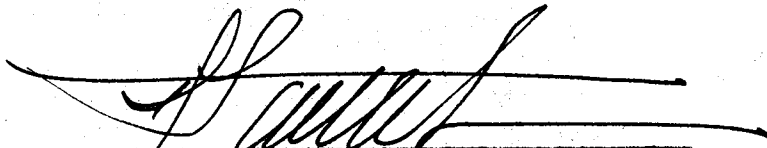


FIFTEENTH GUAM LEGISLATURE
1980 (SECOND) Regular Session

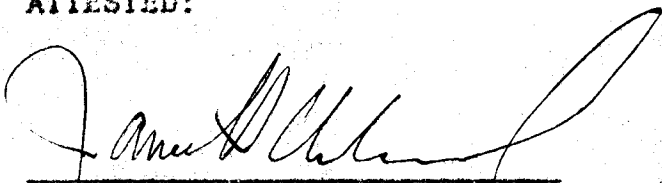
CERTIFICATION OF PASSAGE OF AN ACT TO THE GOVERNOR

This is to certify that Substitute Bill No. 955, "An Act authorizing the implementation of the 1978 salary survey and classification study and the appropriation of funds therefore and for other purposes", was on the 4th day of August 1980, duly and regularly passed.



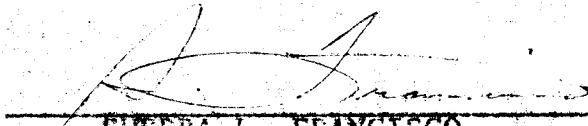
THOMAS V. C. TANAKA
Speaker

ATTESTED:




JAMES H. UNDERWOOD
Legislative Secretary

This Act was received by the Governor this 12th day of August, 1980, at 1:00 o'clock P.M.



SIERRA L. FRANCISCO
Assistant Staff Officer
Governor's Staff

APPROVED:



PAUL M. CALVO
Governor of Guam

DATED: 8/22/80
15-136

FIFTEENTH GUAM LEGISLATURE
1980 (SECOND) Regular Session

Bill No. 955
(As Substituted by the
Committee on Ways and Means)

Introduced by Committee on Rules
at the request of
the Governor

AN ACT AUTHORIZING THE IMPLEMENTATION OF THE
1978 SALARY SURVEY AND CLASSIFICATION STUDY
AND THE APPROPRIATION OF FUNDS THEREFORE AND
FOR OTHER PURPOSES.

1 WHEREAS, the enactment of Public Law 12-168 authorized "a
2 study to establish an equitable compensation scheme for
3 government of Guam employees"; and

4 WHEREAS, the Guam Salary Survey and Compensation Study was
5 completed and approved by Executive Order No. 78-41 on December
6 12, 1978; and

7 WHEREAS, the study's recommendations were not implemented
8 upon approval because of extreme financial constraints; and

9 WHEREAS, this government is committed towards working to
10 resolve government of Guam's wage and salary disparities and to
11 improve its employees' welfare; and

12 WHEREAS, further delay on the implementation of the study
13 would have severe adverse effects on the morale of deserving
14 employees; and

15 WHEREAS, this government is most cognizant of the negative
16 effects of poor morale on the efficiency and effectiveness of
17 employees in the performance of their duties and responsibilities;
18 now, therefore,

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

20 Section 1. The Executive Branch of the government of Guam
21 is hereby authorized to implement the recommendation of the
22 1978 Salary Survey and Classification Study (as filed with the

1 Legislative Secretary, Document No. 540, 14th Guam Legislature),
 2 to allow maximum benefits to classified employees inclusive of
 3 the separation of Wage Scale and Pay Range Schedules.

4 Section 2. Section 4103 of the Government Code, as amended,
 5 is further amended to read:

6 "(a) There is hereby established the following
 7 Pay Range Schedule for graded positions to which this
 8 Chapter applies and which is divided into fifty (50)
 9 pay ranges. The rates of basic compensation with
 10 respect to officers, employees, and positions to
 11 which this Chapter applies shall be in accordance
 12 with the schedule of per annum contained in said Pay
 13 Range Schedule.

14 GRADED PAY RANGE SCHEDULE

15	PAY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
16	1	\$6,860	\$7,302	\$7,432	\$7,562	\$7,692	\$7,848	\$8,004	\$8,160	\$8,318	\$8,476
17	2	7,302	7,432	7,562	7,692	7,848	8,004	8,160	8,318	8,476	8,660
18	3	7,432	7,562	7,692	7,848	8,004	8,160	8,318	8,476	8,660	8,844
19	4	7,562	7,692	7,848	8,004	8,160	8,318	8,476	8,660	8,844	9,028
20	5	7,692	7,848	8,004	8,160	8,318	8,476	8,660	8,844	9,028	9,212
21	6	7,848	8,004	8,160	8,318	8,476	8,660	8,844	9,028	9,212	9,396
22	7	8,004	8,160	8,318	8,476	8,660	8,844	9,028	9,212	9,396	9,580
23	8	8,160	8,318	8,476	8,660	8,844	9,028	9,212	9,396	9,580	9,816
24	9	8,318	8,476	8,660	8,844	9,028	9,212	9,396	9,580	9,816	10,052
25	10	8,476	8,660	8,844	9,028	9,212	9,396	9,580	9,816	10,052	10,288
26	11	8,660	8,844	9,028	9,212	9,396	9,580	9,816	10,052	10,288	10,524
27	12	8,844	9,028	9,212	9,396	9,580	9,816	10,052	10,288	10,524	10,812
28	13	9,028	9,212	9,396	9,580	9,816	10,052	10,288	10,524	10,812	11,124
29	14	9,212	9,396	9,580	9,816	10,052	10,288	10,524	10,812	11,124	11,436
30	15	9,396	9,580	9,816	10,052	10,288	10,524	10,812	11,124	11,436	11,748

1	16	9,580	9,816	10,052	10,288	10,524	10,812	11,124	11,436	11,748	12,060
2	17	9,816	10,052	10,288	10,524	10,812	11,124	11,436	11,748	12,060	12,450
3	18	10,052	10,288	10,524	10,812	11,124	11,436	11,748	12,060	12,450	12,840
4	19	10,288	10,524	10,812	11,124	11,436	11,748	12,060	12,450	12,840	13,230
5	20	10,524	10,812	11,124	11,436	11,748	12,060	12,450	12,840	13,230	13,620
6	21	10,812	11,124	11,436	11,748	12,060	12,450	12,840	13,230	13,620	14,140
7	22	11,124	11,436	11,748	12,060	12,450	12,840	13,230	13,620	14,140	14,660
8	23	11,436	11,748	12,060	12,450	12,840	13,230	13,620	14,140	14,660	15,180
9	24	11,748	12,060	12,450	12,840	13,230	13,620	14,140	14,660	15,180	15,700
10	25	12,060	12,450	12,840	13,230	13,620	14,140	14,660	15,180	15,700	16,220
11	26	12,450	12,840	13,230	13,620	14,140	14,660	15,180	15,700	16,220	16,740
12	27	12,840	13,230	13,620	14,140	14,660	15,180	15,700	16,220	16,740	17,260
13	28	13,230	13,620	14,140	14,660	15,180	15,700	16,220	16,740	17,260	17,910
14	29	13,620	14,140	14,660	15,180	15,700	16,220	16,740	17,260	17,910	18,560
15	30	14,140	14,660	15,180	15,700	16,220	16,740	17,260	17,910	18,560	19,210
16	31	14,660	15,180	15,700	16,220	16,740	17,260	17,910	18,560	19,210	19,860
17	32	15,180	15,700	16,220	16,740	17,260	17,910	18,560	19,210	19,860	20,640
18	33	15,700	16,220	16,740	17,260	17,910	18,560	19,210	19,860	20,640	21,420
19	34	16,220	16,740	17,260	17,910	18,560	19,210	19,860	20,640	21,420	22,200
20	35	16,740	17,260	17,910	18,560	19,210	19,860	20,640	21,420	22,200	22,980
21	36	17,260	17,910	18,560	19,210	19,860	20,640	21,420	22,200	22,980	23,760
22	37	17,910	18,560	19,210	19,860	20,640	21,420	22,200	22,980	23,760	24,540
23	38	18,560	19,210	19,860	20,640	21,420	22,200	22,980	23,760	24,540	25,320
24	39	19,210	19,860	20,640	21,420	22,200	22,980	23,760	24,540	25,320	26,100
25	40	19,860	20,640	21,420	22,200	22,980	23,760	24,540	25,320	26,100	26,880
26	41	20,640	21,420	22,200	22,980	23,760	24,540	25,320	26,100	26,880	27,660
27	42	21,420	22,200	22,980	23,760	24,540	25,320	26,100	26,880	27,660	28,440
28	43	22,200	22,980	23,760	24,540	25,320	26,100	26,880	27,660	28,440	29,522
29	44	22,980	23,760	24,540	25,320	26,100	26,880	27,660	28,440	29,522	30,645
30	45	23,760	24,540	25,320	26,100	26,880	27,660	28,440	29,522	30,645	31,810

1	46	24,540	25,320	26,100	26,880	27,660	28,440	29,522	30,645	31,810	33,037
2	47	25,320	26,100	26,880	27,660	28,440	29,522	30,645	31,810	33,037	34,306
3	48	26,100	26,880	27,660	28,440	29,522	30,645	31,810	33,037	34,306	35,637
4	49	26,880	27,660	28,440	29,522	30,645	31,810	33,037	34,306	35,637	37,010
5	50	27,660	28,440	29,522	30,645	31,810	33,037	34,306	35,637	37,010	38,424

The minimum rate of each pay range shall be the normal rate for initial employment in the positions and classes assigned thereto; provided, however, that directors or other department heads within the government of Guam, may, with the approval of the Civil Service Commission, authorize initial employment in a position at a higher step in the position's pay range, if such action is warranted by recruitment difficulties or by the new employee's special or unusual qualifications, including experience.

Employees at Step 1 through Step 6 shall be eligible for salary incremental increase to the next succeeding step after twelve (12) months of satisfactory performance of duties.

Employees before advancement of salary Steps to Steps 8, 9, and 10, for salary increment purposes, must serve eighteen (18) months of satisfactory service in the previous salary rate.

An employee who is at Step 10 for three (3) consecutive years and has served satisfactorily shall have his work record reviewed and if it is found to be satisfactory, then he shall have his pay adjusted to Step 10 in the next higher pay range.

(b) There is hereby established the following Wage Schedule for ungraded positions to which this

Chapter applies and which is divided into twenty-nine (29) wage levels. The rates of basic compensation with respect to officers, employees, and positions to which this Chapter applies shall be in accordance with the schedule of per annum contained in said wage schedule.

WAGE SCHEDULE

<u>WAGE LEVEL</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
W - 1	\$8,313	\$8,476	\$8,660	\$8,844	\$9,028
W - 2	8,476	8,660	8,844	9,028	9,212
W - 3	8,660	8,844	9,028	9,212	9,396
W - 4	8,844	9,028	9,212	9,396	9,580
W - 5	9,028	9,212	9,396	9,580	9,816
W - 6	9,212	9,396	9,580	9,816	10,052
W - 7	9,396	9,580	9,816	10,052	10,288
W - 8	9,580	9,816	10,052	10,288	10,524
W - 9	9,816	10,052	10,288	10,524	10,812
W - 10	10,052	10,288	10,524	10,812	11,124
W - 11	10,288	10,524	10,812	11,124	11,436
W - 12	10,524	10,812	11,124	11,436	11,748
W - 13	10,812	11,124	11,436	11,748	12,060
W - 14	11,124	11,436	11,748	12,060	12,450
W - 15	11,436	11,748	12,060	12,450	12,840
W - 16	11,748	12,060	12,450	12,840	13,230
W - 17	12,060	12,450	12,840	13,230	13,620
W - 18	12,450	12,840	13,230	13,620	14,140
W - 19	12,840	13,230	13,620	14,140	14,660
W - 20	13,230	13,620	14,140	14,660	15,180
W - 21	13,620	14,140	14,660	15,180	15,700
W - 22	14,140	14,660	15,180	15,700	16,220
W - 23	14,660	15,180	15,700	16,220	16,740

1	W - 24	15,180	15,700	16,220	16,740	17,260
2	W - 25	15,700	16,220	16,740	17,260	17,910
3	W - 26	16,220	16,740	17,260	17,910	18,560
4	W - 27	16,740	17,260	17,910	18,560	19,210
5	W - 28	17,260	17,910	18,560	19,210	19,860
6	W - 29	17,910	18,560	19,210	19,860	20,610

7 The minimum rate of each wage level shall be the
8 normal rate for initial employment in the ungraded
9 positions and classes assigned thereto; provided,
10 however, that directors or other department heads with
11 the government of Guam, may, with the approval of the
12 Civil Service Commission, authorize initial employment
13 in a position at a higher step in the position's wage
14 level, if such action is warranted by recruitment
15 difficulties or by the new employee's special or
16 unusual qualifications, including experience.

17 Employees at Step 1 through 3 shall be eligible
18 for salary incremental increase to the next succeeding
19 step after twelve (12) months of satisfactory perform-
20 ance of duties.

21 Employees before advancement of salary steps to
22 Steps 4 and 5, for salary increment purposes, must
23 serve eighteen (18) months of satisfactory service
24 in the previous salary rate.

25 An employee who is at Step 5 for three (3)
26 consecutive years and has served satisfactorily shall
27 have his work record reviewed and if it is found to
28 be satisfactory, then he shall have his pay adjusted
29 to Step 5 in the next higher wage level."

30 Step 3. Notwithstanding any rules, regulations, executive
31 orders and public laws to the contrary, employees whose positions

1 are designated for demotion as a result of the Salary Survey and
2 Classification Study shall continue to serve in such position
3 titles without loss of pay or change of position titles until
4 such employee vacates his position. The pay ranges established
5 by Section 3 of Public Law 15-33 shall remain in effect notwith-
6 standing the recommendation of the 1978 Salary Survey and
7 Classification Study unless the survey provides a higher range
8 in which case the higher range shall be effective.

9 Section 4. The sum of One Million Five Hundred Seventeen
10 Thousand Nine Hundred Ninety-Four Dollars (\$1,517,994) is
11 hereby appropriated from the General Fund for the implementation
12 of the 1978 Salary Survey and Classification Study conducted by
13 the Civil Service Commission, said sum to be allocated as
14 follows:

15 I. GOVERNMENT-WIDE SUPPORT

16 A. Bureau of Budget and Management Research

17 1. Director's Office,

18 not to exceed \$ 601

19 2. Budget and Management
20 Division, not to

21 exceed 24,189

22 B. Civil Service Commission,

23 not to exceed 8,803

24 C. Department of Land Management

25 1. Director's Office,

26 not to exceed 601

27 2. Land Administration Division,

28 not to exceed 3,149

29 3. Land Survey Division,

30 not to exceed 1,133

1	D. Department of Administration	
2	1. Director's Office,	
3	not to exceed	\$ 1,389
4	2. Personnel Services	
5	Division, not to	
6	exceed	13,096
7	3. Training and Development	
8	Division, not to exceed	5,734
9	4. Office of the Treasurer,	
10	not to exceed	4,711
11	5. Data Processing Division,	
12	not to exceed	23,104
13	6. Division of Accounts,	
14	not to exceed	6,467
15	7. Supply Management Division,	
16	not to exceed	10,452
17	8. Housing Management Division	
18	a. Contribution to the	
19	Housing Revolving Fund	25,022
20	E. Department of Revenue and Taxation	
21	1. Deputy Commissioner's	
22	Office, not to exceed	790
23	2. Tax Audit Branch,	
24	not to exceed	4,466
25	3. Taxpayer Assistance and	
26	Processing Branch,	
27	not to exceed	3,249
28	4. Delinquent Accounts and	
29	Returns, not to exceed	1,222

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- 5. Real Property Tax Branch,
not to exceed \$ 917
- 6. Intelligence Division,
not to exceed 429

F. Department of Public Works

- 1. Director's Office,
not to exceed 9,637
- 2. Personnel Services
Division, not to exceed 3,034
- 3. Supply Management Division,
not to exceed 1,226
- 4. Architectural and
Engineering Division,
not to exceed 17,608
- 5. Hydraulics Division,
not to exceed 27,554
- 6. Construction Administration
Division, not to exceed 11,152
- 7. Right-of-Way Division,
not to exceed 1,580
- 8. Building Maintenance
Division, not to exceed 76,086
- 9. Transportation Maintenance
Division, not to exceed 132,081

II. PUBLIC SAFETY

A. Department of Law

- 1. Office of the Attorney General,
not to exceed 3,346
- 2. Criminal Division,
not to exceed 2,704

1	3. Civil Division,	
2	not to exceed	\$ 859
3	B. Department of Public Safety	
4	1. Director's Office,	
5	not to exceed	6,056
6	2. Administrative Support	
7	Services, not to exceed	5,940
8	3. Police Support Services,	
9	not to exceed	13,057
10	4. Police Operation,	
11	not to exceed	12,238
12	5. Northern Precinct (Patrol),	
13	not to exceed	3,937
14	6. Central Precinct (Patrol),	
15	not to exceed	12,810
16	7. Southern Precinct (Patrol),	
17	not to exceed	3,077
18	8. Fire Operations,	
19	not to exceed	35,140
20	C. Department of Corrections	
21	1. Director's Office,	
22	not to exceed	1,021
23	2. Community Corrections	
24	Center, not to exceed	6,450
25	3. Adult Correctional	
26	Facility, not to exceed	1,646
27	4. Vocational Rehabilitation	
28	Services, not to exceed	8,723
29	5. Parole Services,	
30	not to exceed	1,503

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- D. Department of Youth Affairs
 - 1. Special Services Division,
not to exceed \$ 3,201
- E. Department of Public Works
 - 1. Building Permits,
not to exceed 15,851
- F. Department of Commerce
 - 1. Customs and Quarantine
Division, not to exceed 2,720
- G. Chief Medical Examiner's
Office, not to exceed 558

III. PUBLIC HEALTH

- A. Public Health and Social Services
 - 1. Director's Office,
not to exceed 4,726
 - 2. Health Services Division,
not to exceed 49,063
 - 3. Building Maintenance
Division, not to exceed 23,334
- B. Department of Agriculture
 - 1. Animal Quarantine Station,
not to exceed 811
- C. Department of Public Works
 - 1. Solid Waste Division,
not to exceed 50,898

IV. ENVIRONMENTAL PROTECTION

- A. Department of Agriculture
 - 1. Fish and Wildlife Division,
not to exceed 2,634

1 V. EDUCATION

2 A. Department of Education

3 1. Director's Office,
4 not to exceed \$ 8,667

5 2. Federal Programs,
6 not to exceed 3,094

7 3. Personnel Services Division,
8 not to exceed 6,101

9 4. Business Office,
10 not to exceed 6,808

11 5. Cafeteria Operations,
12 not to exceed 53,769

13 6. Maintenance Services,
14 not to exceed 158,919

15 7. Pupil Personnel Services,
16 not to exceed 4,867

17 8. Learning Resources Center,
18 not to exceed 3,540

19 9. Curriculum Planning
20 Division and Development,
21 not to exceed 5,641

22 10. Exemplary, Innovative and
23 Compensatory Division,
24 not to exceed 3,744

25 11. Special Education,
26 not to exceed 9,062

27 12. Secondary Education,
28 not to exceed 44,063

29 13. Elementary Education,
30 not to exceed 67,624

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B. Department of Public Works
1. School Bus Operations,
not to exceed \$192,564

C. University of Guam
1. Contributions to the
University of Guam
Operations Fund 70,404

D. Guam Community College
1. Contribution to the Guam
Community College
Operations Fund 12,765

E. Guam Educational
Telecommunications
Corporation
1. Contribution to the Guam
Educational Telecommunications
Corporation, not to exceed 405

Notwithstanding any other
provisions of the law, the
above sum is appropriated to
supplement private contri-
butions for operations of Guam
Educational Telecommunications
Corporation.

VI. ECONOMIC DEVELOPMENT

A. Department of Commerce
1. Economic Research Center,
not to exceed 2,279

B. Department of Agriculture
1. Director's Office,
not to exceed 203

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- 2. Plant Nursery Division,
not to exceed \$ 6,543
- 3. Poultry and Livestock
Division, not to exceed 13,878
- 4. Consumer and Marketing
Services, not to exceed 203
- 5. Equipment and Maintenance
Services, not to exceed 26,459
- C. Department of Labor
 - 1. Bureau of Labor Statistics,
not to exceed 2,190
- D. Bureau of Planning,
not to exceed 8,937
- E. Department of Land Management
 - 1. Land Planning Division,
not to exceed 12,667

VII. COMMUNITY SERVICES

- A. Department of Public Health
and Social Services
 - 1. Division of Senior
Citizens, not to
exceed 887
- B. Department of Public Works
 - 1. District Improvement
Division, not to exceed 5,902
- C. Guam Public Library,
not to exceed 9,471
- D. Guam Museum, not to exceed 434
- E. Department of Parks and
Recreation
 - 1. Recreation Division,
not to exceed 3,054

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2. Parks Division,
not to exceed \$ 46,309

VIII. INDIVIDUAL AND COLLECTIVE RIGHTS

- A. Guam Election Commission,
not to exceed 825
- B. Commissioner's Council
 - 1. Administration,
not to exceed 464
 - 2. Commissioners of Guam,
not to exceed 6,270
- C. Veterans Affairs Office,
not to exceed 601
- D. Department of Youth Affairs
 - 1. Administrative Services,
not to exceed 1,677
 - 2. Division for Youth
Development, not to exceed 1,275
- E. Department of Labor
 - 1. Director's Office,
not to exceed 1,335
 - 2. Wage and Hour Division,
not to exceed 1,102
 - 3. Occupational Safety and
Health Administration,
not to exceed 2,005
- F. Guam Energy Office, not to exceed 1,717
- G. Department of Revenue and
Taxation
 - 1. Regulatory Division,
not to exceed 8,192

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- 2. Division of Motor Vehicles,
not to exceed \$ 8,475
- 3. Insurance, Securities and
Banking Division, not to
exceed 716

H. Department of Land Management

- 1. Land Records Division,
not to exceed 102

Section 5. All other classified positions recommended for upgrading within the Salary Survey and Classification Study but within the semi-autonomous or autonomous agencies of the Executive Branch may implement such upgrading provided the agency has sufficient funds to implement the study.

Section 6. The sum of Two Hundred Twelve Thousand Thirty-Three Dollars (\$212,033) is hereby appropriated from the Territorial Highway Fund for the implementation of the 1978 Salary Survey and Classification Study conducted by the Civil Service Commission for the Highway Division of the Department of Public Works, said sum to be allocated as follows:

- A. Fiscal Administration,
not to exceed \$ 644
- B. Highway Engineering,
not to exceed 28,447
- C. Construction and Administration,
not to exceed 24,992
- D. Rights-of-Way, not to exceed 1,323
- E. Research Planning & Programming,
not to exceed 4,663
- F. Highway Maintenance, not to exceed 145,881
- G. Traffic Engineering & Control,
not to exceed 6,083

1 Section 7. Any unexpended balances from the appropriation
2 made in Sections 4 and 6 of this Act shall be reverted to the
3 Unappropriated Surplus of the General Fund and the Territorial
4 Highway Fund as appropriated, at the end of the Fiscal Year 1980
5 (September 30, 1980).

6 Section 8. Notwithstanding the provisions of the 1978 Wage
7 and Salary Classification Study, the pay ranges for the following
8 positions within the Department of Public Safety are hereby
9 increased:

- 10 1. Police Officer III from range 27 to range 29
- 11 2. Sergeant I from range 29 to range 31
- 12 3. Sergeant II from range 31 to range 33

13 Section 9. There is hereby appropriated from the General
14 Fund the sum of Thirty Thousand Dollars (\$30,000) to the
15 Department of Public Safety to satisfy the provisions of Section
16 8 of this Act.

17 Section 10. This Act shall take effect July 1, 1980 and all
18 unexpended balances from the appropriation made under Sections
19 4 and 6 of this Act shall revert to the Unappropriated Surplus
20 of the General Fund.