$ 30,196</b>	<b>55%</b>

### Maintenance of Retiree Files Needs Improvements

GGRF maintains individual files with documents pertaining to each retiree. These include: Annuity Worksheets signed by the Director, Unused Sick and Annual Leave for Retirement Service Credit Forms, Retirement Personnel Action Forms and Payroll Summary.

During our review, we encountered challenges in recalculating the annuity due to the manual process and lack of consistency of some files. Specifically, we found:

- Sporadic documentation to verify calculation for average annual salary. Unverified amount was subsequently explained by the agency. We noted some manual adjustments relative to retroactive payments for base and non-base pay that were added to a particular year's annual salary, but could not find documentation to determine how such amounts were determined. This was clarified after it was subsequently explained by the agency.
- Files were not organized in a manner that would aide in efficient review.

Of the eight files tested, we found that one of the top annual salaries for a GMHA retiree was understated by \$750.47 which was confirmed by GGRF officials. In effect, this understated the Retiree's average annual salary by \$250.16, which understated the retirement annuity by \$186.84

or a total of \$3,409.75 for the 18 years and 3 months period of retirement (January 1, 1998 to April 1, 2016). As a result, we recommend GGRF pay the amount owed and adjust the annuity for this retiree moving forward in accordance with Title 4 of the Guam Code Annotated (GCA) Chapter 8 § 8122.1. See table 6 for details.

**Table 6: GMHA Retiree Annuity Calculation**

<b>Annuity Factors</b>	<b>GGRF Calculation</b>	<b>OPA Calculation</b>	<b>Difference</b>
<b>1997</b>	<b>\$ 183,233.80</b>	<b>\$ 183,984.27</b>	<b>\$ (750.47)</b>
1992	\$ 191,626.55	\$ 191,626.55	\$ -
1996	\$ 180,794.32	\$ 180,794.32	\$ -
Annual Leave Lump Sum	\$ 43,494.50	\$ 43,494.50	\$ -
	\$ 599,149.17	\$ 599,899.64	
<b>3 Year Average Annual Salary</b>	<b>\$ 199,716.39</b>	<b>\$ 199,966.55</b>	<b>\$ (250.16)</b>
Annuity Rate	74.687500000%	74.687500000%	
<b>Annuity</b>	<b>\$ 149,163.18</b>	<b>\$ 149,350.01</b>	<b>\$ (186.84)</b>

Number of years in retirement (January 1, 1998 to April 1, 2016) 18.25  
**Total Amount owed \$ 3,409.75**

In addition, we had difficulty analyzing GGRF reports, because significant fields necessary for our review were not available (e.g., department name and election of non-base pay).

We recommend this process be reviewed by GGRF management to find ways to improve documentation efficiency and effectiveness.

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## Conclusion and Recommendations

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Inclusion of non-base compensation in the calculation of retirement annuity is a unique benefit afforded to certain DB members who elected to contribute the mandated contribution rate for non-base earnings in addition to their base pay. DB members enrolled by March 1993 are the only GovGuam employees allowed this additional benefit.

The top 10 agencies received 90% or \$8M of the total amount of non-base pay compensation in FY 2015. From FY 2011 through FY 2015, GovGuam paid a total of \$41.1M in non-base pay for active DB members.

Our review of the top annuity earners (earning \$80K or more) from eight of the top ten agencies that received non-base pay indicated that non-base pay had increased annuities by an average of 55% or \$30K.

In line with their fiduciary responsibility, we recommend the GGRF Board of Directors address the disparity that has been cited in this audit by reevaluating the benefit of the inclusion of non-base pay for the purposes of calculating retirement annuities.

In addition, we encountered challenges in recalculating retirement annuities due to the manual process, lack of consistency for some files, and significant information not readily available. We recommend this process be reviewed by GGRF management to find ways to simplify the documentation efficiency and effectiveness.

Of the eight files tested, we found that one of the top annual salaries for a GMHA retiree was understated by \$750.47. This, in effect, understated the Retiree's average annual salary by \$250.16, which understated the retirement annuity by \$186.84 or a total of \$3,409.75 for the 18 years and 3 months period of retirement (January 1, 1998 to April 1, 2016). We recommend GGRF pay the amount owed and adjust the annuity for this retiree moving forward, in accordance with 4 GCA Chapter 8 § 8122.1.

### **Disclosure**

As a matter of disclosure, the Public Auditor is a DB member that elected non-base pay inclusion, and all auditors of OPA Accountability are DC members, including the auditors who conducted this review.

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## Management Response and OPA Reply

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In April 2016, we met with officials from GGRF to discuss the audit findings and recommendations in the April 2016 draft report. In our meeting, GGRF generally concurred with OPA's findings and recommendations.

We received an official response from GGRF shortly after our meeting in April 2016. In GGRF's management response, they stated:

The GGRF has taken the OPA's findings and recommendations under advisement. Please note however that the inclusion of non-base pay is a mandated benefit. Any amendments are not within the Board's sole purview, and will require the effort of all relevant stakeholders.

Relative to the retirees' files, we recognize that a proper file maintenance is the foundation of an effective and efficient recordkeeping strategy. As such, we are reviewing the current process, and implementing procedures in the interim, to ensure complete and proper records are kept.

See Appendix 7 for GGRF's management response.

The legislation creating OPA requires agencies to prepare a corrective action plan to implement audit recommendations, to document the progress of the implementation of the recommendations, and to endeavor to have implementation completed no later than the beginning of the next fiscal year. Accordingly, our office will be contacting GGRF to establish target dates and titles of officials responsible for implementing the recommendations. We appreciate the cooperation and assistance shown by the management and staff of GGRF.

OFFICE OF PUBLIC ACCOUNTABILITY



Doris Flores Brooks, CPA, CGFM  
Public Auditor



## Classification of Monetary Amounts

	Finding Description	Other Financial Impact	Potential Savings
<b>1</b>	<b>Government of Guam Paid \$41.1M in Non-Base Pay for DB Members</b>		
	Top 10 Agencies for Non-base Pay in FY 2015	\$ -	\$ -
<b>2</b>	<b>Effect of Non-Base Pay on DB Employees Annuities</b>		
	Non-Base Pay Increases Retirement Annuity	\$241,569	\$ -
	Maintenance of Retiree Files Need Improvements	\$3,410	\$ -
	<b>Totals</b>	<b>\$244,979</b>	<b>\$ -</b>

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## Objectives, Scope & Methodology

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The objectives of this audit were to: (1) calculate the amount of non-base pay paid by the Government of Guam for DB members and (2) determine the effects of non-base pay on DB Plan members' annuity benefits.

The period of review encompassed five fiscal years between October 1, 2010 (FY 2011) and September 30, 2015 (FY 2015).

### Audit Methodology

To accomplish our objectives, we reviewed laws, rules, and regulations; policies; prior audit findings; and other information pertinent to non-base pay of DB members. The audit was conducted mainly at GGRF in Maite. We also performed the following audit procedures:

- Conducted walk-throughs and interviews with key GGRF personnel
- Obtained and reviewed retirement data of DB members and other resources, to include:
  - DB members annual base and non-base pay
  - Retiree data
    - Monthly/semi-monthly annuity
    - Date of retirement
    - Date of birth
    - Agency
- Analyzed data to determine the following:
  - Top agencies who received non-base pay
  - Top annuity earners as of FY 2015
- From the top 10 agencies for non-base pay, we selected 20 samples based on the top annuity earners above the \$80K threshold as of FY 2015 and requested GGRF to pull the files. Each file was reviewed to determine whether they met both of the following criteria: (1) employees should have elected non-base pay inclusion, and (2) non-base pay was factored in their annuity calculation. After reviewing the 20 files, only eight files qualified and were tested.
- We tested these eight files to determine the accuracy of the following:
  - The annuity calculation
  - The three-year average salary calculation
  - The annuity rate calculation

### Scope Limitation

GGRF is unable to ascertain those DB members that have elected to include non-base pay in the calculation of their retirement annuity. GGRF only determines a DB member's non-base pay election upon the member's retirement. As a result, to determine the actual impact the election of non-base pay had on the calculation of annuities, the audit team sampled the top annuity earners (earning \$80K or more) as of FY 2015 from each of the top 10 agencies who received non-base pay in FY 2015.

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**Objectives, Scope & Methodology**

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This audit was conducted in accordance with the standards for performance audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States of America. These standards require that we plan our audit objectives and perform the audit to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our audit objectives. Except for the scope limitation noted above, we believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our audit objectives.

**Disclosure**

The Public Auditor is a DB member that elected non-base pay inclusion, and all auditors of OPA are DC members, including the auditors who conducted this review.

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**Appendix 2:****Prior Audit Coverage**

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**Prior Audit Coverage**

We reviewed prior OPA audits and GovGuam financial audits, and we noted only one specific prior audit that directly cited the non-base pay in relation to Defined Benefit annuities. Specifically, OPA Report No. 15-03, GovGuam Special Lifetime Annuities, noted that there are inequities in the calculations for the basic DB plan, such as the retirement age for uniformed personnel and the option of DB members to include their non-base pay. The inclusion of non-base compensation as part of a member's annual salary for calculating annuities is a unique benefit afforded to certain DB members who elected to contribute the mandated contribution rate for not only their base salary, but their non-base earnings as well. The potential for increased retirement annuities would be greatly affected by and has encouraged spiking for some of the DB members.

This audit did not address the DB Plan and non-base pay in detail, but it noted that there were inequities in computing the retirement annuity, which was covered in this current audit.

Other prior audit reports were noted pertaining to GGRF, GovGuam personnel costs, and controls over overtime and hazardous pay, which are considered non-base pay. However, there were no specific findings relevant to the effect of non-base pay on retirement annuities.

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## **Applicable Laws, Regulations, and Policies**

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Laws governing the Defined Benefits Plan is codified in 4 GCA Chapter 8 under Article 1. In regards to non-base pay, 4 GCA Chapter 6 identifies the various types of compensation for the executive and judicial branches of Guam.

### **Title 4 GCA Chapter 8 Article 1, Defined Benefits Plan**

#### **§ 8104. Definitions.**

(i) Salary shall mean the amount received by an employee for service which shall include allowances for maintenance at the prescribed rate and any territorial post differential.

(j) Average Annual Salary shall mean the average of the 3 highest annual salaries received by a member during his years of credited service or \$6,000, whichever is greater. (...)

(p) Uniformed Personnel means Guam Police Department Officers; Guam Fire Department Firemen; Customs and Quarantine Officers in the Customs and Quarantine Agency; Conservation Officers, Commodity Inspectors, and Entomologists of the Department of Agriculture; Territorial Park Patrol Officers of the Department of Parks and Recreation; Corrections Officers of the Department of Corrections; Airport Police Officers, Firefighters and Security Personnel at the Guam Antonio B. Won Pat International Airport Authority; Jose D. Leon Guerrero Commercial Port Security personnel; and Marshals of the Supreme Court of Guam and the Superior Court of Guam. In all matters involving the uniformed personnel at the Antonio B. Won Pat International Airport Authority, Guam, the Jose D. Leon Guerrero Commercial Port or the Department of Parks and Recreation, the Supreme Court of Guam and the Superior Court of Guam Marshals, and the Guam Police Department shall have concurrent jurisdiction with such personnel.

**§ 8105. Fund: Members.** The following employees shall be members of the Fund and subject to the provisions hereof:

(a) All employees, regardless of age or length of service, in the service of the Government on the operative date, shall become members of the Fund by virtue of their employment. Any person who shall be on an approved leave of absence on the operative date, on account of disability or military service, shall be subject to membership as of such date, as though he were in active service. If such leave of absence was for any other cause, such person shall be subject to membership as of the operative date only if the leave of absence shall have extended, in the aggregate, for less than one (1) year at the operative date.

(d) An employee of a public corporation of the Government or of the University of Guam shall have the option of accepting or rejecting membership and shall become a member only upon submission of a written request to the Board for membership.

**§ 8111. Same: Credit for Educational Training Service.** Any person who was employed by the government of Guam prior to June 1, 1989, who takes leave of absence without pay or terminates from such employment in order to further his education may, when returning to employment with the government of Guam, claim retirement credit for such time so spent in furthering his education by paying to the Fund the contributions which he would have paid had such time so spent on education not been excluded by virtue of his leave of absence without pay or termination, together with regular interest thereon, from the date on which such contributions would have been made, had such time so spent not been excluded, to the date of actual payment; provided, however, that this Section shall apply only to those persons who resume employment in the Government of Guam

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**Applicable Laws, Regulations, and Policies**

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within 2 years after completing their studies.

**§ 8116. Same: Credit for Sick and Annual Leave Not Utilized.**

Any person employed by the government of Guam and a member of the Fund who has unused accumulated sick or annual leave upon the day of his retirement or disability may claim credit for every day of such leave to which he was entitled which he did not utilize, provided, that in the case of annual leave only, he makes the appropriate member contribution to the Fund for the period to be credited, such contribution to be deducted from the lump-sum payment made to the employee for such accumulated leave. If an employee does not desire to claim such credit, the lump-sum payment shall be made to him without such deduction. In calculating credit for purposes of this Section, 12 days of accumulated leave shall constitute a month of service, between 6 and 12 days of accumulated leave shall constitute (1/2) month of service and less than 6 days shall be disregarded.

**§ 8119. Retirement.** With respect to any member who joined the Fund prior to October 1, 1981:

- (a) He or she may retire on a service retirement annuity, upon written application and approval by the Board; provided that member is at least 60 years of age or 55 years of age if a member of the uniformed personnel and have completed at least 10 years of total service;
- (b) If he or she is a member of the uniformed personnel, he or she, upon retirement, be placed on rank grade above that held by him on the date of retirement;
- (c) If he or she has completed 25 years of service, he or she may retire and will be entitled to full retirement annuity;
- (d) Any retired employee who has previously elected to retire and who has completed at least (25) years of service shall be eligible for full retirement benefits on and after the effective date of this Act;
- (e) At his option, whether active or inactive, he or she may retire after 20 years of service regardless of age. The retirement annuity for any employee or member described in this Paragraph shall be reduced one quarter (1/4) of percent (1%) of each month the employee or member is under the age of 60 years. (...)

**§ 8120. Same:** With respect to any member who joined the Fund on or after October 1, 1981:

- (a) He or she may retire on a service retirement annuity, upon written application to and approval by the Board; provided that such member have attained at least 60 years of age or 55 years of age if a member of the uniformed personnel and have completed at least 15 years of total service;
- (b) If he or she is a member of the uniformed personnel, he or she shall, upon retirement, be placed one rank grade above that held by him on the date of retirement;
- (c) If he or she has completed 30 years of service, he or she may retire and will be entitled to full retirement annuity;
- (d) At his option, whether active or inactive, he or she may retire after 25 years of service regardless of age. The retirement annuity for any employee or member described in this Paragraph shall be reduced one quarter (1/4) of one percent (1%) for each month such employee or member is under the age of 60 years, (...)

**§ 8120.1. Same.** With the exception of members of the Fund prior to the effective date of this Section, any member of the Fund may retire:

- (a) On a service retirement annuity, upon written application to and approval of the Board; provided

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**Applicable Laws, Regulations, and Policies**

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that member have attained at least 65 years of age or 60 years of age in the case of a member of the uniformed personnel, and have completed at least 15 years of total service;

(b) If he or she is a member of the uniformed personnel he or she shall, upon retirement, be placed one rank grade above that held by him on the date of retirement;

(c) If he or she has completed 30 years of service he or she may retire and shall be entitled to full retirement annuity.

(d) At his option, whether active or inactive, he or she may retire after 25 years of service regardless of age. The retirement annuity for any employee or member described in this Paragraph shall be reduced one quarter ( $\frac{1}{4}$ ) of one percent (1%) for each month such employee or member is under the age of 65 years, (...)

**§ 8121. Same. Suspension of Annuity Payment.**

(a)(1) A retired member who subsequently becomes an employee eligible for membership under § 8106 of this Title prior to January 1, 1999, shall, upon becoming so employed, have that member's right to receive payment of that member's annuity suspended for the duration of that member's employment, but all other rights pertaining to that member's annuity provided by this Article, including automatic increases therein, shall be retained by that member. The provisions of this Section shall not be applicable to any retired Judge or Justice designated and assigned by the Chief Justice to perform judicial duties in the courts of Guam as provided for in 7 GCA § 6115, or any person employed by the Guam Department of Education schools, as a substitute teacher or as a Certified Augmentation Teaching Service (CATS) employee as that term is defined by Title 17 GCA § 3127(b). Such employment shall be subject to the provisions of Subsection (d) of this Section.

**§ 8122. Annuity: Amount**

(a) Formula. The basic retirement annuity payable to any member shall be the following:

(1) 2% of average annual salary for each of the first 10 years of credited service, and 2.5% of average annual salary for each year, or part thereof, of credited service over 10 years;

(2) In addition, the following will be added (1) an amount equal to \$20 multiplied by each year of credited service, the total will then be reduced by an amount equal to one hundredth of one percent (.01%) of said total for each One Dollar (\$1) that a member's average annual salary exceeds the amount of \$6,000;

(3) No basic retirement annuity shall exceed 85% of average annual salary; and

(4) The basic retirement annuity shall not, in any case, be less than \$1,200 per year per member.

**§ 8122.1 Adjustments.**

(a) When an error is made in the records maintained by the Fund or by the government, or in the contributions made on behalf of a member, or in computing a benefit, and, as a result, a member or beneficiary is entitled to receive from the Fund more or less than the member or beneficiary would have been entitled to receive had the records or contributions been correct or had the error not been made, then

(1) the records, contributions, or error shall be corrected, and

(2) as far as practicable, future payments or benefit entitlement shall be adjusted so that the actuarial equivalent of the annuity or benefit to which the member or beneficiary was correctly entitled shall be paid.

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**Applicable Laws, Regulations, and Policies**

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If no future payment is due, a person who was paid any amount to which the person was not entitled is liable for repayment of that amount, and a person who was not paid the full amount to which the person was entitled shall be paid the balance of that amount.

(b) An adjustment that requires the recovery of benefits may not be made under this section if:

- (1) the error was not the result of erroneous information supplied by the member or beneficiary;
- (2) the member or beneficiary did not have reasonable grounds to believe that the amount of the benefit was in error; and

(3) the incorrect benefit was first paid four years or more before the member or beneficiary was notified of the error.

(c) At every regularly scheduled meeting of the Board of Trustees of the Fund, the Director shall report to the Board on all situation since the Director's last report in which an adjustment has been prohibited under (b) of this section. If the Board finds that there is reason to believe that one or more of the conditions set out in (b) of that section have not been met, the Director shall notify the member or beneficiary that an adjustment will be made to recover the overpayment.

(d) Notice of the adjustment under this Subsection shall include a statement that the affected member or beneficiary may appeal the adjustment to the record by notifying the Director, in writing, within 30 days after receipt of notice that the records will be adjusted. A member or beneficiary who receives notice of adjustment under this subsection may appeal to the Board for a waiver of the adjustment in accordance with Section 8122.2(b). An adjustment shall not be required while the appeal is pending.

(e) The Fund shall pay regular interest on amounts owed to a member or beneficiary.

(f) Interest shall be charged on amounts owed to the Fund by a member or beneficiary if the amount owed is the result of erroneous information supplied by the member or beneficiary, or if the member or beneficiary had reasonable grounds to believe the amount of the benefit was in error. The interest paid under this subsection shall be equal to the rate established in §8137(c) for which the correct payment was due and shall continue until an actuarial adjustment to the benefit is effective or the amount owed is paid.

**§ 8136. Contributions to Fund.**

(a) Base Pay. Each member of GGRF shall contribute the following:

- (1) 6% of salary earned and accruing to such member from the operative date to July 1, 1973;
- (2) 6.5% of salary earned and accruing to such member subsequent to July 1, 1973;
- (3) 7.5% of the base pay earned and accruing to such member subsequent to October 1, 1981;
- (4) 8.5% of the base pay earned and accruing to such member to be effective on the first full pay period after the date of enactment of this Section, which enactment date is subsequent to October 1, 1992;
- (5) 9.5% of the base pay earned and accruing to such member subsequent to October 1, 1993.

(c) The annual salary of a member shall include:

- (1) The base pay of the member for which he/she contributed to GGRF as required in §8136(a) of this Chapter, and
- (2) The non-base pay of the member for which he/she contributed to GGRF pursuant to his/her election made prior to March 29, 1993. (...)



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**Applicable Laws, Regulations, and Policies**

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**§ 8137.2 Employees on Active Duty.** The government shall pay the employer's and employee's shares for Retirement Fund contributions, group health insurance premiums, and group life insurance premiums for all officers and other employees of the Government of Guam who are on leave without pay and on active duty with the Guam National Guard or the reserve components of any of the Armed Services of the United States. All agencies and departments of the Government of Guam shall fund, from their respective annual budgets, the contributions for retirement, health insurance, and life insurance authorized by this section. The provisions of this section shall be retroactive to August 2, 1990.

**Title 4 GCA Chapter 8 Article 2, Defined Contribution Retirement Plan****§ 8206. Participation in Government of Guam Defined Contribution Retirement System; Limiting Participation in Existing Retirement System.**

(a) Beginning October 1, 1995, the Government of Guam Defined Contribution System shall be the single retirement program for all new employees whose employment commences on or after that date. No additional new employees may be admitted to the existing retirement system, except as provided from time to time in the existing retirement system. Members of the existing retirement system whose employment continues beyond September 30, 1995, shall continue to contribute and participate in the existing retirement system without change in provisions or benefits, except as provided from time to time in the existing retirement system.

**§ 8206.1. Same: Ineligible Persons.** The following persons shall not be eligible for membership:

- (a) Persons whose services are compensated on a fee basis.
- (b) Independent contractors.
- (c) Persons whose employment is for a specific project.
- (d) Persons who are employed in the Senior Citizens Community Employment Program.

**§ 8208. Members' Contributions.**

(a) All contributions by the members shall be mandatory and equal to 5% of base pay. Such reductions from base pay, although designated as member contributions, shall be deducted by the employer at the normal payroll intervals, shall be paid by the employer in lieu of contributions by the member, and shall be remitted within five working days to the insurance, annuity, mutual fund, or other qualified company or companies designated by the Board to administer the operations of the Defined Contribution Retirement System. The employer shall deduct the member's mandatory contributions required by this section from the member's base pay on or after the first payroll interval following the latest of (1) the enactment of this Article, (2) October 1, 1995, or (3) a member's transfer to the Defined Contribution Retirement System pursuant to § 8207, and the contributions so deducted shall be treated as employer contributions in determining federal tax treatment under Section 414 (h) of the United States Internal Revenue Code.

**§ 8209. Employer Contributions.**

(a) Each employer shall, pursuant to § 8208, make a contribution to each member's account with respect to each member whose employment commenced on or after October 1, 1995, or who transfers to the Defined Contribution Retirement System pursuant to § 8207, which is equal to 5% of such member's base pay. In addition, each participating employer shall match the first 5% of

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**Applicable Laws, Regulations, and Policies**

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each member's base pay. The amounts contributed herein shall vest in accordance with the vesting schedule set forth in Subsection (c) of § 8210.

**Title 4 GCA Chapter 8 Article 3, Deferred Compensation Program****§ 8302. Establishment of the Government of Guam Deferred Compensation Program; Participation in Government of Guam Deferred Compensation Program; Limiting Participation in Existing § 457 Plans.**

(a) There shall be established the Government of Guam Deferred Compensation Program, hereinafter referred to as 'Program,' to which member contributions, in the form of deductions from salary, shall be deposited and to which earnings on investments and other contributions shall also be deposited upon receipt and from which benefits and reasonable administrative fees and expenses authorized by the Board of Trustees shall be paid.

(b) Voluntary Participation. Each member's participation in the Program shall be completely voluntary. At the request of a member of the Deferred Compensation Program, the employer shall by payroll deduction defer the payment of part of the compensation of the member. The amount to be deferred must be as provided in a written agreement timely executed by and between the member and his or her employing unit. This agreement shall be in a form as prescribed by the Director of the Government of Guam Retirement System, approved by the Board of Trustees, and in compliance with the requirements of Code § 457.

**Title 4 GCA Chapter 6, Compensation of Public Employees****§ 6101. Title.**

This Chapter is referred to as the Uniform Position Classification and Salary Administration Act of 1991.

**§ 6102. Purpose.**

The purpose of this chapter is to provide a uniform and unified system of position classification and compensation for the Executive and Judicial Branches of the Government of Guam. (...)

**§ 6203. Merit Bonus.** Superior performance by a classified employee in Grades A through V shall be rewarded by a lump sum bonus based on an amount equivalent to 3.5% of the employee's base salary. (...)

**§ 6217. Night Differential Pay.** All employees of the Government of Guam, except the department or agency heads and the Deputy Directors, shall be entitled to night differential pay, calculated at the rate of their regular wage plus 10%, for all periods worked between the hours of 6:00 p.m. and 6:00 a.m.

**§ 6219. Firemen: Compensation: Annual and Sick Leave.**

(a) (...) Firefighters within the Guam Fire Department, except the Fire Chief, shall be compensated at the regular hourly rate of pay at 106 hours, and shall be compensated at 1½ times the regular hourly rate for hours worked in excess of 106 hours per pay period. (...)

**§ 6222(a) Corrections Officers and § 6224 Police Officers – Hazardous Pay.** Corrections officer or a parole officer or any employee of the government who performs the duty of guarding prisoners or supervising or counseling parolees, and any police officer assigned to a hazardous duty position

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**Applicable Laws, Regulations, and Policies**

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is entitled to hazardous pay, calculated at the rate of his or her regular wage, plus 10%, for all periods he or she is on such duty.

**§ 6223. Firefighters - EMT-A Duty.** (...) A Firefighter in the Guam Fire Department who performs work as an Emergency Medical Technician- Ambulance (EMT-A) and is a certified EMT-A shall be entitled to differential pay calculated at the rate of his or her regular wage plus 15% for all periods he or she is assigned as an EMT-A and is a certified EMT-A.

**§ 6226. Employees: Compensation During Typhoons: Exceptions.** Employees who work during typhoon emergency periods, defined as Typhoon Conditions I and II, as declared by the Governor of Guam shall be compensated in the following manner:

(e) In the event that a typhoon emergency period includes a legal holiday, then such employees required to report for and be on duty shall be entitled to overtime pay for all such hours worked including overtime, in addition to full compensation for holiday leave.

**§ 6229.6. Certification Pay Differential.** (...) Nurses and other healthcare professionals who have a national or Guam Board certification, and are practicing in their area of certification, shall be entitled to a minimum certification pay differential, calculated at the rate of their regular wage plus 15% to rectify an inequity in certification pay.

**§ 6229.7. Work Compensation.** The following work compensation shall apply to all nursing and other healthcare professionals essential to the delivery of patient care services:

- (a) The workweek shall consist of any combination of straight time, overtime and holiday time to a total of 40 hours. All nursing and other healthcare professionals essential to the delivery of patient care services are hereby exempted from those provisions of the Government of Guam compensation laws covering accumulated straight time hours required prior to compensation at overtime rates.
- (b) All work performed between the hours of 12:00 midnight on any Friday and 12:00 midnight of the following Sunday night shall be compensated at the rate of 1½ times the regular straight time rate of the nurse or any employee who is responsible for direct delivery of patient services.
- (c) All work performed on any legal holiday, in addition to the regular holiday pay, shall be compensated at a rate of 1½ times the nurse's and other healthcare professional's regular straight time rate.
- (d) After a nurse and other healthcare professional have worked a complete shift in any given 24 hour period, the next 4 hours worked shall be at a rate of 1½ times the nurse's and other healthcare professional's regular straight time hourly rate. Any work in excess of the additional 4 hours in the same 24 hour period shall be compensated at 2 times or double time the nurse's and other healthcare professional's regular straight time hourly rate.
- (e) For the purpose of computing annual leave and sick leave for nurses and other healthcare professionals, any combination of 80 hours of work, inclusive of work at overtime or double time compensation, shall accrue sick leave at a rate of 4 hours per pay period and annual leave at the rate the nurse and the other healthcare professional are entitled to because of time in service.
- (f) Nurses and other healthcare professionals who are not allowed leave time due to shortage of staff shall be given monetary compensation at the end of each fiscal year.

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**Applicable Laws, Regulations, and Policies**

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**Public Law 01-026 - Effective May 1, 1951**

**Section 19. Contribution by members.** Each member of GGRF shall contribute 6% of salary earned and accruing to each member as herein defined subsequent to the operative date. This contribution shall be made as a deduction from salary, notwithstanding that the salary paid in cash to such member may be reduced thereby below the established statutory rate. Every employee who is a member of GGRF shall be deemed to consent and agree to the deduction from salary as herein provided, and shall receipt for his full salary, and payment to each employee of salary less such deduction shall constitute a full and complete discharge and acquittance of all claims and demands whatsoever for the services rendered by such employee during the period covered by such payment, except as to the benefits herein provided.

**Public Law 11-171 - Effective September 1, 1972**

**Section 4218(a).** Each member of GGRF shall contribute the following:

- (1) 6% of salary earned and accruing to such member from the operative date to July 1, 1973.
- (2) 6.5% of salary earned and accruing to such member subsequent to July 1, 1973.

**Public Law 16-9 - Effective May 4, 1981**

**Section 3.** New items (3) and (4) are added to Subsection (a) of Section 4213 of the Government Code to read: (3) 7.5% of the base pay earned and accruing to such member subsequent to October 1, 1981; and (4) At the written option of the member, 8.5% of the non-base pay such as overtime, bonus, hazardous duty, night differential, or any other such pay earned.

**Public Law 19-1 - Effective January 29, 1987**

**Section 7.** 4 GCA § 8136 is amended to read:

**§ 8136. Contributions to Fund.**

(a) Each member of GGRF shall contribute the following:

- (1) 6% of salary earned and accruing to such member from the operative date to July 1, 1973;
- (2) 6.5% of salary earned and accruing to such member subsequent to July 1, 1973;
- (3) 7.5% of the base pay earned and accruing to such member subsequent to October 1, 1981; and
- (4) At the written option of the member, 8.5% of the non-base pay such as overtime, bonus, hazardous duty, night differential, any other such pay earned, or lump sum annual leave payment." This section shall be effective October 1, 1986 provided that The Government of Guam or the employer involved shall pay its regular proportionate contribution on such amount at the same rate as may be in effect for regular wages.

**Public Law 19-3 - Effective April 24, 1987**

**Section 10.** 4 GCA § 8136 is amended to read:

(a) Each member of GGRF shall contribute the following:

- (1) 6% of salary earned from the operative date to July 1, 1973;
- (2) 6.5% of salary earned subsequent to July 1, 1973;
- (3) 7.5% of base pay earned subsequent to October 1, 1981; and
- (4) At the written option of the member, 8.5% of non-base pay.

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**Applicable Laws, Regulations, and Policies**

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(b) These contributions shall be made as a deduction from salary, notwithstanding that the salary paid in cash to such member may be reduced thereby below the established statutory rate. Every employee who is a member of the Fund shall be deemed to consent and agree to the deduction from salary as herein provided, and shall receipt for his full salary, and payment to such employee of salary less such deductions shall constitute a full and complete discharge and acquittance of all claims and demands whatsoever for the services rendered by such employee during the period covered by such payment, except as to the benefits herein provided.

(c) The annual salary includes the base pay as required in items 1, 2 or 3 of §8136(a) of this Chapter and any pay for which the member paid into GGRF in accordance with item 4 of §8136(a) of this Chapter. (...)

**Public Law 19-19 - Effective Aug. 23, 1988****Section 23**

Section 8136 (a) (4) of 4 GCA is repealed and amended to read as follows:

(4) At the written option of the member, he/she will contribute 8.5% of the non-base pay. A new member shall exercise in writing the option to contribute non-base pay within 60 days from the join date, otherwise they will be deemed to have permanently waived the right to exercise the option. All current members will have until October 1, 1988 to exercise their option. To complete a current member's exercise of the option, the member shall pay into the Fund their share plus regular interest to the date the member would like to make a retroactive contribution up to the effective date but not exceeding the period prior to October 1, 1983. The Board shall report to the Legislature by November 1, 1988, (i) the number of members who have exercised the option to contribute for their non-base pay, (ii) the amounts paid by such members as their contribution, and (iii) sums necessary to constitute the employer's share of such contribution so as to maintain the integrity of the Fund in order that the necessary amount shall be appropriated, authorization for which is given. A current member exercising his or her option shall have up to 36 months in which to pay the contribution required for the non-base pay for which retroactive credit is sought, under such rules and regulations as to such extended payments plans as are promulgated by the Board; provided, however, that all such contributions shall be paid in by a member before such a member's retirement."

**Public Law 20-04 - Effective April 12, 1989****Section 3.**

Section 8136 (a)(4) of 4 GCA is repealed and reenacted to read:

At the written option of the member, he/she will contribute 8.5% of the non-base pay. A new member shall exercise in writing his or her option to contribute for such non-base pay within 60 days of joining GGRF, otherwise they will be deemed to have permanently waived their right. All current members have until May 15, 1989 to exercise the option. Contribution of the member will be based on their base and non-base pay. To complete a current member's exercise of the option, the member will pay into GGRF the member's share, plus regular interest to the date the deposit is completed, of the total contribution required for such non-base pay for the period which member

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**Applicable Laws, Regulations, and Policies**

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wishes to make a retroactive contribution up to the effective date of this subtem, but not to exceed any period prior to October 1, 1983. In addition, any annual leave for which a member has received a lump sum payment and where the member makes a contribution shall be credited to the member in the same manner as unused accumulated annual leave is treated by § 8116 of this Title. The Board shall report to the Legislature by July 1, 1989

- (i) the number of members who have exercised the option to contribute for their non-base pay,
- (ii) the amounts paid by such members as their contribution, and
- (iii) sums necessary to constitute the employer's share of the contribution so that the necessary amount shall be appropriated, authorization for which is given. A current member exercising his or her option shall have up to 48 months to pay the contribution required for the non-base pay for which retroactive credit is sought, at regular interest, provided, all contributions shall be paid in by a member before such a member's retirement."

**Public Law 22-06 - Effective March 29, 1993****Section 6.**

Section 8136 (a) of 4 GCA is amended to read: Base Pay. Each member of the fund shall contribute the following:

- (1) 6% of salary earned from the operative date to July 1, 1973; (2) 6.5% of the salary earned subsequent to July 1, 1973; (3) 7.5% of the base pay earned subsequent to Oct 1, 1981; (4) 8.5% of the base pay earned effective on the first full pay period after the date of enactment of this Section, which enactment date is subsequent to Oct 1, 1992; (5) 9.5% of the base pay earned subsequent to Oct 1, 1993.

**Section 7.** Section 6 of this Act denies the right of any new member of the Retirement Fund to make contributions on account of their non-base pay. All members of GGRF who have previously elected to make such contributions may continue to do so except that the contribution rate shall be 8.5% for the period following enactment of this Act to the first full pay period, 9.5% for the period from the beginning of such first full pay period through September 30, 1993, and 10.5% thereafter.

**Public Law 23-42 - Effective September 29, 1995****Section 3.**

A new Article 2 is added to 4 GCA Chapter 8 to read: Article 2, Defined Contribution Retirement System.

§ 8301(m) Member of the Defined Contribution Retirement System means any person who becomes employed after September 30, 1995, by an employer or who has elected to transfer from the existing retirement system to the Defined Contribution System in accordance with this article, provided that any employee of the government of Guam whose employment is purely temporary, seasonal, intermittent or part-time shall have the option of accepting or rejecting membership and shall become a member only upon submission of a written request to the Board for membership.

## **Applicable Laws, Regulations, and Policies**

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### **Public Law 24-315 - Effective December 23, 1998**

**Section 6.** Section 8136 (c) of Article 1, 4 GCA Chapter 8 is hereby repealed and reenacted to read as follows:

(c) The annual salary of a member shall include: (i) the base pay of the member for which he/she contributed to GGRF as required in §8136(a) of this Chapter; and (ii) the non-base pay of the member for which he/she contributed to GGRF pursuant to his/her election made prior to March 29, 1993, in accordance with P.L. No. 19-10:XI:10, P.L. No. 20-4:3, and P.L. No. 22-06:7."

**Appendix 4:**  
**Summary of DB Membership FY 11-15**

Defined Benefit Membership	Year				
	2015	2014	2013	2012	2011
<b>Gov Guam Agency</b>					
GDOE	935	873	935	1002	1084
GMH	158	157	163	188	206
GPA	157	155	173	185	192
UOG	150	147	152	161	177
DPW	122	121	126	141	160
GFD	123	121	131	141	150
GPD	111	108	114	116	126
DPHSS	108	101	107	112	134
JOG	98	94	96	102	111
PAG	81	84	92	98	104
GIAA	74	73	78	76	80
GCC	67	63	70	78	78
GWA	66	60	67	74	84
DRT	51	51	54	60	64
DOA/GENERAL FUND	49	50	50	54	60
DOC	36	35	43	49	62
CQA	40	40	43	42	44
OAG	38	36	38	40	41
DMHSA	35	35	34	36	39
AGR	29	29	31	34	35
GHURA	22	38	22	25	26
DLM	26	26	24	26	25
DYA	22	22	26	26	30
DPR	18	18	20	22	28
BSP	15	15	19	23	24
MCOG	17	16	18	17	16
PDSC	19	1	19	20	21
DOL	14	12	12	15	15
AHRD	11	11	12	16	17
GGRF	12	11	13	14	15
DCA	12	12	12	12	14
GEPA	9	9	9	10	12
DMA	10	9	9	10	10
BBMR	9	7	8	11	11
DISID	6	7	9	9	11
LEGISLATURE	10	8	10	5	11
GOV	10	8	8	7	8
GVB	7	6	6	7	7
GEDA	6	6	7	7	7
GHC	6	6	6	6	6
KGTF	5	5	6	6	8
GEO	3	3	3	3	4
CLTC	2	2	2	3	3
OPA	1	1	1	1	1
CSC	1	0	0	0	0
GEC	1	0	0	0	0
LT. GOV	1	0	0	0	0
<b>Grand Total</b>	<b>2803</b>	<b>2692</b>	<b>2878</b>	<b>3090</b>	<b>3361</b>

*Note:*  
2015 is based on data provided by GGRF. 2011-2014 data is based on the actuarial report.



**Appendix 5:**  
**Total DB Non-Base Pay – FY 11-15**

DEFINED BENEFIT PLAN							
TOTAL DB NON-BASE PAY 2011-2015							
A	B	C	D	E	F	G	H=E+G
RANKING	DEPARTMENT NAME	TOTAL DB COUNT	BASE PAY-CODE 1	NONBASE PAY - CODE 2	SPECIAL PAY (BASE) - CODE 6	SPECIAL PAY (NONBASE) - CODE 7	TOTAL NON-BASE PAY - CODE 2 & 7
1	GFD	666	\$ 48,689,993	\$ 10,360,910	\$ 6,034,967	\$ 1,228,240	\$ 11,589,150
2	GMH	872	\$ 46,070,799	\$ 4,534,568	\$ 886,413	\$ 137,944	\$ 4,672,512
3	GPD	575	\$ 32,076,427	\$ 2,121,075	\$ 5,064,603	\$ 2,375,415	\$ 4,496,490
4	GPA	862	\$ 49,353,156	\$ 3,212,013	\$ 112,301	\$ 9,455	\$ 3,221,467
5	UGG	787	\$ 51,443,874	\$ 2,233,840	\$ 86,026	\$ 290,450	\$ 2,524,291
6	DOC	225	\$ 11,980,200	\$ 1,287,627	\$ 1,838,322	\$ 861,741	\$ 2,149,369
7	PAG	459	\$ 24,156,138	\$ 2,090,518	\$ 106,070	\$ 19,302	\$ 2,109,821
8	GWA	351	\$ 19,217,499	\$ 1,913,857	\$ 211,206	\$ 760	\$ 1,914,616
9	GDOE	4829	\$ 238,099,847	\$ 1,396,289	\$ 2,586,058	\$ 21,362	\$ 1,417,651
10	JOG	501	\$ 31,373,652	\$ 1,130,401	\$ 313,895	\$ 13,075	\$ 1,143,476
11	GCC	356	\$ 20,102,390	\$ 1,015,629	\$ 7,647	\$ -	\$ 1,015,629
12	DPW	670	\$ 26,871,619	\$ 459,146	\$ 1,308,444	\$ 365,141	\$ 824,288
13	DYA	126	\$ 5,596,862	\$ 543,875	\$ 493,417	\$ 120,747	\$ 664,622
14	DPHSS	562	\$ 27,641,939	\$ 38,997	\$ 839,060	\$ 593,326	\$ 632,323
15	DRT	280	\$ 14,062,930	\$ 242,574	\$ 394,502	\$ 174,210	\$ 416,784
16	GIAA	381	\$ 23,056,451	\$ 296,430	\$ 100,822	\$ 44,749	\$ 341,179
17	AGR	158	\$ 6,874,691	\$ 137,755	\$ 566,928	\$ 148,340	\$ 286,095
18	DOA/GENERAL FUND	263	\$ 12,169,035	\$ 18,510	\$ 369,700	\$ 247,788	\$ 266,299
19	DMHSA	179	\$ 8,265,826	\$ 175,011	\$ 369,535	\$ 73,585	\$ 248,596
20	CQA	209	\$ 10,673,765	\$ 139,152	\$ 1,333,487	\$ 69,374	\$ 208,526
21	OAG	193	\$ 11,085,465	\$ 11,565	\$ 695,235	\$ 125,536	\$ 137,101
22	BSP	96	\$ 4,766,367	\$ 21,030	\$ 166,425	\$ 114,993	\$ 136,024
23	GHURA	133	\$ 6,903,154	\$ 118,260	\$ 12,066	\$ -	\$ 118,260
24	DPR	106	\$ 3,808,127	\$ 57,445	\$ 198,105	\$ 25,038	\$ 82,483
25	DOL	68	\$ 3,230,314	\$ 1,810	\$ 56,382	\$ 76,155	\$ 77,965
26	GGRF	65	\$ 2,969,070	\$ 19,153	\$ 33,317	\$ 44,889	\$ 64,042
27	DMA	48	\$ 2,076,699	\$ -	\$ 54,529	\$ 49,653	\$ 49,653
28	LEGISLATURE	43	\$ 1,723,373	\$ 24,618	\$ 66,316	\$ 21,645	\$ 46,262
29	GHC	30	\$ 1,371,651	\$ 30,428	\$ 19,349	\$ -	\$ 30,428
30	GOV	41	\$ 2,097,956	\$ 11,539	\$ 124,887	\$ 18,063	\$ 29,602
31	BBMR	46	\$ 2,831,076	\$ 2,878	\$ 50,836	\$ 24,608	\$ 27,486
32	MCOG	84	\$ 2,894,614	\$ 4,015	\$ 146,749	\$ 19,341	\$ 23,356
33	DLM	127	\$ 5,536,538	\$ -	\$ 99,252	\$ 22,343	\$ 22,343
34	AHRD	67	\$ 2,803,054	\$ 4,172	\$ 73,019	\$ 16,579	\$ 20,751
35	DISID	43	\$ 2,026,236	\$ 8	\$ 119,013	\$ 20,714	\$ 20,722
36	DCA	62	\$ 2,163,241	\$ 722	\$ 37,675	\$ 19,324	\$ 20,046
37	KGTF	30	\$ 1,131,948	\$ 2,103	\$ 20,075	\$ 10,235	\$ 12,338
38	OPA	5	\$ 508,492	\$ -	\$ 384	\$ 11,395	\$ 11,395
39	PDSC	80	\$ 6,452,131	\$ 147	\$ 238,410	\$ 11,059	\$ 11,206
40	GEPA	49	\$ 2,684,680	\$ -	\$ 85,901	\$ 10,714	\$ 10,714
41	LT. GOV	1	\$ 63,194	\$ 7,920	\$ 8,303	\$ -	\$ 7,920
42	GEO	16	\$ 558,345	\$ -	\$ 24,929	\$ 7,544	\$ 7,544
43	GPLS	0	\$ 297,922	\$ 4,442	\$ 3,986	\$ -	\$ 4,442
44	GEDA	33	\$ 2,108,260	\$ -	\$ 8,463	\$ -	\$ -
45	GVB	33	\$ 1,757,203	\$ -	\$ -	\$ -	\$ -
46	CSC	1	\$ 352,761	\$ -	\$ 6,506	\$ -	\$ -
47	CLTC	12	\$ 339,414	\$ -	\$ 4,314	\$ -	\$ -
48	GEC	1	\$ 273,976	\$ -	\$ -	\$ -	\$ -
49	CAHA	0	\$ 134,767	\$ -	\$ 1,154	\$ -	\$ -
50	OES	0	\$ 96,184	\$ -	\$ 824	\$ -	\$ -
51	CME	0	\$ 84,529	\$ -	\$ 30,461	\$ -	\$ -
52	VAO	0	\$ 6,736	\$ -	\$ -	\$ -	\$ -
<b>Grand Total</b>		<b>14824</b>	<b>\$ 782,914,570</b>	<b>\$ 33,670,435</b>	<b>\$ 25,410,271</b>	<b>\$ 7,444,832</b>	<b>\$ 41,115,266</b>

Note:

1. Base and non-base pay is from the GGRF database. The Active DB Count was from the Actuarial report with the exception of FY 2015 which is from the GGRF Database since the actuarial report is not yet available.
2. Ranking is based on the Total Non-Base (Code 2 & 7)

## Agency Breakdown of DB Pay- FY 2015

Year		2015						
A	B	C	D	E	F	G	H=E+G	I=D+E+F+G
RANKING	DEPARTMENT NAME	ACTIVE DB COUNT	BASE PAY - CODE 1	NONBASE PAY - CODE 2	SPECIAL PAY (BASE) - CODE 6	SPECIAL PAY (NON-BASE) - CODE 7	TOTAL NON-BASE (CODES 2&7)	TOTAL BASE AND NON-BASE PAY
1	GFD	123	\$ 9,412,557	\$ 2,138,562	\$ 464,933	\$ 840,850	\$ 2,979,412	\$ 12,856,903
2	GPD	111	\$ 6,688,124	\$ 456,519	\$ 528,422	\$ 968,724	\$ 1,425,244	\$ 8,641,789
3	GMH	158	\$ 7,791,663	\$ 934,257	\$ 436,105	\$ 39,400	\$ 973,656	\$ 9,201,424
4	GPA	157	\$ 8,820,503	\$ 512,016	\$ 1,412	\$ -	\$ 512,016	\$ 9,333,932
5	PAG	81	\$ 4,469,391	\$ 467,983	\$ 8,099	\$ 4,037	\$ 472,020	\$ 4,949,510
6	DOC	36	\$ 1,829,817	\$ 175,222	\$ 107,531	\$ 252,985	\$ 428,207	\$ 2,365,555
7	UOG	150	\$ 8,999,924	\$ 395,477	\$ 411	\$ 16,539	\$ 412,016	\$ 9,412,352
8	JOG	98	\$ 6,542,413	\$ 342,397	\$ 41,320	\$ -	\$ 342,397	\$ 6,926,129
9	GWA	66	\$ 3,377,729	\$ 269,435	\$ 203,168	\$ 760	\$ 270,195	\$ 3,851,092
10	GCC	67	\$ 3,483,751	\$ 163,492	\$ -	\$ -	\$ 163,492	\$ 3,647,243
11	DPW	122	\$ 4,717,635	\$ 88,445	\$ 188,738	\$ 70,760	\$ 159,204	\$ 5,065,577
12	DYA	22	\$ 1,023,252	\$ 106,394	\$ 47,670	\$ 38,696	\$ 145,090	\$ 1,216,012
13	GDOE	935	\$ 41,343,913	\$ 102,999	\$ 52,179	\$ 10,101	\$ 113,101	\$ 41,509,193
14	GIAA	74	\$ 4,522,243	\$ 72,556	\$ 10,165	\$ -	\$ 72,556	\$ 4,604,965
15	GHURA	22	\$ 1,363,229	\$ 51,918	\$ -	\$ -	\$ 51,918	\$ 1,415,147
16	CQA	40	\$ 2,296,063	\$ 41,414	\$ 80,687	\$ 6,750	\$ 48,164	\$ 2,424,914
17	AGR	29	\$ 1,350,691	\$ 23,780	\$ 56,630	\$ 20,794	\$ 44,574	\$ 1,451,896
18	OAG	38	\$ 2,141,575	\$ -	\$ 76,306	\$ 39,245	\$ 39,245	\$ 2,257,126
19	DMHSA	35	\$ 1,756,135	\$ 37,386	\$ 27,155	\$ 1,684	\$ 39,070	\$ 1,822,361
20	DRT	51	\$ 2,566,425	\$ 19,258	\$ 60,849	\$ 17,633	\$ 36,891	\$ 2,664,165
21	DOA/GENERAL FUND	49	\$ 2,385,983	\$ 3,693	\$ 83,516	\$ 27,406	\$ 31,099	\$ 2,500,598
22	DPHSS	108	\$ 5,011,754	\$ 3,537	\$ 141,431	\$ 16,774	\$ 20,312	\$ 5,173,497
23	DPR	18	\$ 561,315	\$ 8,389	\$ 44,757	\$ 10,762	\$ 19,151	\$ 625,223
24	DMA	10	\$ 398,644	\$ -	\$ 15,894	\$ 10,522	\$ 10,522	\$ 425,060
25	LEGISLATURE	10	\$ 388,180	\$ 8,538	\$ 66,316	\$ -	\$ 8,538	\$ 463,034
26	BSP	15	\$ 534,424	\$ -	\$ 45,408	\$ 6,986	\$ 6,986	\$ 586,818
27	DISID	6	\$ 238,570	\$ -	\$ 5,673	\$ 6,842	\$ 6,842	\$ 251,084
28	AHRD	11	\$ 418,543	\$ -	\$ 24,461	\$ 5,980	\$ 5,980	\$ 448,984
29	GEO	3	\$ 100,487	\$ -	\$ 6,218	\$ 5,427	\$ 5,427	\$ 112,133
30	GGRF	12	\$ 557,086	\$ 3,390	\$ 6,391	\$ 1,898	\$ 5,288	\$ 568,765
31	DCA	12	\$ 533,675	\$ 167	\$ 13,185	\$ 4,823	\$ 4,989	\$ 551,850
32	MCOG	17	\$ 668,190	\$ -	\$ 24,120	\$ 2,026	\$ 2,026	\$ 694,336
33	KGTF	5	\$ 169,678	\$ 723	\$ 4,333	\$ 2	\$ 725	\$ 174,735
34	GEPA	9	\$ 488,047	\$ -	\$ 8,364	\$ 62	\$ 62	\$ 496,473
35	PDSC	19	\$ 1,231,794	\$ -	\$ 223,909	\$ -	\$ -	\$ 1,455,704
36	DLM	26	\$ 1,230,052	\$ -	\$ 26,498	\$ -	\$ -	\$ 1,256,550
37	DOL	14	\$ 659,913	\$ -	\$ 15,233	\$ -	\$ -	\$ 675,146
38	BBMR	9	\$ 519,832	\$ -	\$ 9,928	\$ -	\$ -	\$ 529,761
39	GOV	10	\$ 428,114	\$ -	\$ 38,032	\$ -	\$ -	\$ 466,146
40	GVB	7	\$ 401,614	\$ -	\$ -	\$ -	\$ -	\$ 401,614
41	GEDA	6	\$ 356,336	\$ -	\$ 1,514	\$ -	\$ -	\$ 357,850
42	GHC	6	\$ 287,382	\$ -	\$ -	\$ -	\$ -	\$ 287,382
43	OPA	1	\$ 100,006	\$ -	\$ -	\$ -	\$ -	\$ 100,006
44	CSC	1	\$ 78,162	\$ -	\$ 3,570	\$ -	\$ -	\$ 81,731
45	CLTC	2	\$ 61,645	\$ -	\$ 1,004	\$ -	\$ -	\$ 62,649
46	GEC	1	\$ 61,942	\$ -	\$ -	\$ -	\$ -	\$ 61,942
47	LT. GOV	1	\$ 4,615	\$ -	\$ -	\$ -	\$ -	\$ 4,615
<b>Grand Total</b>		<b>2803</b>	<b>\$ 142,373,018</b>	<b>\$ 6,427,947</b>	<b>\$ 3,201,536</b>	<b>\$ 2,428,468</b>	<b>\$ 8,856,416</b>	<b>\$ 154,430,970</b>

Note:

1. Data is from GGRF database including the Active DB Count since the 2015 actuarial report is not yet available.
2. Ranking is based on the Total Non-Base (Code 2 & 7)

## Agency Breakdown of DB Pay- FY 2014

Year		2014						
A	B	C	D	E	F	G	H=E+G	I=D+E+F+G
RANKING	DEPARTMENT NAME	ACTIVE DB COUNT	BASE PAY - CODE 1	NONBASE PAY - CODE 2	SPECIAL PAY (BASE) - CODE 6	SPECIAL PAY (NON-BASE) CODE 7	TOTAL NON-BASE (CODES 2&7)	TOTAL BASE AND NON-BASE PAY
1	GFD	121	\$ 9,905,342	\$ 2,153,126	\$ 4,332,190	\$ 125,479	\$ 2,278,605	\$ 16,516,137
2	GMH	157	\$ 8,191,392	\$ 868,507	\$ 157,613	\$ 30,043	\$ 898,550	\$ 9,247,556
3	GPD	108	\$ 6,793,441	\$ 442,702	\$ 2,662,894	\$ 277,730	\$ 720,433	\$ 10,176,768
4	PAG	84	\$ 4,771,965	\$ 470,897	\$ 17,057	\$ -	\$ 470,897	\$ 5,259,918
5	JOG	94	\$ 6,712,917	\$ 448,583	\$ 48,456	\$ -	\$ 448,583	\$ 7,209,956
6	DOC	35	\$ 2,192,702	\$ 232,028	\$ 871,962	\$ 200,811	\$ 432,838	\$ 3,497,503
7	UOG	147	\$ 9,393,801	\$ 406,304	\$ 18,417	\$ -	\$ 406,304	\$ 9,818,523
8	GPA	155	\$ 9,821,648	\$ 378,232	\$ 13,558	\$ 14	\$ 378,246	\$ 10,213,453
9	GWA	60	\$ 3,639,741	\$ 319,718	\$ -	\$ -	\$ 319,718	\$ 3,959,459
10	GDOE	873	\$ 49,266,783	\$ 254,908	\$ 910,236	\$ 2,609	\$ 257,517	\$ 50,434,536
11	GCC	63	\$ 3,851,336	\$ 213,682	\$ -	\$ -	\$ 213,682	\$ 4,065,019
12	DPW	121	\$ 4,766,210	\$ 85,020	\$ 140,072	\$ 62,422	\$ 147,442	\$ 5,053,724
13	DYA	22	\$ 1,091,322	\$ 100,438	\$ 247,684	\$ 14,092	\$ 114,531	\$ 1,453,536
14	GIAA	73	\$ 5,022,840	\$ 53,563	\$ 44,491	\$ 44,749	\$ 98,312	\$ 5,165,643
15	DRT	51	\$ 2,572,072	\$ 25,877	\$ 107,687	\$ 16,558	\$ 42,435	\$ 2,722,194
16	DOA/GENERAL FUND	50	\$ 2,320,914	\$ 3,019	\$ 47,188	\$ 37,338	\$ 40,357	\$ 2,408,460
17	DPHSS	101	\$ 5,006,760	\$ 880	\$ 92,440	\$ 30,908	\$ 31,788	\$ 5,130,989
18	AGR	29	\$ 1,355,252	\$ 20,085	\$ 234,196	\$ 10,864	\$ 30,948	\$ 1,620,395
19	CQA	40	\$ 2,202,160	\$ 23,221	\$ 881,698	\$ 5,210	\$ 28,431	\$ 3,112,289
20	DMHSA	35	\$ 1,676,072	\$ 17,540	\$ 32,794	\$ 9,002	\$ 26,542	\$ 1,735,408
21	GHURA	38	\$ 1,251,597	\$ 22,216	\$ 4,368	\$ -	\$ 22,216	\$ 1,278,182
22	BSP	15	\$ 813,646	\$ -	\$ 20,964	\$ 19,720	\$ 19,720	\$ 854,330
23	DPR	18	\$ 611,349	\$ 9,671	\$ 31,734	\$ 10,022	\$ 19,693	\$ 662,776
24	GGRF	11	\$ 578,122	\$ 8,121	\$ 14,846	\$ -	\$ 8,121	\$ 601,089
25	OAG	36	\$ 2,259,109	\$ -	\$ 267,481	\$ 6,736	\$ 6,736	\$ 2,533,326
26	KGTF	5	\$ 180,314	\$ 636	\$ 1,145	\$ 5,850	\$ 6,487	\$ 187,946
27	AHRD	11	\$ 487,003	\$ 4,172	\$ 8,561	\$ -	\$ 4,172	\$ 499,737
28	MCOG	16	\$ 615,736	\$ 92	\$ 21,670	\$ 2,728	\$ 2,821	\$ 640,228
29	GEPA	9	\$ 454,114	\$ -	\$ 4,106	\$ 2,425	\$ 2,425	\$ 460,646
30	DISID	7	\$ 350,981	\$ 1	\$ 42,333	\$ 2,359	\$ 2,360	\$ 395,674
31	GOV	8	\$ 462,495	\$ -	\$ 4,904	\$ 1,586	\$ 1,586	\$ 468,986
32	DCA	12	\$ 533,881	\$ 172	\$ 9,402	\$ 1,231	\$ 1,403	\$ 544,686
33	GHC	6	\$ 292,765	\$ 514	\$ -	\$ -	\$ 514	\$ 293,279
34	PDSC	1	\$ 1,220,415	\$ -	\$ -	\$ -	\$ -	\$ 1,220,415
35	DLM	26	\$ 1,037,953	\$ -	\$ 17,779	\$ -	\$ -	\$ 1,055,732
36	DOL	12	\$ 571,828	\$ -	\$ 5,969	\$ -	\$ -	\$ 577,797
37	BBMR	7	\$ 494,439	\$ -	\$ 10,274	\$ -	\$ -	\$ 504,713
38	GEDA	6	\$ 416,364	\$ -	\$ -	\$ -	\$ -	\$ 416,364
39	DMA	9	\$ 397,320	\$ -	\$ 5,791	\$ -	\$ -	\$ 403,111
40	LEGISLATURE	8	\$ 383,473	\$ -	\$ -	\$ -	\$ -	\$ 383,473
41	GVB	6	\$ 325,887	\$ -	\$ -	\$ -	\$ -	\$ 325,887
42	GEO	3	\$ 120,411	\$ -	\$ 1,134	\$ -	\$ -	\$ 121,545
43	OPA	1	\$ 101,542	\$ -	\$ 384	\$ -	\$ -	\$ 101,926
44	CSC	0	\$ 75,228	\$ -	\$ 43	\$ -	\$ -	\$ 75,271
45	GEC	0	\$ 61,942	\$ -	\$ -	\$ -	\$ -	\$ 61,942
46	CLTC	2	\$ 57,121	\$ -	\$ 74	\$ -	\$ -	\$ 57,195
<b>Grand Total</b>		<b>2692</b>	<b>\$ 154,709,708</b>	<b>\$ 6,563,927</b>	<b>\$ 11,333,599</b>	<b>\$ 920,488</b>	<b>\$ 7,484,415</b>	<b>\$ 173,527,722</b>

Note:

1. With the exception of "Active DB Count" which came from the actuarial report, data is from GGRF database.
2. Ranking is based on the Total Non-Base (Code 2 & 7)

## Agency Breakdown of DB Pay- FY 2013

Year		2013						
A	B	C	D	E	F	G	H=E+G	I=D+E+F+G
RANKING	DEPARTMENT NAME	ACTIVE DB COUNT	BASE PAY - CODE 1	NONBASE PAY - CODE 2	SPECIAL PAY (BASE) - CODE 6	SPECIAL PAY (NON-BASE) CODE 7	TOTAL NON-BASE (CODES 2&7)	TOTAL BASE AND NON-BASE PAY
1	GFD	131	\$ 9,088,872	\$ 1,960,040	\$ 275,658	\$ 212,762	\$ 2,172,802	\$ 11,537,332
2	GPD	114	\$ 6,134,538	\$ 405,349	\$ 345,570	\$ 616,058	\$ 1,021,407	\$ 7,501,514
3	GMH	163	\$ 9,182,684	\$ 938,639	\$ 117,868	\$ 11,012	\$ 949,651	\$ 10,250,203
4	GPA	173	\$ 10,179,380	\$ 852,784	\$ 17,879	\$ -	\$ 852,784	\$ 11,050,043
5	UOG	152	\$ 10,013,527	\$ 502,389	\$ 3,987	\$ 273,911	\$ 776,300	\$ 10,793,814
6	PAG	92	\$ 4,892,242	\$ 578,153	\$ 58,385	\$ 5,280	\$ 583,433	\$ 5,534,061
7	DPHSS	107	\$ 5,193,807	\$ 8,784	\$ 175,774	\$ 507,676	\$ 516,460	\$ 5,886,041
8	GWA	67	\$ 3,809,033	\$ 436,183	\$ -	\$ -	\$ 436,183	\$ 4,245,216
9	DOC	43	\$ 2,282,517	\$ 154,034	\$ 218,082	\$ 230,166	\$ 384,200	\$ 2,884,799
10	DPW	126	\$ 5,054,773	\$ 123,908	\$ 262,055	\$ 137,182	\$ 261,090	\$ 5,577,918
11	GDOE	935	\$ 45,115,863	\$ 203,812	\$ 526,511	\$ 3,456	\$ 207,268	\$ 45,849,641
12	GCC	70	\$ 4,091,359	\$ 206,202	\$ -	\$ -	\$ 206,202	\$ 4,297,561
13	DOA/GENERAL FUND	50	\$ 2,331,400	\$ 1,341	\$ 143,380	\$ 164,063	\$ 165,404	\$ 2,640,184
14	DYA	26	\$ 1,102,914	\$ 93,109	\$ 49,319	\$ 61,763	\$ 154,872	\$ 1,307,104
15	AGR	31	\$ 1,280,262	\$ 23,495	\$ 84,351	\$ 116,432	\$ 139,926	\$ 1,504,539
16	JOG	96	\$ 5,684,029	\$ 119,951	\$ 95,599	\$ 13,075	\$ 133,026	\$ 5,912,655
17	DRT	54	\$ 2,751,929	\$ 34,664	\$ 134,589	\$ 84,210	\$ 118,874	\$ 3,005,392
18	BSP	19	\$ 1,042,383	\$ 9,440	\$ 61,699	\$ 88,287	\$ 97,727	\$ 1,201,809
19	CQA	43	\$ 1,912,947	\$ 16,047	\$ 203,052	\$ 57,328	\$ 73,375	\$ 2,189,374
20	DOL	12	\$ 623,804	\$ 1,810	\$ 23,582	\$ 70,929	\$ 72,739	\$ 720,125
21	DMHSA	34	\$ 1,501,894	\$ 12,325	\$ 25,478	\$ 50,505	\$ 62,831	\$ 1,590,203
22	GIAA	78	\$ 4,802,103	\$ 55,414	\$ 38,164	\$ -	\$ 55,414	\$ 4,895,681
23	OAG	38	\$ 2,187,294	\$ -	\$ 126,764	\$ 52,791	\$ 52,791	\$ 2,366,849
24	DMA	9	\$ 408,262	\$ -	\$ 11,576	\$ 30,318	\$ 30,318	\$ 450,156
25	BBMR	8	\$ 545,914	\$ -	\$ 21,790	\$ 24,403	\$ 24,403	\$ 592,107
26	DLM	24	\$ 1,053,646	\$ -	\$ 25,233	\$ 22,343	\$ 22,343	\$ 1,101,222
27	GHURA	22	\$ 1,358,187	\$ 18,162	\$ -	\$ -	\$ 18,162	\$ 1,376,348
28	LEGISLATURE	9	\$ 342,339	\$ 16,080	\$ -	\$ -	\$ 16,080	\$ 358,419
29	DPR	20	\$ 681,825	\$ 8,938	\$ 30,072	\$ 4,188	\$ 13,126	\$ 725,022
30	DISID	10	\$ 403,315	\$ -	\$ 5,933	\$ 11,513	\$ 11,513	\$ 420,760
31	OPA	1	\$ 99,237	\$ -	\$ -	\$ 11,395	\$ 11,395	\$ 110,632
32	MCOG	18	\$ 522,003	\$ 73	\$ 71,422	\$ 11,279	\$ 11,352	\$ 604,777
33	PDSC	19	\$ 1,285,695	\$ 147	\$ -	\$ 11,059	\$ 11,206	\$ 1,296,901
34	AHRD	12	\$ 594,069	\$ -	\$ 22,582	\$ 10,599	\$ 10,599	\$ 627,250
35	DCA	12	\$ 496,693	\$ 143	\$ 7,622	\$ 8,459	\$ 8,603	\$ 512,918
36	GEPA	9	\$ 527,035	\$ -	\$ 58,310	\$ 8,227	\$ 8,227	\$ 593,572
37	GOV	8	\$ 373,962	\$ -	\$ 5,306	\$ 6,217	\$ 6,217	\$ 385,486
38	KGTF	6	\$ 209,450	\$ 54	\$ 5,696	\$ 4,383	\$ 4,437	\$ 219,583
39	GGRF	13	\$ 617,031	\$ 1,508	\$ 12,080	\$ -	\$ 1,508	\$ 630,619
40	GEDA	7	\$ 439,935	\$ -	\$ 6,949	\$ -	\$ -	\$ 446,884
41	GVB	6	\$ 333,717	\$ -	\$ -	\$ -	\$ -	\$ 333,717
42	GHC	6	\$ 288,237	\$ -	\$ -	\$ -	\$ -	\$ 288,237
43	GEO	3	\$ 110,179	\$ -	\$ 16,717	\$ -	\$ -	\$ 126,896
44	CSC	0	\$ 74,981	\$ -	\$ -	\$ -	\$ -	\$ 74,981
45	GECL	0	\$ 61,942	\$ -	\$ -	\$ -	\$ -	\$ 61,942
46	CLTC	2	\$ 55,989	\$ -	\$ -	\$ -	\$ -	\$ 55,989
<b>Grand Total</b>		<b>2878</b>	<b>\$ 151,143,196</b>	<b>\$ 6,782,981</b>	<b>\$ 3,289,033</b>	<b>\$ 2,921,268</b>	<b>\$ 9,704,249</b>	<b>\$ 164,136,478</b>

Note:

1. With the exception of "Active DB Count" which came from the actuarial report, data is from GGRF database.
2. Ranking is based on the Total Non-Base (Code 2 & 7)

## Agency Breakdown of DB Pay- FY 2012

Year		2012						
A	B	C	D	E	F	G	H=E+G	I=D+E+F+G
RANKING	DEPARTMENT NAME	ACTIVE DB COUNT	BASE PAY - CODE 1	NONBASE PAY - CODE 2	SPECIAL PAY (BASE) - CODE 6	SPECIAL PAY (NON-BASE) CODE 7	TOTAL NON-BASE (CODES 2&7)	TOTAL BASE AND NON-BASE PAY
1	GFD	141	\$ 9,648,140	\$ 2,097,649	\$ 840,316	\$ 26,051	\$ 2,123,700	\$ 12,612,156
2	GMH	188	\$ 14,489,460	\$ 1,243,956	\$ 132,336	\$ 41,467	\$ 1,285,423	\$ 15,907,219
3	GPA	185	\$ 10,217,017	\$ 845,580	\$ 44,615	\$ 8,848	\$ 854,428	\$ 11,116,061
4	GPD	116	\$ 6,049,221	\$ 411,766	\$ 315,092	\$ 284,970	\$ 696,736	\$ 7,061,049
5	DOC	49	\$ 2,754,280	\$ 504,825	\$ 29,548	\$ 79,398	\$ 584,223	\$ 3,368,051
6	UOG	161	\$ 10,941,529	\$ 451,601	\$ 35,589	\$ -	\$ 451,601	\$ 11,428,719
7	GDOE	1002	\$ 47,848,992	\$ 393,728	\$ 149,113	\$ 1,506	\$ 395,235	\$ 48,393,339
8	GWA	74	\$ 4,047,717	\$ 372,321	\$ 7,170	\$ -	\$ 372,321	\$ 4,427,208
9	PAG	98	\$ 4,756,772	\$ 249,707	\$ 7,693	\$ 7,782	\$ 257,489	\$ 5,021,954
10	GCC	78	\$ 4,012,603	\$ 145,886	\$ 4,572	\$ -	\$ 145,886	\$ 4,163,061
11	DYA	26	\$ 1,112,790	\$ 137,688	\$ 138,485	\$ 4,624	\$ 142,312	\$ 1,393,587
12	DPW	141	\$ 5,688,421	\$ 98,385	\$ 214,157	\$ 36,777	\$ 135,162	\$ 6,037,740
13	JOG	102	\$ 6,071,994	\$ 120,518	\$ 121,652	\$ -	\$ 120,518	\$ 6,314,165
14	DRT	60	\$ 2,949,745	\$ 46,398	\$ 63,696	\$ 6,088	\$ 52,486	\$ 3,065,928
15	DMHSA	36	\$ 1,627,740	\$ 43,615	\$ 179,080	\$ 8,650	\$ 52,264	\$ 1,859,084
16	GIAA	76	\$ 4,308,996	\$ 51,989	\$ 8,003	\$ -	\$ 51,989	\$ 4,368,987
17	CQA	42	\$ 2,056,182	\$ 36,612	\$ 132,825	\$ -	\$ 36,612	\$ 2,225,619
18	AGR	34	\$ 1,403,126	\$ 33,550	\$ 66,670	\$ 220	\$ 33,770	\$ 1,503,567
19	DPHSS	112	\$ 5,900,475	\$ 15,493	\$ 204,339	\$ 14,032	\$ 29,525	\$ 6,134,339
20	LEGISLATURE	5	\$ 256,821	\$ -	\$ -	\$ 21,645	\$ 21,645	\$ 278,465
21	GHURA	25	\$ 1,408,984	\$ 15,954	\$ 7,698	\$ -	\$ 15,954	\$ 1,432,637
22	DPR	22	\$ 832,802	\$ 13,324	\$ 68,156	\$ 64	\$ 13,388	\$ 914,346
23	BSP	23	\$ 1,110,615	\$ 11,590	\$ 12,564	\$ -	\$ 11,590	\$ 1,134,770
24	OAG	40	\$ 2,259,430	\$ 11,565	\$ 15,743	\$ -	\$ 11,565	\$ 2,286,738
25	DOA/GENERAL FUND	54	\$ 2,464,885	\$ 7,728	\$ 20,479	\$ 935	\$ 8,663	\$ 2,494,027
26	GGRF	14	\$ 601,867	\$ 5,617	\$ -	\$ -	\$ 5,617	\$ 607,485
27	DCA	12	\$ 385,636	\$ 110	\$ 817	\$ 4,811	\$ 4,921	\$ 391,374
28	MCOG	17	\$ 509,536	\$ 527	\$ 8,873	\$ -	\$ 527	\$ 518,936
29	KGTF	6	\$ 270,831	\$ 249	\$ 7,206	\$ -	\$ 249	\$ 278,286
30	DISID	9	\$ 404,790	\$ 8	\$ 47,849	\$ -	\$ 8	\$ 452,647
31	PDSC	20	\$ 1,345,774	\$ -	\$ 10,022	\$ -	\$ -	\$ 1,355,796
32	DLM	26	\$ 1,050,474	\$ -	\$ 12,674	\$ -	\$ -	\$ 1,063,148
33	DOL	15	\$ 695,460	\$ -	\$ -	\$ -	\$ -	\$ 695,460
34	AHRD	16	\$ 639,714	\$ -	\$ 2,725	\$ -	\$ -	\$ 642,438
35	BBMR	11	\$ 639,770	\$ -	\$ -	\$ -	\$ -	\$ 639,770
36	GEPa	10	\$ 575,560	\$ -	\$ 8,266	\$ -	\$ -	\$ 583,826
37	GEDA	7	\$ 458,952	\$ -	\$ -	\$ -	\$ -	\$ 458,952
38	DMA	10	\$ 445,987	\$ -	\$ 7,702	\$ -	\$ -	\$ 453,689
39	GOV	7	\$ 355,117	\$ -	\$ 2,000	\$ -	\$ -	\$ 357,117
40	GVB	7	\$ 342,402	\$ -	\$ -	\$ -	\$ -	\$ 342,402
41	GHC	6	\$ 250,932	\$ -	\$ 19,349	\$ -	\$ -	\$ 270,282
42	GEO	3	\$ 118,194	\$ -	\$ -	\$ -	\$ -	\$ 118,194
43	OPA	1	\$ 100,006	\$ -	\$ -	\$ -	\$ -	\$ 100,006
44	GPLS	0	\$ 84,464	\$ -	\$ -	\$ -	\$ -	\$ 84,464
45	CSC	0	\$ 75,213	\$ -	\$ -	\$ -	\$ -	\$ 75,213
46	CLTC	3	\$ 73,525	\$ -	\$ -	\$ -	\$ -	\$ 73,525
47	GEC	0	\$ 61,942	\$ -	\$ -	\$ -	\$ -	\$ 61,942
48	CAHA	0	\$ 39,063	\$ -	\$ -	\$ -	\$ -	\$ 39,063
<b>Grand Total</b>		<b>3090</b>	<b>\$ 163,743,949</b>	<b>\$ 7,367,942</b>	<b>\$ 2,947,075</b>	<b>\$ 547,868</b>	<b>\$ 7,915,810</b>	<b>\$ 174,606,834</b>

Note:

1. With the exception of "Active DB Count" which came from the actuarial report, data is from GGRF database.
2. Ranking is based on the Total Non-Base (Code 2 & 7)

# Agency Breakdown of DB Pay- FY 2011

Year		2011						
A	B	C	D	E	F	G	H=E+G	I=D+E+F+G
RANKING	DEPARTMENT NAME	ACTIVE DB COUNT	BASE PAY - CODE 1	NONBASE PAY - CODE 2	SPECIAL PAY (BASE) - CODE 6	SPECIAL PAY (NON-BASE) CODE 7	TOTAL NON-BASE (CODES 2&7)	TOTAL BASE AND NON-BASE PAY
1	GFD	150	\$ 10,635,082	\$ 2,011,533	\$ 121,869	\$ 23,098	\$ 2,034,631	\$ 12,791,581
2	GPD	126	\$ 6,411,102	\$ 404,738	\$ 1,212,625	\$ 227,933	\$ 632,671	\$ 8,256,398
3	GPA	192	\$ 10,314,608	\$ 623,401	\$ 34,836	\$ 592	\$ 623,993	\$ 10,973,436
4	GMH	206	\$ 6,415,601	\$ 549,209	\$ 42,491	\$ 16,022	\$ 565,231	\$ 7,023,323
5	GWA	84	\$ 4,343,279	\$ 516,199	\$ 868	\$ -	\$ 516,199	\$ 4,860,345
6	UOG	177	\$ 12,095,092	\$ 478,069	\$ 27,623	\$ -	\$ 478,069	\$ 12,600,783
7	GDOE	1084	\$ 54,524,295	\$ 440,842	\$ 948,020	\$ 3,689	\$ 444,531	\$ 55,916,846
8	PAG	104	\$ 5,265,767	\$ 323,779	\$ 14,836	\$ 2,203	\$ 325,982	\$ 5,606,586
9	DOC	62	\$ 2,920,884	\$ 221,518	\$ 611,199	\$ 98,381	\$ 319,899	\$ 3,851,982
10	GCC	78	\$ 4,663,341	\$ 286,367	\$ 3,074	\$ -	\$ 286,367	\$ 4,952,782
11	DRT	64	\$ 3,222,758	\$ 116,377	\$ 27,681	\$ 49,721	\$ 166,098	\$ 3,416,537
12	DPW	160	\$ 6,644,581	\$ 63,388	\$ 503,422	\$ 58,001	\$ 121,390	\$ 7,269,392
13	DYA	30	\$ 1,266,585	\$ 106,245	\$ 10,260	\$ 1,572	\$ 107,817	\$ 1,384,662
14	JOG	111	\$ 6,362,298	\$ 98,953	\$ 6,867	\$ -	\$ 98,953	\$ 6,468,118
15	DMHSA	39	\$ 1,703,984	\$ 64,144	\$ 105,029	\$ 3,744	\$ 67,888	\$ 1,876,901
16	GIAA	80	\$ 4,400,268	\$ 62,907	\$ -	\$ -	\$ 62,907	\$ 4,463,175
17	GGRF	15	\$ 614,963	\$ 517	\$ -	\$ 42,990	\$ 43,507	\$ 658,470
18	AGR	35	\$ 1,485,360	\$ 36,845	\$ 125,082	\$ 30	\$ 36,876	\$ 1,647,318
19	DPHSS	134	\$ 6,529,143	\$ 10,303	\$ 225,075	\$ 23,936	\$ 34,239	\$ 6,788,456
20	GHC	6	\$ 252,335	\$ 29,914	\$ -	\$ -	\$ 29,914	\$ 282,248
21	OAG	41	\$ 2,238,057	\$ -	\$ 208,941	\$ 26,765	\$ 26,765	\$ 2,473,764
22	CQA	44	\$ 2,206,413	\$ 21,857	\$ 35,226	\$ 86	\$ 21,943	\$ 2,263,581
23	GOV	8	\$ 478,268	\$ 11,539	\$ 74,644	\$ 10,259	\$ 21,798	\$ 574,711
24	DOA/GENERAL FUND	60	\$ 2,665,852	\$ 2,729	\$ 75,137	\$ 18,046	\$ 20,775	\$ 2,761,764
25	DPR	28	\$ 1,120,837	\$ 17,123	\$ 23,386	\$ 2	\$ 17,125	\$ 1,161,348
26	GHURA	26	\$ 1,521,156	\$ 10,010	\$ -	\$ -	\$ 10,010	\$ 1,531,166
27	DMA	10	\$ 426,486	\$ -	\$ 13,567	\$ 8,813	\$ 8,813	\$ 448,866
28	LT. GOV	0	\$ 58,579	\$ 7,920	\$ 8,303	\$ -	\$ 7,920	\$ 74,802
29	MCOG	16	\$ 579,149	\$ 3,322	\$ 20,664	\$ 3,307	\$ 6,630	\$ 606,443
30	DOL	15	\$ 679,309	\$ -	\$ 11,599	\$ 5,226	\$ 5,226	\$ 696,133
31	GPLS	0	\$ 213,458	\$ 4,442	\$ 3,986	\$ -	\$ 4,442	\$ 221,886
32	BBMR	11	\$ 631,121	\$ 2,878	\$ 8,844	\$ 205	\$ 3,083	\$ 643,047
33	GEO	4	\$ 109,074	\$ -	\$ 860	\$ 2,117	\$ 2,117	\$ 112,051
34	KGTF	8	\$ 301,675	\$ 441	\$ 1,695	\$ -	\$ 441	\$ 303,811
35	DCA	14	\$ 213,355	\$ 131	\$ 6,648	\$ -	\$ 131	\$ 220,134
36	PDSC	21	\$ 1,368,453	\$ -	\$ 4,479	\$ -	\$ -	\$ 1,372,932
37	BSP	24	\$ 1,265,300	\$ -	\$ 25,789	\$ -	\$ -	\$ 1,291,089
38	DLM	25	\$ 1,164,413	\$ -	\$ 17,067	\$ -	\$ -	\$ 1,181,481
39	AHRD	17	\$ 663,725	\$ -	\$ 14,690	\$ -	\$ -	\$ 678,415
40	GEPA	12	\$ 639,924	\$ -	\$ 6,854	\$ -	\$ -	\$ 646,778
41	DISID	11	\$ 628,581	\$ -	\$ 17,226	\$ -	\$ -	\$ 645,806
42	GEDA	7	\$ 436,673	\$ -	\$ -	\$ -	\$ -	\$ 436,673
43	GVB	7	\$ 353,583	\$ -	\$ -	\$ -	\$ -	\$ 353,583
44	LEGISLATURE	11	\$ 352,560	\$ -	\$ -	\$ -	\$ -	\$ 352,560
45	CME	0	\$ 84,529	\$ -	\$ 30,461	\$ -	\$ -	\$ 114,990
46	OPA	1	\$ 107,699	\$ -	\$ -	\$ -	\$ -	\$ 107,699
47	OES	0	\$ 96,184	\$ -	\$ 824	\$ -	\$ -	\$ 97,009
48	CAHA	0	\$ 95,704	\$ -	\$ 1,154	\$ -	\$ -	\$ 96,858
49	CLTC	3	\$ 91,133	\$ -	\$ 3,236	\$ -	\$ -	\$ 94,370
50	CSC	0	\$ 49,178	\$ -	\$ 2,893	\$ -	\$ -	\$ 52,070
51	GEC	0	\$ 26,206	\$ -	\$ -	\$ -	\$ -	\$ 26,206
52	VAO	0	\$ 6,736	\$ -	\$ -	\$ -	\$ -	\$ 6,736
<b>Grand Total</b>		<b>3361</b>	<b>\$ 170,944,698</b>	<b>\$ 6,527,638</b>	<b>\$ 4,639,028</b>	<b>\$ 626,739</b>	<b>\$ 7,154,377</b>	<b>\$ 182,738,103</b>

Note:

1. With the exception of "Active DB Count" which came from the actuarial report, data is from GGRF database.
2. Ranking is based on the Total Non-Base (Code 2 & 7)

Eddie Baza Calvo  
Governor  
Ray Tenorio  
Lieutenant Governor



Paula M. Blas  
Director

April 27, 2016

Doris Flores-Brooks  
Public Auditor  
Office of Public Accountability  
Suite 401 DNA Building  
238 Archbishop Flores Street  
Hagåtña, Guam 96910

**Re: Effect of Non-Base Pay on Retirement Annuity**

Dear Ms. Brooks:

Relative to the Office of Public Accountability's (the "OPA") audit of the effect of non-base pay on retirement annuities, its findings, and recommendations, please note the following:

**1. Inclusion of Non-Base Compensation in the Calculation of Retirement Annuity**

The OPA found that the inclusion of a member's non-base compensation in the calculation of that member's average annual salary for annuity purposes, results in an increased annuity. In addition, the opportunity to include non-base compensation earned from the Government of Guam as salary for retirement purposes, was afforded only to members enrolled in the Defined Benefit Plan as of March 29, 1993.

As such, the OPA recommends the GGRF Board of Trustees address the disparity by reevaluating the benefit of the inclusion of non-base pay for the purposes of calculating retirement annuities.

**2. Maintenance of Retiree Files Need Improvements**

Relative to the maintenance of retirees' files - the OPA noted challenges encountered - citing the lack of documentation in, and organization of, the files. To address this issue, the OPA suggests GGRF management find ways to simplify the documentation efficiency and effectiveness.

The GGRF has taken the OPA's findings and recommendations under advisement. Please note however that the inclusion of non-base pay is a mandated benefit. Any amendments are not within the Board's sole purview, and will require the effort of all relevant stakeholders.

*Trustees:*

**Joe T. San Agustin**  
Chairman

**Wilfred P. Leon Guerrero, Ed.D.**  
Vice-Chairman  
Investment Committee, Chairman

**Antolina S. Leon Guerrero**  
Secretary

**Gerard A. Cruz**  
Treasurer  
Audit & Operations Committee,  
Chairman

**Katherine T.E. Taitano**  
Trustee

**David M. O'Brien**  
Trustee

**Albert H. Santos**  
Trustee

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## Management Response

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*Doris Flores-Brooks*  
*April 27, 2016*  
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Relative to the retirees' files, we recognize that a proper file maintenance is the foundation of an effective and efficient recordkeeping strategy. As such, we are reviewing the current process, and implementing procedures in the interim, to ensure complete and proper records are kept.

Should you have any questions regarding this matter, please contact me or Ms. Diana T. Bernardo, Controller, at 475-8943 or 475-8912, respectively.

Sincerely,

  
Paula M. Blas  
Director



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**Appendix 8:****Status of Audit Recommendations**

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<b>No.</b>	<b>Addressee</b>	<b>Audit Recommendation</b>	<b>Status</b>	<b>Action Required</b>
1	GGRF	We recommend the GGRF Board of Directors address the disparity that has been cited in this audit by reevaluating the benefit of the inclusion of non-base pay for the purposes of calculating retirement annuities.	OPEN	Please provide target date and title of official(s) responsible for implementing the recommendation.
2	GGRF	We recommend GGRF pay the amount owed and adjust the understated annuity for the sampled GMHA retiree moving forward in accordance with Title 4 of the Guam Code Annotated (GCA) Chapter 8 § 8122.1.	OPEN	Please provide target date and title of official(s) responsible for implementing the recommendation.
3	GGRF	We recommend the record keeping process be reviewed by GGRF management to find ways to simplify the documentation efficiency and effectiveness.	OPEN	Please provide target date and title of official(s) responsible for implementing the recommendation.



**Government of Guam Retirement Fund  
Effect of Non-Base Pay on Retirement Annuity  
Report No. 16-04, May 2016**

**ACKNOWLEDGEMENTS**

**Key contributions to this report were made by:**  
Llewelyn Terlaje, CGAP, CGFM, Audit Supervisor  
Jerrick Hernandez, CGAP, Auditor-In-Charge  
Amacris Legaspi, Audit Staff  
Doris Flores Brooks, CPA, CGFM, Public Auditor

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**To ensure public trust and assure good governance,  
we conduct audits and administer procurement appeals,  
independently, impartially, and with integrity.**

**VISION**

**The Government of Guam is the model for good governance in the Pacific.  
OPA is a model robust audit office.**

**CORE VALUES**

**Objectivity: To have an independent and impartial mind.**

**Professionalism: To adhere to ethical and professional standards.**

**Accountability: To be responsible and transparent in our actions.**

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