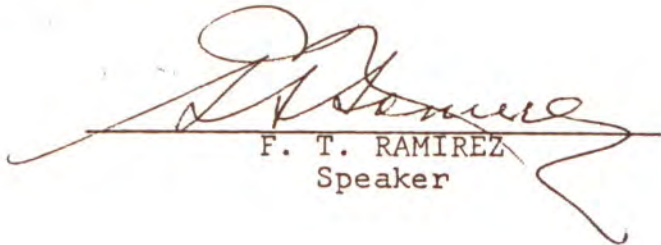


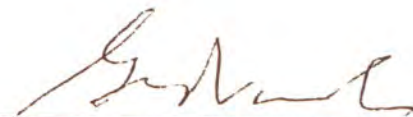
TWELFTH GUAM LEGISLATURE
1974 (SECOND) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO THE GOVERNOR

This is to certify that Bill No. 691, "An Act to authorize a study to establish an equitable compensation scheme for government of Guam employees and to authorize an appropriation therefor", was on the 28th day of August, 1974, duly and regularly passed.


F. T. RAMIREZ
Speaker

ATTESTED:


G. M. BAMBA
Legislative Secretary

This Act was received by the Governor this 5th day
of September, 1974 at 2:00 o'clock P.M.

/s/ RICHARD D. MAGEE

RICHARD D. MAGEE, Acting
Attorney General of Guam

APPROVED:

61

CARLOS G. CAMACHO
Governor of Guam

DATED: 9/16/74

9:25 am

PK# 12-168

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TWELFTH GUAM LEGISLATURE
1974 (SECOND) Regular Session

Bill No. 691
Substitute Bill by the
Committee on General
Governmental Operations

Introduced by

A. L. Cristobal
J. F. Ada
V. D. Ada
G. M. Bamba
P. J. Bordallo
P. M. Calvo
J. R. Duenas
W. D. L. Flores
C. T. C. Gutierrez
F. G. Lujan
A. M. Palomo
F. T. Ramirez
J. M. Rivera
G. R. Salas
A. C. Sanchez
F. R. Santos
A. A. Sekt
R. F. Taitano
E. S. Terlaje
J. U. Torres
A. C. Ysrael

AN ACT TO AUTHORIZE A STUDY TO ESTABLISH
AN EQUITABLE COMPENSATION SCHEME FOR
GOVERNMENT OF GUAM EMPLOYEES AND TO
AUTHORIZE AN APPROPRIATION THEREFOR.

1 WHEREAS, the cost of living on Guam has increased sub-
2 stantially during recent months, with the result that many
3 persons simply cannot maintain their accustomed standard of
4 living; and

5 WHEREAS, the compensation system of the government of Guam
6 has developed certain inequities, including disparities in
7 salaries between similar positions with autonomous agencies
8 and non-autonomous departments; and

9 WHEREAS, the existing government pay range schedule is in
10 chaotic condition due to the many previous efforts to bring
11 particular salaries to certain levels, an example of which is
12 the recent \$1300 increase in annual salaries enacted by the
13 Legislature which does not apply to unclassified employees
14 who are nonetheless not immune to the devastating effects of
15 inflation; and

1 WHEREAS, it is the desire of the Legislature to identify
2 and rectify inequities presently existing in the pay range
3 schedule and to establish a sound compensation system under
4 which it will be possible to attract and retain competent
5 personnel; now therefore

6 BE IT ENACTED BY THE PEOPLE OF THE TERRITORY OF GUAM:

7 Section 1. The Civil Service Commission is hereby directed
8 to prepare a compensation plan for the classified employees of
9 the government of Guam, and the Bureau of Budget and Management
10 Research is hereby directed to prepare such a plan for the
11 unclassified employees thereof, such plans to be prepared
12 giving careful consideration to at least the following factors:

- 13 (1) The general economic condition of Guam;
- 14 (2) Conditions of the labor market;
- 15 (3) The appropriate cost-of-living index;
- 16 (4) The minimum standard of living which is compatible
17 with decency and health; and
- 18 (5) Inequities which may presently exist in the
19 compensation of employees who are occupying
20 identical or similar positions within the
21 government of Guam.

22 The Civil Service Commission and the Bureau of Budget and
23 Management Research are hereby authorized to conduct the
24 necessary and appropriate studies so that the above-mentioned
25 compensation plans, reflecting their consideration of the
26 above-mentioned factors, will be ready for submission, and
27 for approval thereof, to the Legislature no later than March
28 1, 1975. Such plans may, in the discretion of the Commission
29 or Bureau as the case may be, include in their provisions an
30 automatic escalator clause based on the appropriate cost-of-
31 living index. The Commission or Bureau, as the case may be, may
32 enter into cooperative arrangements with other public and

1 private agencies in the conduct of such study.

2 Section 2. There is hereby authorized to be appropriated
3 from any available funds in the Unappropriated Surplus of the
4 General Fund the sum of Ninety Thousand Dollars (\$90,000) for
5 the purpose outlines in Section 1 above.

6 Section 3. Notwithstanding any provisions of law, rule
7 or regulation to the contrary, the study set forth in Section 1
8 shall not commence until an appropriation is made therefor.