



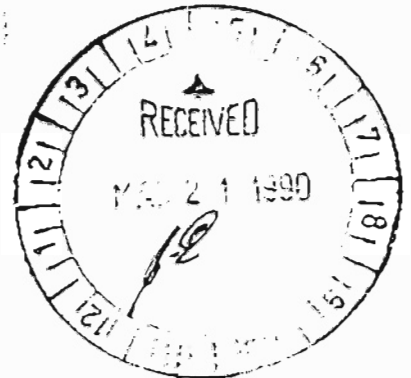
Territory of Guam

Territorio de Guam

OFFICE OF THE GOVERNOR
OFISINAN I MAGA LAHI
AGANA, GUAM 96910 U.S.A

MAR 21 1990

Rec'd by



The Honorable Joe T. San Agustin
Speaker, Twentieth Guam Legislature
Post Office Box CB-1
Agana, Guam 96910

Dear Mr. Speaker:

Transmitted herewith is Bill No. 1090, which I have signed into law this date
as Public Law No. 20-148.

Sincerely,

Joseph F. Ada
JOSEPH F. ADA
Governor

200781

Attachment



Commonwealth Now!

MADE IN GUAM BY THE GOVERNMENT OF GUAM

TWENTIETH GUAM LEGISLATURE
1990 (SECOND) Regular Session


CERTIFICATION OF PASSAGE OF AN ACT TO THE GOVERNOR

This is to certify that Substitute Bill No. 1090 (COR), "AN ACT TO APPROPRIATE FUNDS TO IMPLEMENT PAY RANGE REASSIGNMENTS BY THE CIVIL SERVICE COMMISSION OF CERTAIN ADMINISTRATIVE POSITIONS," was on the 7th day of March, 1990, duly and regularly passed.



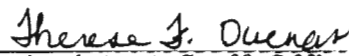
JOE T. SAN AGUSTIN
Speaker

Attested:



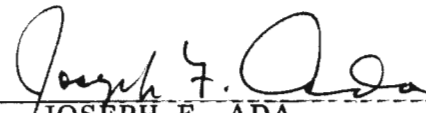
PILAR C. LUJAN
Senator and Legislative Secretary

This Act was received by the Governor this 9th day of March, 1990,
at 5:00 o'clock p.m.



Therese J. Ouenar
Assistant Staff Officer
Governor's Office

APPROVED:



JOSEPH F. ADA
Governor of Guam

Date: MAR 21 1990

Public Law No. 20-148

TWENTIETH GUAM LEGISLATURE
1989 (FIRST) Regular Session

Bill No. 1090 (COR)
As substituted by Committee on
Ways & Means and as further
substituted by Committee on Rules

Introduced by:

C. T. C. Gutierrez
T. S. Nelson
F. J. A. Quitugua

H. D. Dierking
J. P. Aguon
E. P. Arriola
M. Z. Bordallo
P. C. Lujan
G. Mailloux
D. Parkinson
E. D. Reyes
F. R. Santos
J. T. San Agustin
J. G. Bamba
D. F. Brooks
M. D. A. Manibusan
E. R. Duenas
E. M. Espaldon
M. C. Ruth
T. V. C. Tanaka
A. R. Unpingco

AN ACT TO APPROPRIATE FUNDS TO
IMPLEMENT PAY RANGE REASSIGNMENTS BY
THE CIVIL SERVICE COMMISSION OF
CERTAIN ADMINISTRATIVE POSITIONS.

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

2 Section 1. Such sums as are necessary to implement the pay range
3 reassignments for Administrative Services Officer and Chief of
4 Administration as set out in the Civil Service Commission Order No. 89-671,
5 dated September 1, 1989 ("CSC89-671"), are appropriated from the General
6 Fund to each territorial agency as defined in Public Law 20-41 which is
7 listed in CSC89-671.

8 Section 2. Administrative Service Officers and Chiefs of
9 Administration within other territorial agencies not listed in CSC89-671 shall

1 also be included within the pay range reassignments set out in Section 1 of
2 this Act.

3 Section 3. The Personnel Division of the Department of Administration
4 shall determine the number of positions affected by the implementation of
5 the pay range reassignments set out in Sections 1 and 2 of this Act and
6 shall pay all affected employees their outstanding balances.

7 Section 4. Notwithstanding any other provision of law, the
8 reassignment of pay ranges for the positions of Administrative Services
9 Officer and Chief of Administration as approved by CSC89-671 and as set
10 out in this Act, is hereby made retroactive to August 15, 1986.

TWENTIETH GUAM LEGISLATURE
1989 (FIRST) Regular Session

ROLL CALL SHEET

Bill No. 1090

Date: 3/7/90

Resolution No. _____

QUESTION: _____

	<u>AYE</u>	<u>NAY</u>	<u>NOT VOTING</u>	<u>ABSENT</u>
J. P. Aguon	✓			
E. P. Arriola	✓			
J. G. Bamba		✓		
M. Z. Bordallo	✓			
D. F. Brooks	T	✓		
H. D. Dierking	✓			
E. R. Duenas			✓	
E. M. Espaldon				✓
C. T. C. Gutierrez	✓			
P. C. Lujan	✓			
G. Mailloux	✓			
M. D. A. Manibusan		✓		
T. S. Nelson	✓			
D. Parkinson	✓			
F. J. A. Quitugua	✓			
E. D. Reyes	✓			
M. C. Ruth		✓		
J. T. San Agustin	✓			
F. R. Santos	✓			
T. V. C. Tanaka		✓		
A. R. Unpingco		✓		

13 6 1 1

DEC 28 '89

Bill No. 2090 (COR)

Introduced by:


C. T. C. GUTIERREZ

AN ACT TO APPROPRIATE FUNDS TO IMPLEMENT PAY
RANGE REASSIGNMENTS OF ADMINISTRATIVE POSITIONS.

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

2 Section 1. Such sum as are necessary to implement the pay
3 range reassignments set out in the Civil Service Commission No. 89-
4 671, dated September 1, 1989, are appropriated from the General
5 Fund to each Territorial Agency as defined in Public Law 20-41,
6 which is listed in the Civil Service Commission No. 89-671, dated
7 September 1, 1989.

8 Section 2. Other Territorial Agencies not listed on the Civil
9 Service Commission No. 89-671, dated September 1, 1989, who have
10 classes of positions listed on the Civil Service Commission No. 89-671,
11 dated September 1, 1989, shall implement the provision of this Act.

12 Section 3. The Personnel Division of the Department of
13 Administration shall determine the number of positions affected by
14 the implementation of the new Pay Range Reassignments set out in
15 Section 1 of this Act and shall pay all employees their outstanding
16 balances.

17 Section 4. Notwithstanding any other provision of law, the
18 reassignment of Pay Range for position of Deputy Controller of the
19 Department of Administration, as approved by the Civil Service

1 Commission at its meeting on June 27, 1989, (CSC No. 89-703), is
2 hereby made retroactive to August 24, 1986.

Twentieth Guam Legislature

163 Chalan Santo Papa St.
Agana, Guam U.S.A. 96910
(671) 472-3407/8/9/10



Chairman, Committee
on Ways & Means
Vice-Chairman, Committee
on Tourism & Transportation

CARL T. C. GUTIERREZ
Senator

February 27, 1990

Honorable Speaker Joe T. San Agustin
Speaker, Twentieth Guam Legislature
163 Chalan Santo Papa
Agana, Guam 96910

Dear Mr. Speaker:

The Committee on Ways & Means wishes to report out its findings on **BILL NO. 1090** to the full Legislature with the recommendation to do Pass as Amended.

The Committee Voting Record is as follows:

TO PASS:	<u>10</u>
NOT TO PASS:	<u>0</u>
ABSTENTIONS:	<u>0</u>
REPORT OUT ONLY:	<u>0</u>
OFF-ISLAND:	<u>1</u>

Copies of the Committee Report and all pertinent documents are attached for your information.

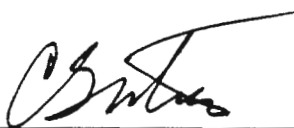


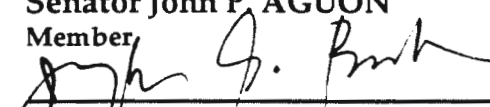
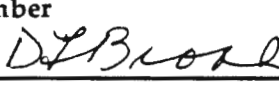
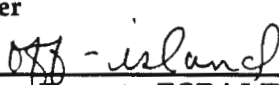
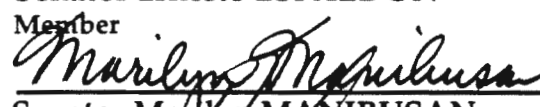


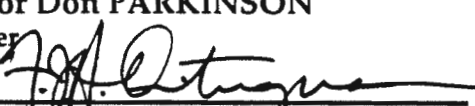

Sincerely,


CARL T. C. GUTIERREZ

Twentieth Guam Legislature
Committee on Ways & Means
VOTING SHEET

BILL NO.
1090

**AN ACT TO APPROPRIATE FUNDS TO IMPLEMENT PAY RANGE
REASSIGNMENTS OF ADMINISTRATIVE POSITIONS.**

	<u>TO PASS</u>	<u>NOT TO PASS</u>	<u>TO REPORT OUT ONLY</u>	<u>TO PLACE IN INACTIVE FILE</u>
 _____ Senator Carl T. C. GUTIERREZ Chairman	✓			
 _____ Senator Herminia D. DIERKING Vice-Chairman	✓			
 _____ Senator John P. AGUON Member	✓			
 _____ Senator George BAMBA Member	✓			
 _____ Senator Doris BROOKS Member	✓			
 _____ Senator Ernesto ESPALDON Member	✓			
 _____ Senator Marilyn MANIBUSAN Member	✓ 2/27/90			
 _____ Senator Ted S. NELSON Member	✓			
 _____ Senator Don PARKINSON Member	✓			
 _____ Senator Franklin J. A. QUITUGUA Member	✓			
 _____ Senator Martha C. RUTH Member	✓ 2/27/90			

**COMMITTEE ON WAYS & MEANS
COMMITTEE REPORT
ON**

**BILL NO. 1090: AN ACT TO APPROPRIATE FUNDS TO
IMPLEMENT PAY RANGE REASSIGNMENTS OF
ADMINISTRATIVE POSITIONS.**

The Committee on Ways & Means conducted a public hearing on Tuesday, December 19, 1989 beginning at 9:00 a.m. at the Legislative Session Hall to hear testimony on Bill No. 1090. Senator Carl T. C. Gutierrez, Chairman of the Committee conducted the hearing. Members present were Senators George M. Bamba, Franklin J. A. Quitugua, Doris F. Brooks and Martha C. Ruth.

TESTIMONY

No one appeared before the Committee but the Chair is in receipt of written testimony from Mr. Felix P. Camacho, Executive Director, Civil Service Commission; Mr. Don Parkinson, Senator, Twentieth Guam Legislature; and Mr. Wilfred G. Aflague, Director, Department of Administration.

Mr. Felix P. Camacho testified in support of the Bill. He requested that two additional sections be added to the proposed Bill to address retroactivity on the aforementioned positions. He also stated in his testimony that Section 4 of the proposed Bill is consistent with the request of the Commission as stated in CSC No. 89-703, dated September 20, 1989.

Senator Don Parkinson in his testimony recommended that an amendment be added to address reassignment of pay range for the position of Administrative Supervisor of the Department of Law as approved by the Civic Service Commission at its meeting on March 2, 1989 (CSC No. 89-308), to be made retroactive to August 24, 1986.

Mr. Wilfred Aflague in his testimony recommended that the Bill not be approved at this time, as the Legislature has already mandated the Civil Service Commission to conduct an appropriate salary and classification

review of all classified positions within the Government of Guam, through Public Law 20-65.

The Committee is also in receipt of a petition on Bill Nos. 880 and 1090 from employees of the Department of Administration, Division Accounts, in fairness to the other Division of Accounts employees that the additional positions be included.

COMMITTEE FINDINGS

The Committee only adopted the pay range assignments for the Administrative Services Officer and the Chief of Administration positions because these two positions were the only ones that were originally in error under the Option 1: Approving the other positions would be detrimental to the classification system because it will cause a snowball effect and cause all other positions to be readjusted. Public Law 20-65, sections 7 and 8 mandates a government-wide classification and salary study. The Committee feels that it would be prudent to wait for the completion of said study.

RECOMMENDATION

The Committee on Ways & Means recommends that Bill No. 1090 be passed by the Twentieth Guam Legislature as Substituted.

TWENTIETH GUAM LEGISLATURE
1989 (FIRST) Regular Session

Bill No. 1090 (COR)
As Substituted by the
Committee on Ways & Means

Introduced by:

C. T.C. GUTIERREZ
T. S. NELSON *M.D. Yoon*
F.S. A. [unclear]
J.B. RAMBA
D.F. B. [unclear]

AN ACT TO APPROPRIATE FUNDS TO IMPLEMENT
PAY RANGE REASSIGNMENTS OF ADMINISTRATIVE
POSITIONS.

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

2 Section 1. Such sum as are necessary to implement the pay
3 range reassignments for Administrative Services Officer and Chief of
4 Administration as set out in the Civil Service Commission No. 89-671, dated
5 September 1, 1989, are appropriated from the General Fund to each
6 Territorial Agency as defined in Public Law 20-41, which is listed in the
7 Civil Service Commission No. 89-671, dated September 1, 1989.

8 Section 2. Other Territorial Agencies not listed on the Civil
9 Service Commission No. 89-671, dated September 1, 1989, who have
10 Administrative Services Officer and Chief of Administration positions listed
11 on the Civil Service Commission No. 89-671, dated September 1, 1989, shall
12 implement the provision of this Act.

13 Section 3. The Personnel Division of the Department of
14 Administration shall determine the number of positions affected by the
15 implementation of the new Pay Range Reassignments set out in Section 1 of
16 this Act and shall pay all employees their outstanding balances.

17 Section 4. Notwithstanding any other provision of law, the
18 reassignment of pay range for the positions of Administrative Services
19 Officer and the Chief of Administration as approved by the Civil Service

1 Commission at its meeting on September 1, 1987, (CSC No. 89-671), is
2 hereby made retroactive to August 15, 1986.

TWENTIETH GUAM LEGISLATURE
1989 (FIRST) Regular Session

Bill No. 1090

Introduced by:


C. T. C. GUTIERREZ

AN ACT TO APPROPRIATE FUNDS TO IMPLEMENT PAY
RANGE REASSIGNMENTS OF ADMINISTRATIVE POSITIONS.

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

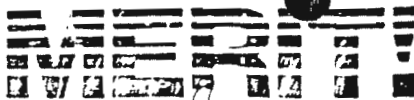
2 Section 1. Such sum as are necessary to implement the pay
3 range reassignments set out in the Civil Service Commission No. 89-
4 671, dated September 1, 1989, are appropriated from the General
5 Fund to each Territorial Agency as defined in Public Law 20-41,
6 which is listed in the Civil Service Commission No. 89-671, dated
7 September 1, 1989.

8 Section 2. Other Territorial Agencies not listed on the Civil
9 Service Commission No. 89-671, dated September 1, 1989, who have
10 classes of positions listed on the Civil Service Commission No. 89-671,
11 dated September 1, 1989, shall implement the provision of this Act.

12 Section 3. The Personnel Divison of the Department of
13 Adminsitration shall determine the number of positions affected by
14 the implementation of the new Pay Range Reassignments set out in
15 Section 1 of this Act and shall pay all employees their outstanding
16 balances.

17 Section 4. Notwithstanding any other provision of law, the
18 reassignment of Pay Range for position of Deputy Controller of the
19 Department of Administration, as approved by the Civil Service

1 Commission at its meeting on June 27, 1989, (CSC No. 89-703), is
2 hereby made retroactive to August 24, 1986.



SEP 4 05 77 '89

CIVIL SERVICE COMMISSION
KUMISION I SETBISION SIBIT

SEP 01 1989

CSC No. 89-671

MEMORANDUM

TO: Director, Dept. of Administration
Director, Dept. of Education
Director, BBMR
Chief Officer, PUAG
Administrator, GMHA
General Manager, GPA
General Manager, GTA
President, UOG
Provost, GCC
General Manager, GAA

*Final
Prepared
Bill
Intro*

FROM: Acting Executive Director
Civil Service Commission

SUBJECT: Pay Range Reassignments of Administrative
and Related Positions

The Civil Service Commission Board at its meeting on August 22, 1989 approved pay range reassignments for the Administrative Services Officer and Chief of Administration. At its meeting on August 29, 1989, the Board amended its decision of August 22, 1989 and included other administrative related classes of pay range reassignments. The following classes that are reassigned in pay range are:

<u>POSITIONS</u>	<u>CURRENT PR FROM</u>	<u>PAY RANGE TO</u>
Administrative Assistant	30	35
Administrative Officer	35	42
Administrative Services Officer	40	49
Budget Analyst	34	42
Public Health Dental Administrative Manager	40	45
Chief of Administration	47	52
Chief of Administrative Services (GAA)	50	52

Implementation of this reassignment of pay range shall be on a step-to-step basis for current incumbents who are holding these titles.

Cont'd.

CSC No. 89-671

Page 2

The effective date of this reassignment of pay range shall be no earlier than August 22, 1989 for the Administrative Services Officer and Chief of Administration class of position and no earlier than August 29, 1989 for the other related Administrative positions approved by the Board.

Retroactive compensation for the current employees who hold the titles of ~~Administrative~~ Assistant, Administrative Officer, Budget Analyst, Public Health Dental Administrative Manager and Chief of Administrative Services (GAA) is requested of the 20th Guam Legislature effective, ~~September 30,~~ 1988. This request is made to coincide with the reassignment of pay range for the Budget and Management Analyst class series per Public Law 19-19, to which these positions were benchmarked.

~~Since the pay range assignments for the Administrative Services Officer and the Chief of Administration were originally in error under Option I, retroactive compensation back to August 15, 1986 is also being requested of the 20th Guam Legislature.~~

Please be guided accordingly.


RONALD B. AGUON

cc: Governor
Speaker, 20th Guam
Legislature

SEP 20 1989

CSC No. 89-703

Speaker Joe T. San Agustin
Twentieth Guam Legislature
Agana, Guam 96910

Dear Mr. Speaker,

The Civil Service Commission at its meeting on June 27, 1989, approved the reassignment of pay range for the Deputy Controller position at PR-55. Since the Commission has no authority to approve the retroactive compensation, the reassignment was made effective on the date of the Board's approval.

The above reassignment was made to rectify the inequity resulting from the reassignment of pay range, under Option I in which the Deputy Controller was assigned PR-55, which is only one (1) pay range higher than that of the General Accounting Supervisor class.

In view of the above, the Commission requests your support to the retroactive compensation of the current employee, Mr. Panfilo B. Flores of the Department of Administration, effective August 24, 1986.

The Commission appreciates your support and welcomes any assistance you can provide relative to this request.

Sincerely,


RONALD B. AGUON
Acting Executive Director

cc: Department of Administration

Chrono

JFA/lma 8-3-89



MERIT

Government of G



AUG - 8 1989

CSC No. 89-619

MEMORANDUM

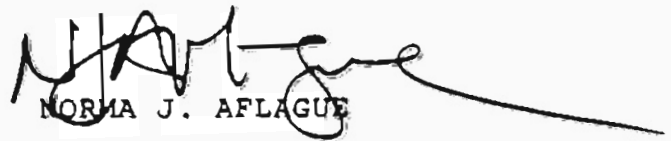
TO: Director of Administration

FROM: Executive Director
Civil Service Commission

SUBJECT: Reassignment of Pay Range of
the Deputy Controller Class

The Civil Service Commission, at its meeting on June 27, 1989, approved the reassignment of pay range for the Deputy Controller position at PR-55.

Please be advised that the Commission has no authority to address your request for retroactivity. Therefore, this reassignment shall be effective on June 27, 1989.


NORMA J. AFLAGUE

cc: 20th Guam Legislature



MERIT

Government of Guam



CSC No. 89-953

The Honorable Carl T.C. Guterrez
Chairman, Committee on Ways & Means
Twentieth Guam Legislature
163 Chalan Santo Papa St.
Agana, Guam 96910

RE: Testimony on Bill No. 1090: An Act to Appropriate Funds to Implement Pay Range Reassignments of Administrative Positions.

Dear Senator Guterrez & Members of the Committee:

The Commission fully supports the purpose of Bill No. 1090 which will effectuate the funds necessary for implementation of the pay range reassignments of the administrative positions called out in its memorandum, CSC No. 89-671, dated September 1, 1989, covering the following classes of positions:

<u>POSITION</u>	<u>CURRENT PR FROM</u>	<u>PAY RANGE TO</u>
Administrative Assistant	30	35
Administrative Officer	35	42
Administrative Services Officer	40	49
Budget Analyst	34	42
Public Health Dental Administrative Manager	40	45
Chief of Administration	47	52
Chief of Administrative Services (GAA)	50	52

The Commission requests that two additional sections be added to Bill No. 1090 to address retroactivity on the aforementioned positions as follows:

Section 5. Notwithstanding any other provision of law, the reassignment of pay range for the positions of Administrative Assistant, Administrative Officer,

Letter to the Honorable Carl T.C. Guterrez
Page 2

Budget Analyst, Public Health Dental Administrative Manager, and Chief of Administrative Services (GAA) as approved by the Civil Service Commission at its meeting on September 1, 1987, (CSC No. 89-671), is hereby made retroactive to September 30, 1988.

Section 6. Notwithstanding any other provision of law, the reassignment of pay range for the positions of Administrative Services Officer and the Chief of Administration as approved by the Civil Service Commission at its meeting on September 1, 1987, (CSC No. 89-671), is hereby made retroactive to August 15, 1986.

Section 4 of Bill No. 1090 granting the reassignment of pay range for the position of Deputy Controller of the Department of Administration retroactive to August 24, 1986, is consistent with the request of the Commission as stated in CSC No. 89-703, dated September 20, 1989.

The Commission appreciates the opportunity of providing testimonies on this Bill.

Sincerely,



FELIX P. CAMACHO
Executive Director

SENATOR DON PARKINSON
20th GUAM LEGISLATURE
163 CHALAN SANTO PAPA STREET
AGANA, GUAM 96910

MAJORITY LEADER and CHAIRPERSON, COMMITTEE ON ENERGY, UTILITIES, AND CONSUMER PROTECTION

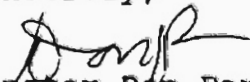
December 19, 1989

To: Senator Carl Gutierrez
Chairman, Committee on Ways & Means
Fr: Senator Don Parkinson
Subj: Testimony on Bill 1090

Dear Mr. Chairman:

My name is Don Parkinson, a Senator and Attorney on Guam. I am here to testify on Bill No. 1090 to implement pay range reassignments of Administrative Positions. A similar reassignment occurred in the Department of Law in the Attorney General's Office and the Prosecutor's Division for Administrative Supervisor Positions. Two Administrative Supervisor Positions were given reassignments pay range by the Civil Service Commission (CSC No. 89-308) effective March 2, 1989. Therefore, I am recommending that the following Amendment be included in Bill No. 1090. Bill 1090 with the recommended amendment will include other positions occupied by incumbents who have worked so hard for the Government of Guam.

Sincerely,



Senator Don Parkinson

Amendment to Bill No. 1090

Section 5. Notwithstanding any other provision of law, the reassignment of the pay range for the position of Administrative Supervisor of the Department of Law, as approved by the Civil Service Commission at its meeting on March 2, 1989 (CSC No. 89-308), is hereby made retroactive to August 24, 1986.



MERIT

Government of Gu



CSC NO. 89-308

MEMORANDUM

TO: Director of Administration

FROM: Executive Director
Civil Service Commission

SUBJECT: Reassignment of Pay Range

The Civil Service Commission, at its meeting on March 2, 1989, approved the reassignment of pay range for the Administrative Supervisor class of position as follows:

<u>CODE NO.</u>	<u>CLASS TITLE</u>	<u>PAY RANGE</u> <u>FROM TO</u>
1.163	Administrative Supervisor	32 36

Please be advised that implementation shall be on a step-to-step basis effective no earlier than March 2, 1989.

NORMA J. AFLAGUE

cc: Attorney General

RECEIVED

MAR 7 1989

hubB

ATTORNEY GENERAL'S OFFICE



GOVERNMENT OF GUAM
AGANA, GUAM 96910
DEPARTMENT OF ADMINISTRATION
(DIPATTAMENTON ATMENESTRASION)
DIRECTOR'S OFFICE
(UFISINAN DIREKTOT)

Post Office Box 884 * Agana, Guam 96910
TEL: (671) 472-8481/2 - FAX: (671) 477-6788

DEC 1 1989

Senator Carl T.C. Gutierrez
Chairperson, Committee on Ways and Means
Twentieth Guam Legislature
P.O. Box CB-1
Agana, Guam 96910

RE: Comment on Bill No. 1090

Dear Senator Gutierrez:

Bill No. 1090 is an "Act to appropriate funds to implement pay range reassignments of administrative positions approved by the Civil Service Commission in their Board Action No. 89-671, dated September 1, 1989. It also retroactively implements the pay range reassignment for the Deputy Controller of the Department of Administration to August 24, 1986. When testimony was presented to the Civil Service Commission Board, the Department of Administration did not concur with the pay range reassignments proposed by the Civil Service Commission. This department made a strong presentation contending that the pay range reassignments were benchmarked against inappropriate position titles. The effect of these reassignments would cause position disparity within the Classification and Compensation Plan. Ultimately, it will cost the Government of Guam millions upon millions of dollars to correct this disparity.

Provided is a background information which should shed some light as to the problems and issues confronting the appropriations necessary in this bill:

BACKGROUND:

On August 22, 1980, Public Law 15-136 was enacted implementing the 1978 Salary Survey and Classification and Compensation Findings conducted and co-chaired by the Civil Service Commission and Department of Administration with technical assistance from the federal government's Office of Personnel Management. This study developed parity among existing classes of positions within the Government of Guam. Almost immediately after the passage of Public Law 15-136, Public Law 15-138 was enacted giving the Department of Education administrators and administrative personnel salary increases equal to 25% above the teachers salaries. Result - Disparate Compensation Plan!

Then ... on June 22 1984, and July 9, 1985, Public Law 17-58 and Public Law 18-8 were enacted establishing the Port Authority of Guam's Classification

and Compensation Plan patterned after the federal government's GS and WG schedule. The law created differences in salaries of up to \$5,000 for counterpart positions in GovGuam. Result - Disparate Compensation Plan!

Then ... on February 7, 1985, Public Law 18-1 enacted the teachers reclassification, but again maintaining the 25% variance for DOE administrators and administrative personnel. This law created differences in salaries of up to \$10,000 for counterpart positions in GovGuam. Result - Disparate Compensation Plan!

Then... during 1985, the Legislature and the Civil Service Commission either sponsored legislation or approved department-wide reassignment of pay ranges for Revenue and Taxation, Bureau of Budget and Management Research, Department of Corrections and Guam Police Department. Result - Disparate Compensation Plan!

Then... on June, 1985, the Department of Administration petitioned the Civil Service Commission to approve its reassignment of pay ranges for counterpart or similar positions which were previously implemented. The department wanted PARITY. Instead, the Civil Service Commission adopted something called Option II and Option I. Option II was basically an across-the-board adjustment of three pay ranges. Option I was more systematic but still lacked interclass correlations. Result - Disparate but workable!

OPTION III AND IV...?

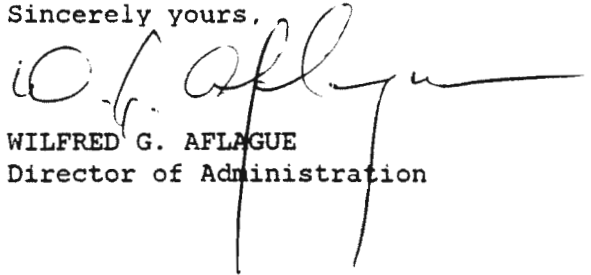
Then... on November, 1988, P.L. 19-19 was enacted reassigning the pay ranges for BBMR analysts. The effect of this enactment has resulted in the misalignment of professional, supervisory and administrator positions. The highest pay range, Pay Range 60, is now inadequate for interclass correlations. Result - Disparity within Option I.

Then... on January 17, 1989, P.L. 19-52 was enacted reassigning the pay ranges of certain Revenue and Taxation positions. Result - Disparity within Option I.

Then... on September 1 and 6, 1989, the Civil Service Commission reassigned the pay ranges of certain administrative positions, i.e., Administrative Services Officer (49), Chief of Administration (51), Administrative Officer (42) and Administrative Assistants (35). In addition, the Commission reassigned the pay ranges of engineering, construction and planning positions, defying basic concepts of position classification and benchmarking them against Budget and Management positions. Imagine assigning the salary of an Engineering Aide or Building Inspector positions to a professional Budget Analyst. This action has certainly cast a "dark shadow" on the merit system integrity of the Commission. Result - Further disparity within Option I!

This department, therefore, recommends that Bill No. 1090 not be approved a this time, as the Legislature has already mandated the Civil Service Commission to conduct an appropriate salary and classification review of all classified positions within the Government of Guam, through Public Law 20-65.

Sincerely yours,

A handwritten signature in black ink, appearing to read "W. G. Aflague", with a long horizontal flourish extending to the right.

WILFRED G. AFLAGUE
Director of Administration

CERTIFIED TRUE COPY

DEPARTMENT OF ADMINISTRATION
DIVISION OF ACCOUNTS

REGISTERING PETITION ON BILL #880 & BILL #1090

We, the undersigned employee of the Department of Administration fully support BILL #880. and BILL #1090.

However in fairness to the other Division of Accounts employees, we respectfully request that the additional positions be included.

NAME (Sign and Print)	IDENTIFICATION Date of Birth or SS No. or CI No.	MAILING ADDRESS	Date of Signature
<i>[Signature]</i> JESUS L.G. CRUZ	552 487304	P.O. Box 1885 AGANA, GUAM 96910	1/05/90
<i>[Signature]</i> CARMELITO M. DUEÑAS	586-03-7873	P.O. Box 4041 AGANA, GU. 96910	1/5/90
<i>[Signature]</i> NELLIE B. CORTEZ	586-07-5121	P.O. Box 282 Agana, Guam	1/5/90
<i>[Signature]</i> NATIVIDAD D. SAEHAN	389-36-6956	Liguan Pimento	1/5/90
<i>[Signature]</i> ZINA G. TOJAS	586-05-9109	Box 84 Agana Gu 96910	1/5/90
<i>[Signature]</i> ANA R. CELE	586-01-7193	Box 24431 GME, GUAM	1/5/90
<i>[Signature]</i> MARIA ELENA C. HANZI	586-07-0470	#101 Estero Cinda, Binaoana	01/05/90
<i>[Signature]</i> VIVIAN M. CASTRO	586-05-7249	P.O. Box 413 agana, Guam 96910	1/5/90
<i>[Signature]</i> Susan B. Paet	586-01-7321	P.O. Box 742 Agana 96910	1/5/90
<i>[Signature]</i> Leslie G. Perez	586-09-4213	P.O. Box 207 Agana, Guam	1/5/90
<i>[Signature]</i> MARIA R. BLAZ	562-60-5913	Box 1726 Agana, 96910	1/5/90
<i>[Signature]</i> MARIA S. CRUZ	586-03-5991	Box 3072 Mongmong 96910	1/5/9
<i>[Signature]</i> ANTONETTE S. CRUZ	586-03-8146	Box 632 AGANA 96910	
<i>[Signature]</i> VERE APLICADO	586-07-3771	111 AMANTES ST. DEDEDO, GU.	

NAME (Sign and Print)	IDENTIFICATION Date of Birth or SS No. or CI No.	MAILING ADDRESS	Date of Signature
Angelina B. Cruz ANGELINA B. CRUZ	586-03-9535	Box 3065 Agaña	1/5/90
Frances C. Mesa Frances C. Mesa	586-66-1370	POB 3963 Agaña	1/5/90
Alicia A. Canacho Alicia A. Canacho	09-10-59	POB 2849	
Abini A. Pantoja	586-64-8392	AGANA, GU 96910	1/5/90
Lourdes G. MAFNAS Lourdes G. Mafnas	586-03-0079	POB 2617 AGANA GU 96910	1/5/90
Reynaldo P. Estroza Reynaldo P. Estroza	586-72-3970	663 CERRILLO CT LIQUAN TERRACE	1/5/90
Louades A. Suzuki Louades A. Suzuki	586-01-3058	BARRIGADA GUAM	1/5/90
Nelda U. PEREIRA Nelda U. PEREIRA	586-01-3121	P.O. Box 3748 AGANA GU 96910	1/05/90
Cecilia Santos Cecilia M. Santos	213-60-7541	P.O. Box 1614 AGANA, GU 96910	1/05/90
Erin L. Fymer ERIN LYMARQUEZ	586-07-6446	POB 6737 TAM GU.	1/05/90
John D. San Augustin John D. San Augustin	586-03-9665	345 SAN VICENTE DR., BORNEO.	1/5/90
Concepcion T. Allen Concepcion T. ALLEN	551-585285	P.O. Box 1626 Agaña 96910	1/5/90
Bill C. Lape Bill C. Lape	586-03-813X	Box 3491 AGANA 96910	
meBillote MINDA E. BILLOTE	586-70-1968	223 Sta. Barbara dede	1/5/90
Esther C. Sanchez ESTHER C. SANCHEZ	586-03-3157	POB 4438 AGANA GUAM	1/5/90
Julie V. Aguon Julie V. Aguon	586-05-5062	P.O. Box 339 AGANA, GU	1/5/90
Renilda Mestanza RENILDA MESTANZA	586-03-5874	P.O. BOX 739 AGANA, GUAM	1-5-90
Eniceto C. Rasto ENICETO C. RASTO	586-05-0227	P.O. Box 684 AGA, GU 96910	1/5/90
Jesús M. Canacho JESUS M. CANACHO	586-01-0748	38 CHERRY BLVD LATITE HEIGHTS	1-5-90
Rodolfo A. Mestanza RODOLFO A. MESTANZA	586 68-0141	124 AGAS CI DIXON.	1-5-90

NAME (Sign and Print)	IDENTIFICATION Date of Birth or SS No. or CI No.	MAILING ADDRESS	Date of Signature
...			
...			
ANA F. TAYAGALO	586-01-1463	P.O. Box 2302 Agaña, Guam 96910	Jan 8, 1990
Maria N. Manelina	586 03 6923	P.O. Box 1072 Agaña Gu. 96910	Jan 3, 90
...			
...			
JOSE A. GORDON	586-01-2822	Box 1664 Tumoning	JAN 8, 1990
...			
GUSTAVO L. LARSEN	586660265	P.O. Box 23482 Guam, Guam 96971	1/08/90
SEVERO C. ESCRUPULO	586-01-4377	A6AT % GEN DEL	1-8-90
...			
Santiago C. Mata	586-64-2441	P.O. Box 27066 GMP	1-8-90
...			
APOLINAR A. BOBADOILA	586-05-9444	670 E. Cobello St Lig. Dedado	1-8-90
Aurea C. Gorman	586-05-5207	P.O. Box 6101 Tam. Bay	1-8-90
John T. Barajas	586-25-4655	P.O. Box 6441	1-8-90
...			
MARILYN T. TAITAGUE	54640-2892	P.O. Box 20832 GMP 96921	1-8-90
SIXTA Y. GUIDACHAY	554-64-1027	P.O. Box 2482 GMP 96921	1-5-90
...			
ANA R. GALVEZ	567-50-6074	P.O. Box 22275 GMP 96921	1-8-90
...			
...			
SYLVIA T. CASTRO	586-03-4812	P.O. Box 2720 Agaña, Guam 96910	1/8/90
Vincent M. Tacodina	586-03-4427	P.O. Box 2742 Agaña, Guam	1-8-90

TWENTIETH GUAM LEGISLATURE
1989 (FIRST) Regular Session

Bill No. 880
Substituted by the Committee
on General Governmental Operations

Introduced by:

T. S. Nelson
H. D. Dierking
J. T. San Agustin

C. T.C. Gutierrez
E. P. Arriola
M. Z. Bordallo
P. C. Lujan
G. Mailloux
D. Parkinson
E. D. Reyes
P. R. Santos

AN ACT TO REASSIGN CERTAIN ADMINISTRATIVE
POSITIONS WITHIN THE GOVERNMENT OF GUAM.

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

2 Section 1. Reassignment. Notwithstanding any other
3 provision of law, the following positions in the government
4 of Guam are reassigned as follows:

	Old	New
<u>Job Titles:</u>	<u>Pay Ranges:</u>	<u>Pay Ranges:</u>
5		
6		
7 Administrative Aide	23	30
8 Administrative Assistant	30	35
9 Budget Analyst	34	42
10 Public Health Dental		
11 Administrative Manager	40	45
12 Administrative Officer	35	43
13 Administrative Services		
14 Officer	40-9	53
15 Chief of Administration	47	52
16 Chief of Administrative		
17 Services (GAA)	50	52
18 Deputy Controller	55	58
19 Program Coordinator IV	49	55
20 Payroll Technician (DOA)	31	35
21 Assistant Chief Officer (DOA)	42	45
22 Chief Payroll Officer (DOA)	45	48

1 The foregoing reclassification shall be retroactive effectiv
2 to October 1, 1986.

3 Section 2. The Governor is authorized to exercise hi
4 transfer authority to compensate the employees affected by th
5 reassignment contained in Section 1 of this Act.

DEPARTMENT OF ADMINISTRATION
ACCOUNTING POSITIONS

	OLD	NEW
GENERAL ACCOUNTING SUPERVISOR(DOA)	PR-51	PR-55
ACCOUNTANT III (DOA)	PR-49	PR-53
ACCOUNTANT II (DOA)	PR-46	PR-49
ACCOUNTANT I (DOA)	PR-34	PR-38
ACCOUNTING TECHNICIAN SUPVERSOR (DOA)	PR-35	PR-39
ACCOUNTING TECHNICIAN III (DOA)	PR-31	PR-35
ACCOUNTING TECHNICIAN II (DOA)	PR-28	PR-31
ACCOUNTING TECHNICIAN I (DOA)	PR-23	PR-26

FISCAL NOTE
BUREAU OF BUDGET & MANAGEMENT RESEARCH

BSMR-77

Bill No. 1090 Date Reported Dec. 15, 1989

Mandatory Bill Yes No Date Revisited Dec. 19, 1989

Department/Agency Affected: Department of Administration/Various

Department/Agency Head: Wilfred Aflague / Various

Total Fiscal Year Appropriation: 8.5m / Various

Bill Title (concise): AN ACT TO APPROPRIATE FUNDS TO IMPLEMENT PAY RANGE REASSIGNMENTS OF ADMINISTRATIVE POSITIONS.

Change in Law: N/A

Bill Attempts to:	Bill is for:
<input checked="" type="checkbox"/> Increase Program Funding	<input type="checkbox"/> Operations
<input checked="" type="checkbox"/> Decrease Program Funding	<input type="checkbox"/> Capital Improvement
<input checked="" type="checkbox"/> Reallocate Present Program Funding	<input type="checkbox"/> Other

FINANCIAL/PROGRAM IMPACT

PROGRAM CATEGORIES	Minimum Estimated Required Funds (For Five Years)		
	GENERAL FUND	FEDERAL	OTHER
SEE ATTACHMENTS			
GRAND TOTAL			

ESTIMATED MULTI-YEAR FUND REQUIREMENTS

SOURCES	1st	2nd	3rd	4th	5th
General Fund					
Federal Fund					
Other Fund					
GRAND TOTAL					

ESTIMATED MULTI-YEAR REALIZED REVENUES

SOURCES	1st	2nd	3rd	4th	5th
General Fund					
Federal Fund					
Other Fund					
GRAND TOTAL					

Dina C. Perez
Dina C. Perez
PROGRAM ANALYST

Michael J. Reidy
Michael J. Reidy
DIRECTOR

Date Review Terminated: 12/19/89

Comments on Bill 1090

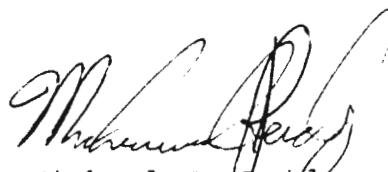
Bill 1090 proposes to appropriate such funds as are necessary to implement the pay range reassignments of administrative positions per Civil Service Commission (CSC) No. 89-671. In addition, the Bill would reassign the Pay Range of the Deputy Controller position of the Department of Administration.

Per CSC 89-671 seven (7) positions, inclusive of the following:

<u>Positions</u>	<u>Pay Range From - To</u>	<u>Salary From - To (Step 1)</u>	<u>Increase In Salary</u>
Administrative Assistant	30-35	\$16,097 \$18,697	\$2,600
Administrative Officer	35-42	\$18,697 \$23,377	\$4,680
Administrative Services Officer	40-49	\$21,817 \$28,837	\$7,020
Budget Analyst	34-42	\$18,177 \$23,377	\$5,200
Public Health Dental Administrative Manager	40-45	\$21,187 \$25,717	\$4,530
Chief Administration	47-52	\$27,277 \$31,479	\$4,202
Chief of Administration Services (GAA)	50-52	\$29,617 \$31,479	\$1,862
Deputy Controller (DOA)	52-55	\$31,479 \$34,994	\$3,515

Although the information above illustrates the increase in salary requirement at Step 1 for each applicable position, information as to the total number for each position is unavailable at this time to determine the fiscal impact.

In addition, Section 4 of the Bill will set precedence for other positions affected by Section 1 of this Bill.


Michael J. Reidy

TWENTIETH GUAM LEGISLATURE
1989 (FIRST) Regular Session

Bill No. 1090

Introduced by:


C. T. C. GUTIERREZ

Dins
FN *now*
Due 12/19

AN ACT TO APPROPRIATE FUNDS TO IMPLEMENT PAY RANGE REASSIGNMENTS OF ADMINISTRATIVE POSITIONS.

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

2 Section 1. Such sum as are necessary to implement the pay
3 range reassignments set out in the Civil Service Commission No. 89-
4 671, dated September 1, 1989, are appropriated from the General
5 Fund to each Territorial Agency as defined in Public Law 20-41,
6 which is listed in the Civil Service Commission No. 89-671, dated
7 September 1, 1989.

8 Section 2. Other Territorial Agencies not listed on the Civil
9 Service Commission No. 89-671, dated September 1, 1989, who have
10 classes of positions listed on the Civil Service Commission No. 89-671,
11 dated September 1, 1989, shall implement the provision of this Act.

12 *DOA* Section 3. The Personnel Division of the Department of
13 Administration shall determine the number of positions affected by
14 the implementation of the new Pay Range Reassignments set out in
15 Section 1 of this Act and shall pay all employees their outstanding
16 balances.

17 *DOA* Section 4. Notwithstanding any other provision of law, the
18 reassignment of Pay Range for position of Deputy Controller of the
19 Department of Administration, as approved by the Civil Service

1 Commission at its meeting on June 27, 1989, (CSC No. 89-703), is
2 hereby made retroactive to August 24, 1986.