

+ Guam Legislature
1st Special Session
[Public Law 4 - 11th Guam Congress]

[G. C. 2]

AN ACT

To establish a standard schedule of rates of basic compensation for officers and employees of the Government of Guam; to provide an equitable system for fixing and adjusting the rates of basic compensation of employees of the Government; and for other purposes.

Be it enacted by the Guam Congress

GENERAL PROVISIONS

Sec. 1. TITLE OF ACT. This act shall be known and may be cited as the Compensation Law.

Sec. 2. PURPOSE. It is the purpose of this Act to provide a plan for classification of positions and rates of basic compensation for such positions.

Sec. 3. COVERAGE. This Act shall apply to all positions, officers, and employees of the Government of Guam except those whose compensation is fixed by Public Law 630, Eighty-First Congress of the United States, approved August 1, 1950 (Organic Act of Guam).

Division I - Pay Plan

Sec. 4. PAY RANGE SCHEDULE. There is hereby established the following pay range schedule for positions to which this Act applies and which is divided into 55 pay ranges. The rates of basic compensation with respect to officers, employees, and positions to which this Act applies shall be in accordance with the schedule of per annum rates contained in said pay range schedule. Provided, however, that for all officers, employees, and positions designated in this Act as UNGRADED, Steps "D", "E", and "F" shall not apply.

Pay Range	Pay Range Schedule					
	Step A	Step B	Step C	Step D	Step E	Step F
1	\$1300	\$1365	\$1430	\$1495	\$1560	\$1638
2	1365	1430	1495	1560	1638	1716
3	1430	1495	1560	1638	1716	1794

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title V, Chap. 2, Gov. Code

PL 1-4 (5)

Pay Range Schedule (Cont.-)

Pay Range	Step A	Step B	Step C	Step D	Step E	Step F
4	\$1495	\$1560	\$1638	\$1716	\$1794	\$1885
5	1560	1638	1716	1794	1885	1976
6	1638	1716	1794	1885	1976	2080
7	1716	1794	1885	1976	2080	2184
8	1794	1885	1976	2080	2184	2288
9	1885	1976	2080	2184	2288	2392
10	1976	2080	2184	2288	2392	2496
11	2080	2184	2288	2392	2496	2600
12	2184	2288	2392	2496	2600	2730
13	2288	2392	2496	2600	2730	2860
14	2392	2496	2600	2730	2860	2990
15	2496	2600	2730	2860	2990	3120
16	2600	2730	2860	2990	3120	3276
17	2730	2860	2990	3120	3276	3432
18	2860	2990	3120	3276	3432	3588
19	2990	3120	3276	3432	3588	3770
20	3120	3276	3432	3588	3770	3952
21	3276	3432	3588	3770	3952	4160
22	3432	3588	3770	3952	4160	4368
23	3588	3770	3952	4160	4368	4576
24	3770	3952	4160	4368	4576	4784
25	3952	4160	4368	4576	4784	4992
26	4160	4368	4576	4784	4992	5200
27	4368	4576	4784	4992	5200	5460
28	4576	4784	4992	5200	5460	5720
29	4784	4992	5200	5460	5720	5980
30	4992	5200	5460	5720	5980	6240
31	5200	5460	5720	5980	6240	6552
32	5460	5720	5980	6240	6552	6864
33	5720	5980	6240	6552	6864	7176
34	5980	6240	6552	6864	7176	7488
35	6240	6552	6864	7176	7488	7800
36	6552	6864	7176	7488	7800	8190

Pay Range Schedule (Cont.-)

Pay Range	Step A	Step B	Step C	Step D	Step E	Step F
37	\$ 6864	\$ 7176	\$ 7488	\$ 7800	\$ 8190	\$ 8580
38	7176	7488	7800	8190	8580	8970
39	7488	7800	8190	8580	8970	9360
40	7800	8190	8580	8970	9360	9880
41	8190	8580	8970	9360	9880	10,400
42	8580	8970	9360	9880	10,400	10,920
43	8970	9360	9880	10,400	10,920	11,440
44	9360	9880	10,400	10,920	11,440	11,960
45	9880	10,400	10,920	11,440	11,960	12,480
46	10,400	10,920	11,440	11,960	12,480	13,000
47	10,920	11,440	11,960	12,480	13,000	13,650
48	11,440	11,960	12,480	13,000	13,650	14,300
49	11,960	12,480	13,000	13,650	14,300	14,950
50	12,480	13,000	13,650	14,300	14,950	15,600
51	13,000	13,650	14,300	14,950	15,600	16,380
52	13,650	14,300	14,950	15,600	16,380	17,160
53	14,300	14,950	15,600	16,380	17,160	17,940
54	14,950	15,600	16,380	17,160	17,940	18,720
55	15,600	16,380	17,160	17,940	18,720	19,500

Sec. 5. Step Increases. The step increases within the pay ranges provided for in the pay range schedule fixed by Sec. 4 of this Act shall be made in accordance with applicable rules and regulations.

Sec. 6. Assignment of classes of positions to pay ranges; Classified Service. The classes of positions set forth herein shall constitute the classified service and are hereby assigned to the pay ranges established in Sec. 4 of this Act as follows:

A. UNGRADED POSITIONS

1. Labor and Trades

<u>Class of Positions</u>	<u>Pay Range</u>
Laborer	8
Helper - Trades General	8
Automotive Mechanic I	10
II	13
III	16

Carpenter	I	10
	II	13
	III	16
Cabinet Maker	I	10
	II	13
	III	16
Electrician	I	10
	II	13
	III	16
Plumber	I	10
	II	13
	III	16
Well Driller	I	10
	II	13
	III	16
Welder	I	10
	II	13
	III	16
Office Equip. Rpm.	I	10
	II	13
	III	16
Blacksmith	I	10
	II	13
	III	16
Machinist	I	10
	II	13
	III	16
Painter	I	10
	II	13
	III	16
Diesel Mechanic	I	11
	II	14
	III	17
Refrigeration Mech.	I	11
	II	14
	III	17
Power Lineman	I	11
	II	14
	III	17

Communication Tech.	I	11
	II	14
	III	17
Heavy Equip. Oper.	I	11
	II	14
	III	17
Light Equip. Oper.	I	8
	II	11
	III	14
Automotive Serviceman	I	8
	II	11
Building Custodian		8
Laundry Worker		8
Seamstress		8
Pumping Station Operator		8
Battery Repairman		10
Dispatcher		11
Upholsterer		12
Gardner (Laborer)	I	8
	II	11
Poultry & Livestock Farmer	I	12
	II	15
Stevedore		10
Winch Operator	I	11
	II	14
Stevedore Foreman		14

LEADINGMAN

Laundry	10
Labor	11
Light Equipment Operator	16
Painter	16
Auto Mechanic	18
Blacksmith	18
Carpenter	18
Cabinet Maker	18
Electrician	18
Machinist	18
Plumber	18
Welder	18

	Heavy Equipment Operator	19
	Diesel Mechanic	19
	Power Lineman	19
	Refrigeration Mechanic	19
<u>FOREMAN</u>		
	Laundry	12
	Labor	13
	Painter	18
	Auto Mechanic	20
	Blacksmith	20
	Carpenter	20
	Cabinet Maker	20
	Electrician	20
	Machinist	20
	Plumber	20
	Welder	20
	Diesel Mechanic	21
	Power Lineman	21
	Refrigeration Mechanic	21
	Transportation	21

B. GRADED POSITIONS

Agriculture

Farm Advisor	I	18
	II	21
Farm Advisor Supervisor		24
Home Demonstration Agent		20
Veterinarian		26
Entomologist		28

Commercial Port

Cargo Checker	I	12
	II	15
Pier Superintendent		26
Marine Terminal Supt.		30

General Clerical

Clerk	I	8
	II	11
	III	14
	IV	17
Supervisor	V	20
Administrative Assistant		24

Clerk Typist	I	8
	II	11
	III	14
	IV	17
Clerk Steno.	I	10
	II	13
	III	16
	IV	19
Court Stenographer		20
Recording Secretary		22
Chief Clerk of Courts		26

Fiscal

Cashier	I	12
	II	16
	III	20
Account Clerk	I	12
	II	16
	III	20
Supvr.		22
Auditor		30
Budget Officer		28
Storekeeper	I	9
	II	12
	III	15
Warehouse Supervisor		18
Supply & Pur. Agent (Officer)		23
Internal Revenue Agent	I	16
	II	19
	III	22
Internal Revenue Officer		24
Collector of Internal Revenue		28

Personnel

Personnel Officer	I	20
	II	24
Employment Service Manager		24

Miscellaneous

Telephone Operator	I	8
	II	10
	III	12

Library and Education

Librarian	I	8
	II	18
	III	23
Teacher (Trainee)		9
Teacher	I	12
	II	14
	III	16
	IV	18
	V	20
	VI	22
Principal	I	22
	II	25
(Over 800 pupils)	III	28
School Program Supervisor		28
Superintendent of Schools		31

Legal and Land Management**Legal Service**

Attorney	I	26
	II	30
	III	33

Land Management

Property Registration Clerk		18
Land Appraiser		20
Registrar of Land Titles		22
Asst. Land Management Director		28
Land Management Director		30

Inspectional and Law Enforcement

Policeman - Probationary		8
Policeman		12
Policeman - Sergeant		16
Policeman - Master Sgt.		19
Policeman - Lieutenant		21
Policeman - Captain		23
Detective Sergeant		19
Detective Lieutenant		21
Police Identification Offr.		17
Police Identification Spec.		19
Police Lt. Identification Supr.		21

Inspectional and Law Enforcement (Cont.-)

Police Special Investigator		24
Asst. Police Chief		26
Police Chief		30
Prison Guard		10
Police Matron		11
Prison Guard Supvr.		15
Warden		23
Fire Fighter		12
Fire Sergeant		16
Fire Lieutenant		21
Fire Chief		23
Guard	I	8
	II	10
ABC Inspector	I	18
	II	24

Customs (Investigation and Inspection)

Customs & Imm. Inspector	I	15
	II	18
Deputy Collector		22
Collector of Customs		24
Immigration Officer	I	22
	II	24
Commissioner of Immigration		30
Claims Investigator		18
Land Title Searcher		20

PUBLIC HEALTH AND HOSPITAL

Nurse	I	14
	II	16
	III	18
	IV	20
Asst. Supt.	V	22
Superintendent	VI	24
Hospital Administrator		28
Physician	I	31
	II	33
	III	35
School Dentist		31

PUBLIC HEALTH AND HOSPITAL (Cont.-)

Sanitarian	I	16
	II	19
	III	22
Sanitary Engineer		31
Hospital Attendant	I	9
	II	11
Pharmacist		22
Pharmacist Aide		14
Medical Lab. Technician	I	16
	II	20
X-Ray Technician	I	14
	II	18
House Mother		14
Hospital Housekeeper		16
<u>Engineering and Allied</u>		
Engineering Aide	I	8
	II	12
	III	16
	IV	22
Public Works Gen. Supt.		26
Engineer	I	22
	II	26
	III	30
Architectural Draftsman		22
Architectural Engineer		26
Asst. to Director		26
Deputy Director		32
<u>ASSISTANTS TO DIRECTORS</u>		
Records & Accounts		28
Public Works		28
Commerce		28
Labor		28
Personnel		28
Education		28
Agriculture		28

Sec. 7. Assignment of classes of positions to pay ranges; Unclassified Service. The Positions set forth herein shall constitute the unclassified service and are hereby assigned to the pay ranges established in Sec. 4 of this Act as follows:

Class of Position

Pay Range

(a) <u>Legislative Branch</u>		
Executive Secretary		26
(b) <u>Executive Branch</u>		
Assistant Commissioner		20
Municipal Commissioner		24
Chief Commissioner		30
Attorney General		38
Commissioner of Public Safety		38
Director of Agriculture		38
Director of Commerce		38
Director of Education		38
Director of Labor & Personnel		38
Director of Medical Services		38
Director of Public Works		38
Director of Finance		38
Director of Civilian Defense		30
ABC Administrator		26
Election Commissioner		26
Manager - Transportation, Communication, etc.		26
Special Asst. to the Governor		28
(c) <u>Judicial Branch</u>		
Judge	I	30
	II	35
	III	38
Chief Justice		40

Sec. 8. New positions or classes of positions may be created by the Governor when necessary to the efficient performance of the duties and functions of the Government. Such positions and classes of positions shall be submitted to the Personnel Board within 30 days and shall be terminated unless approved by the Personnel Board within 60 days thereafter. This Section however, shall not apply to any and all positions specifically required by law to be confirmed by the Guam Congress.

Sec. 9. Reassignments of Classes to Pay Ranges. New positions or classes of positions may be reassignable to other pay ranges by action of the Governor when necessary to the efficient performance of the duties and functions of the Government. Such reassignments shall be submitted to the Personnel Board within 30 days and shall be terminated unless approved by the Personnel Board within 60 days thereafter. This Section however, shall not apply to any and all positions specifically required by law to be confirmed by the Guam Congress.

Sec. 10. Hourly Rates of Pay. In the event it is desirable to establish hourly rates of pay for temporary, seasonal, intermittent, project, or part-time employment in any class of positions in the classified service the Personnel Director shall determine such hourly rates by dividing by 2080 the annual pay rates in the range of pay established for the class by or under this Act. Normally, Step "A" in the appropriate pay range shall be used in making this calculation, but the Personnel Director however, may, with the prior approval and consent of the Personnel Board, authorize as compensation for such employment, hourly rates based on higher steps in the pay range if recruitment conditions or other circumstances warrant such action.

Sec. 11. Overseas Differential. In the event it is necessary or desirable to recruit officers or employees for the Government of Guam from the Continental United States or other territory of the United States, the Governor may authorize an overseas pay differential of not to exceed twenty-five percent of the minimum rate of pay established for the position or for the class by this Act. Such pay differential shall be in addition to allowances which may be provided for transportation of the employee, his dependents, and his household and personal effects.

Sec. 12. Conditions Applicable to Pay Ranges. The application of the pay ranges set forth in this Act shall be subject to the following conditions:

(a) The rates and ranges of pay shall be considered to be gross compensation for full time service, and the value of maintenance in the form of meals, lodging, and the like shall be deducted from the established rates of pay. The Personnel Director shall determine the values to be placed upon such maintenance, taking into consideration the costs of the maintenance provided and the convenience of the Government served thereby. Maintenance shall not be considered to include the costs of travel incurred in connection with official duties.

(b) The minimum rate of each pay range shall be the normal rate for initial employment in the positions and classes assigned thereto. The Personnel Director however, may, with the approval and consent of the Personnel Board, authorize initial employment in the class at a higher rate in the pay range if such action is warranted by recruitment difficulties or by special or unusual qualifications of the individual employed.

(c) Advancement of employees within the pay ranges established for their positions shall be based upon quality of work and length of service in a manner to be determined by the personnel rules.

Sec. 13. Initial Application of Pay Plan. On the effective date of this Act the pay rates of employees to whom this Act applies shall be adjusted to the rates provided in this Act in the following manner:

(a) Employees paid at rates below the minimum rate established for their class of positions by this Act shall have their pay rates increased to the minimum rate for the class.

(b) Employees paid at rates falling within a pay range but below the maximum rate established for their class of positions by this Act shall be increased to the rate in the pay range next above their pay rates.

(c) Employees paid at rates at or above the maximum rate established by this Act for their class of positions shall be neither increased nor decreased in pay unless a general reduction in pay rates of officers and employees of the Government is placed into effect.

(d) Officers and employees working under contract and whose salary exceeds the maximum rate established by this Act for their class of positions shall be terminated upon completion of such existing contracts, and may be reemployed only in accordance with the pay rates established by this Act for their respective positions.

(e) Increases in pay rates provided for in this Section shall be retroactive to August 1, 1950.

Sec. 14. Separability of Provisions. If any provision of this Act is declared to be invalid such decision shall not affect the validity of the remaining provisions.

Sec. 15. Appropriation Authorized. There are hereby authorized to be appropriated such sums as may be necessary to carry out the provisions of this Act.

Sec. 16. Effective Date. This Act shall become effective upon approval by the Governor to operate upon passage by the Guam Congress and approval by the Governor of the Division on Classification of Pay ranges.

Approved January 11, 1951