



*Territory of Guam*  
*Territorio Guam*

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

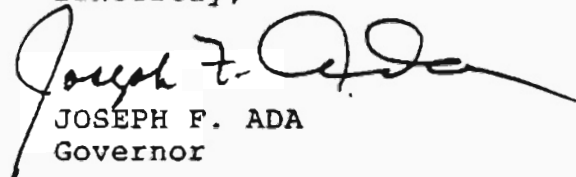
AUG 21 1990

The Honorable Joe T. San Agustin  
Speaker, Twentieth Guam Legislature  
155 Herman Cortez Street  
Agana, Guam 96910

Dear Mr. Speaker:

Transmitted herewith is Bill No. 995, which I have signed  
into law this date as Public Law 20-208.

Sincerely,

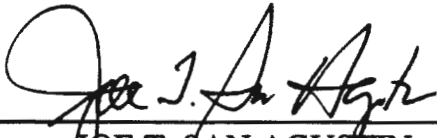
  
JOSEPH F. ADA  
Governor

Attachment

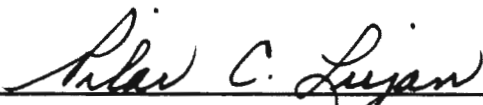
TWENTIETH GUAM LEGISLATURE  
1990 (SECOND) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO THE GOVERNOR

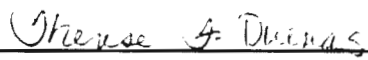
This is to certify that Substitute Bill No. 995 (LS), "AN ACT TO EFFECTUATE A STEP TO STEP PAY ADJUSTMENT OF THE EMPLOYMENT RECLASSIFICATION FOR EMPLOYEES OF THE PORT AUTHORITY TO RETROACTIVELY TAKE EFFECT ON AUGUST 1, 1985," was on the 1st day of August, 1990, duly and regularly passed.

  
\_\_\_\_\_  
JOE T. SAN AGUSTIN  
Speaker

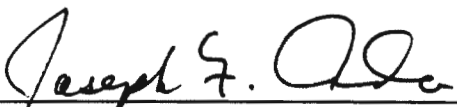
Attested:

  
\_\_\_\_\_  
PILAR C. LUJAN  
Senator and Legislative Secretary

-----  
This Act was received by the Governor this 10th day of August,  
1990, at 11 25 o'clock A.m.

  
\_\_\_\_\_  
Assistant Staff Officer  
Governor's Office

APPROVED:

  
\_\_\_\_\_  
JOSEPH F. ADA  
Governor of Guam

Date: August 21, 1990

Public Law No. 20-208

TWENTIETH GUAM LEGISLATURE  
1990 (SECOND) Regular Session

Bill No. 995 (LS)  
Further substituted by the Committee  
on General Governmental Operations  
and as further amended by the  
Committee on Rules

Introduced by:

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

AN ACT TO EFFECTUATE A STEP TO STEP PAY  
ADJUSTMENT OF THE EMPLOYMENT  
RECLASSIFICATION FOR EMPLOYEES OF THE PORT  
AUTHORITY TO RETROACTIVELY TAKE EFFECT ON  
AUGUST 1, 1985.

1

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

1 Section 1. The Port Authority of Guam shall effectuate retroactive to  
2 August 1, 1985, a step to step pay adjustment of the employment  
3 reclassification Plan A, as prepared by the Evaluation and Research Services  
4 and implemented pursuant to Section 9 of Public Law 18-9.

5 The step to step adjustment shall:

6 1. Ensure that the employees be adjusted to the same step of  
7 the new pay range held prior to their reassignment in August 1, 1985;

8 2. Ensure that all employees whose salaries exceed the  
9 maximum step shall not lose any step; provided, however, that the  
10 adjustment for those employees in the following positions:

11 GS-12B,

12 GS-13A,

13 GS-13B,

14 GS-14A,

15 GS-14B,

16 GS-15A, and

17 GS-15B

18 shall not exceed the maximum step of their pay range; and

19 3. For those positions changed from the General Schedule to  
20 the Wage Schedule or from the Wage Schedule to the General Schedule,  
21 the pay adjustment shall be done in a manner which would best avoid  
22 loss of steps.

23 Section 2. The pay level for the Port Authority stevedores shall be  
24 reassigned from WG-6B to WG-7B, effective September 1, 1989.

25 Section 3. Any employee currently employed as a casual (part-time)  
26 Stevedore and Equipment Operator shall be given permanent appointment  
27 status once the employee has satisfactorily completed a probationary period  
28 as provided in the Port Authority Personnel Rules and Regulations.

29 Section 4. The Port Authority shall identify personnel who retired,  
30 died, resigned, transferred, or were terminated while working for the Port  
31 Authority to calculate the balance due to such employees. Any former  
32 employee or survivor who did not receive payment may file a claim with the  
33 General Manager within one (1) year from the date of publication of a notice  
34 in a newspaper of general circulation within Guam pertaining to this Act.

1           Section 5. The Port Authority is hereby directed to expend its own  
2 funds in such amounts as are necessary to implement this Act within sixty  
3 (60) days from the date of its enactment.

TWENTIETH GUAM LEGISLATURE  
1989 (FIRST) Regular Session

ROLL CALL SHEET

Bill No. 795

Date: 8/1/90

Resolution No. \_\_\_\_\_

QUESTION: \_\_\_\_\_

|                    | <u>AYE</u> | <u>NAY</u> | <u>NOT<br/>VOTING</u> | <u>ABSENT</u> |
|--------------------|------------|------------|-----------------------|---------------|
| J. P. Aguon        | ✓          |            |                       |               |
| E. P. Arriola      | ✓          |            |                       |               |
| J. G. Bamba        | ✓          |            |                       |               |
| M. Z. Bordallo     | ✓          |            |                       |               |
| D. F. Brooks       | ✓          |            |                       |               |
| 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     | ✓          |            |                       |               |

22

1



# Committee on General Governmental Operations

Twentieth Guam Legislature

TED S. NELSON Chairman

April 26, 1990

**MEMBER**

Committee on Rules

Committee on Economic Development

Committee on Energy, Utilities  
& Consumer Protection

Committee on Federal, Foreign  
& Legal Affairs

Committee on Health,  
Welfare & Ecology

Committee on Housing and  
Community Development

Committee on Judiciary  
& Criminal Justice

Committee on Ways  
and Means

Committee on Youth,  
Senior Citizens,  
Cultural Affairs &  
Human Development

**COMMITTEE ON GENERAL  
GOVERNMENTAL OPERATIONS**

Members

Herminia D. Dierking  
Vice-Chairperson

Elizabeth P. Arriola

J. George Bamba

Madeleine Z. Bordallo

Edward R. Duenas

Carl T. C. Gutierrez

Pilar C. Lujan

Gordon Mailoux

Don Parkinson

Edward D. Reyes

Frank R. Santos

Tommy V. C. Tanaka

Ex-Officio Member

Joe T. San Agustin  
Speaker

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

Via: Chairman, Committee on Rules

Dear Mr. Speaker:

The Committee on General Governmental Operations to which was referred **Bill No. 995** "An act to effectuate a step-to-step pay adjustment of the employment classification for employees of the Port Authority of Guam and to cite the Act as the 'Port Authority Pay Adjustment of 1990'" has had the same under consideration, and now wishes to report back the same with the **recommendation to do pass as substituted.**

The Committee votes are as follows:

|                           |    |
|---------------------------|----|
| To do Pass                | 11 |
| Not to Pass               | 0  |
| To Report Out             | 0  |
| To Place in Inactive File | 0  |
| Other                     | 3  |

A copy of the Committee's report and other pertinent documents are enclosed for your perusal.

Sincerely,

TED S. NELSON

Enclosures

163 Chalan Santo Papa  
Agana, Guam 96910

Telephone:  
(671) 472-3428/29/30


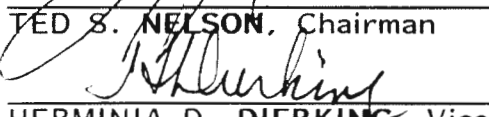
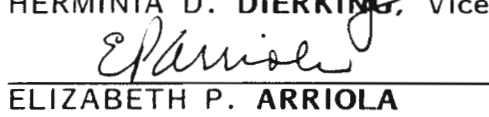
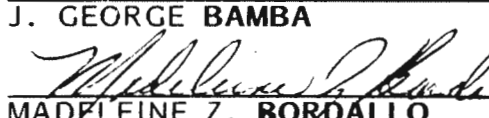
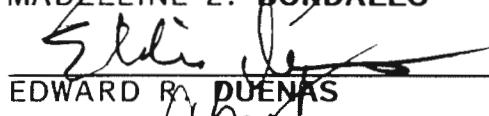
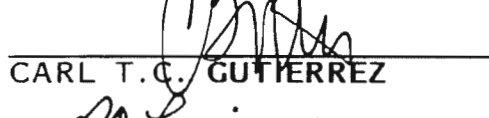
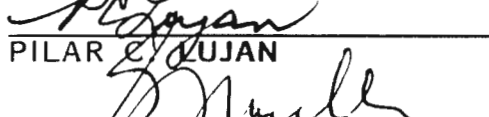
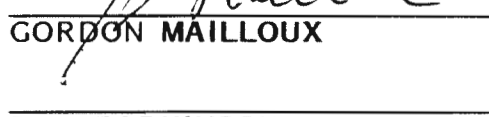

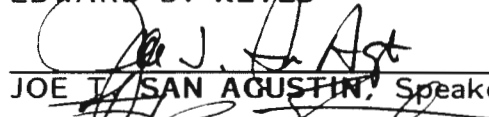
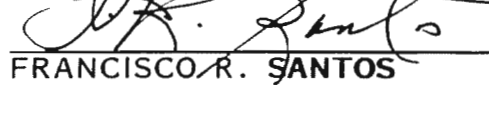
TWENTIETH GUAM LEGISLATURE  
COMMITTEE ON GENERAL GOVERNMENTAL OPERATIONS

**VOTE SHEET ON**

on

**Bill No. 995**

"AN ACT TO EFFECTUATE A STEP TO STEP PAY ADJUSTMENT OF THE EMPLOYMENT CLASSIFICATION FOR EMPLOYESS OF THE PORT AUTHORITY OF GUAM TO RETROACTIVELY TAKE EFFECT ON AUGUST 1, 1985, AND TO CITE THE ACT AS THE 'PORT AUTHORITY PAY ADJUSTMENT OF 1990'"

| <u>Committee Members</u>   | <u>To do Pass</u> | <u>Not to Pass</u> | <u>To Report Out Only</u> | <u>Abstain</u> | <u>Other</u> |
|--|-------------------|--------------------|---------------------------|----------------|--------------|
| <br>TED S. NELSON, Chairman                | ✓                 |                    |                           |                |              |
| <br>HERMINIA D. DIERKING, Vice-Chairperson | ✓                 |                    |                           |                |              |
| <br>ELIZABETH P. ARRIOLA                   | ✓                 |                    |                           |                |              |
| J. GEORGE BAMBA  |                   |                    |                           |                |              |
| <br>MADELEINE Z. BORDALLO                | ✓                 |                    |                           |                |              |
| <br>EDWARD R. DUENAS                     | ✓                 |                    |                           |                |              |
| <br>CARL T. C. GUTIERREZ                 | ✓                 |                    |                           |                |              |
| <br>PILAR C. LUJAN                       | ✓                 |                    |                           |                |              |
| <br>GORDON MAILLOUX                      | ✓                 |                    |                           |                |              |
| DON PARKINSON  |                   |                    |                           |                |              |
| <br>EDWARD D. REYES                      | ✓                 |                    |                           |                |              |
| <br>JOE T. SAN AGUSTIN, Speaker          | ✓                 |                    |                           |                |              |
| <br>FRANCISCO R. SANTOS                  | ✓                 |                    |                           |                |              |
| THOMAS V.C. TANAKA   |                   |                    |                           |                |              |



**PROFILE ON SUBSTITUTE BILL NO. 995**

Brief Title: "The Port Authority Pay Adjustment Plan of 1990."

Main Sponsors: Senators Ted S. Nelson, Carl T.C. Gutierrez, and John P. Aguon.

Date Introduced: Thursday, October 5, 1989.

Assigned Committee: Referred to the Committee on General Governmental Operations and the Committee on Tourism and Transportation, on Thursday, October 19, 1989.

Public Hearing: Wednesday, January 31, 1990, at 11:30 a.m. in the Legislative Session Hall.

Official Title: "An act to effectuate a step-to-step pay adjustment of the employment reclassification for employees of the Port Authority of Guam to retroactively take effect on August 1, 1985 and to cite the Act as The Port Authority Pay Adjustment Plan of 1990."

Co-Sponsors: Senators Joe T. San Agustin, Herminia D. Dierking, Pilar C. Lujan, Elizabeth P. Arriola, Don Parkinson, Frank R. Santos, Eddie D. Reyes, Madeleine Z. Bordallo, Gordon Mailloux, J. George Bamba, Tommy V.C. Tanaka, and Eddie R. Duenas.

Recommendation: To do pass as substituted.

**BACKGROUND**

Substitute Bill No. 995 is designed to restore the seniority of employees at the Port Authority. It also provides that employee salaries be adjusted to the same step of the new pay range held prior to their reassignment in August 1, 1985. The seniority of employees is based on a step-to-step promotion and pay adjustment.

In addition to restoring employee seniority, Substitute Bill 995 also authorizes the Port Authority to grant permanent status to those Stevedores, Equipment Operator II, and casual employees. Once the employees complete their probationary status they will be granted permanent status with the Port. The classification of these employees would be consistent with the Personnel Rules and Regulations of the Port Authority.

## A CLOSER LOOK

Employees of the Port Authority have maintained high productivity levels, as a standard, which is exceedingly higher than the average for the shipping industry. For this, the Port employees ask not only for positive incentives such as recognition and letters of commendation, but also adequate compensation. Adequate compensation has always been an issue and never given to Port employees. Substitute Bill 995 would certainly be the most progressive action towards paying for their outstanding services.

Through the years, the Port employees have worked very hard to improve the efficiency of the Port operations, which has led to greater revenues. Because of the efficient operations attributed to the Port workers, the Port has not sought any needed subsidy from the General Fund, and with such a financial posture, the Port Authority is in a position to adequately compensate its employees.

The Civil Service Commission supports Bill 995. In their post audit review, the Commission noted the general concerns of Port employees for their loss of seniority and meritorious step increases upon the implementation of the 1985 Plan.

Furthermore, the method used by the Port resulted in the loss of steps to 224 employees. More importantly, the intent of Bill 995 is consistent with Civil Service Commission Policies and Procedures on Pay Range Reassignments, which provide that, when a pay range for any class is reassigned to a higher salary range and there is no change in the position classification the employee in the class shall be compensated at the same step of the new pay range as the employee was in the pay range held prior to the reassignment.

Lastly, Bill 995 will provide consistency in handling pay adjustments between the Port's Classification and Pay Plan and the recently enacted Option 1 Pay Plan.

TWENTIETH GUAM LEGISLATURE  
COMMITTEE ON GENERAL GOVERNMENTAL OPERATIONS

REPORT ON BILL NO. 995

"AN ACT TO EFFECTUATE A STEP TO STEP PAY  
ADJUSTMENT OF THE EMPLOYMENT RECLASSIFI-  
CATION FOR EMPLOYEES OF THE PORT  
AUTHORITY OF GUAM TO RETROACTIVELY TAKE  
EFFECT ON AUGUST 1, 1985, AND TO CITE THE  
ACT AS THE PORT AUTHORITY PAY ADJUSTMENT  
OF 1990.

[Substitute Bill No. 995 - Attachment 1]

Introduced by Senators:

T.S. Nelson, C.T.C. Gutierrez, J.P. Aguon, J.T. San  
Agustin, H.D. Dierking, P.C. Lujan, E.P. Arriola, D.  
Parkinson, E.D. Reyes, F.R. Santos, M.Z. Bordallo, G.  
Mailloux, J.G. Bamba, T.V.C. Tanaka, and E.R. Duenas.

PREFACE:

The Committee on General Governmental Operations, to which was referred Bill No. 995 [Referral - Attachment 2] conducted a public hearing on Wednesday, January 31, 1990, at 11:35 a.m., in the Legislative Session Hall. [Agenda - Attachment 3]

Committee members present were Senator Herminia D. Dierking, Acting Chairperson, and Senators Carl T.C. Gutierrez, Tommy V.C. Tanaka, and Eddie R. Duenas. Excused from the hearing were Senators Ted S. Nelson, Joe T. San Agustin, Elizabeth P. Arriola, J. George Bamba, Pilar C. Lujan, Madeleine Z. Bordallo, Gordon Mailloux, Frank R. Santos, Don Parkinson and Eddie D. Reyes.

NOTIFICATION

Letters were sent to: the Governor; the Acting Executive Director of Civil Service Commission; the Attorney General; the General Manager of the Port Authority of Guam; the Director of Administration; to the President of the Mayors' Council; the President of the Guam Chamber of Commerce; the Committee Members, and to the news media.

TESTIMONIES

Appearing before the Committee were: Mr. David B. Tydingco, General Manager, Port Authority of Guam; Mr. Henry C. Flores, testifying on his behalf; Mr. Daniel Leon Guerrero, representing the Civil Service

Commission; and Mr. John Quidachay, Vice-Mayor of Agat. **[Witness Sheet - Attachment 4]**

At this time, Mr. Tydingco read the Port Authority's testimony stating that "... the employees of the Port Authority have maintained high productivity levels, as a standard, which is exceedingly higher than the average for the shipping industry. For this, Port employees ask not only for positive incentives such as recognition and letters of commendations, but also adequate compensation. Since adequate compensation has always been an issue and never been given to Port employees, its (Bill No. 995) enactment would certainly be the most progressive action towards paying for their outstanding services."

According to Mr. Tydingco, Port employees have worked very hard to improve the efficiency of the Port operations, which has led to greater revenues for the Port. Because of the efficient operations, attributed to Port workers, the Port has not sought any needed subsidy from the General Fund, and such a financial posture makes the Port Authority the exception among agencies within the government.

In concluding his remarks, Mr. Tydingco informed the Committee that the Board of Directors and Management of the Port support Bill 995 because it corrects the inequities brought about in the 1985 Compensation Plan. **[Testimony - Attachment 5]**

Next to testify was Mr. Henry C. Flores. Mr. Flores testified that the Port Authority has the authority to establish and amend the present compensation plan. According to Mr. Flores, when the compensation plan was implemented in 1985, the methods used was a partial recognition of seniority to those positions held by two or more employees. Other positions, said Mr. Flores, held by one employee were given Step 1 of the Pay Range and/or 6% increase if their salaries exceeded the maximum rate of Step 1.

The Port employees have earned a reputation of being a hardworking force at the Port. Mr. Flores testified that the employees are not asking for retroactive pay increases but the restoration of their seniority which they were entitled to prior to the 1985 Compensation Plan.

According to Mr. Flores, this is not a question of money, its a question of dignity, equality, respect, and restoration of the merit system for the senior employees at the Port. **[Testimony - Attachment 6]**

Before concluding his testimony, Mr. Flores presented the Committee a petition signed by employees of the Port supporting the passage and enactment of Bill 995. **[Petitions - Attachment 7]**

Next to testify was Mr. Daniel Leon Guerrero representing the Civil Service Commission. Mr. Leon Guerrero testified that "the Civil Service Commission's port audit review of the Port Authority of Guam, dated August 8, 1989, Findings and Recommendations, Part I and II, noted the general concerns of the employees of the Port Authority for their

loss of seniority and/or meritorious step increases upon the implementation of the 1985 Plan 'A' recommendation."

Mr. Leon Guerrero stated that the method of implementation utilized by the Port was a set of procedures which resulted in the loss of steps to 224 employees. As a comparison, Mr. Leon Guerrero stated that the government's Options 1 and 2 were implemented on a step-to-step pay basis retroactive to August 24, 1986. Not a single employee under the Commission's jurisdiction lost a single salary incremental step. "The intent of Bill 995," said Leon Guerrero, "is consistent with the Civil Service Commission Policies and Procedures on Pay Ranges Assignments, which provides that when a pay range for any class is reassigned to a higher salary range and there is not change in the position classification, the employee in the Class shall be compensated at the same step of the new pay range as he was in the pay range held prior to the reassignment."

Mr. Leon Guerrero concluded that Bill 995 serves to provide consistency in handling pay adjustments between the Port Authority Classification and Pay Plan and the Government of Guam's Option 1 and 2 Plans. **[Testimony - Attachment 8]**

At this time, the Chairperson called on the last witness, Mr. John Quidachay, Vice-Mayor of Agat. The Vice-Mayor testified that it is important to reclassify and adjust the salaries of the Port's employees accordingly. He also urged the Committee to expeditiously act and report out Bill 995. **[Testimony - Attachment 9]**

There being no other witnesses, the Chairman adjourned the hearing on Bill 995.

#### COMMITTEE FINDINGS

The Committee on General Governmental Operations, to which was referred Bill 995, finds that:

1. In a memorandum dated October 20, 1987, the Port Authority requested the Civil Service Commission to have the Commission's staff assist the Port Authority in its post audit of the Port's 1985 Classification and Compensation Plan.
2. Public Law 13-87, enacted on October 31, 1975, created the Port Authority as an autonomous public agency. Since its creation and until the passage of P.L. 17-58 on June 24, 1984, the Civil Service Commission had purview over the classification and pay structure for the Port's classified positions. With the enactment of P.L. 17-58, the Port's Board of Directors was authorized to establish and amend the compensation rates and classification plan of its employees, subject to the approval of the Governor.
3. On January 7, 1985, the Port executed a contract with the Evaluation and Research Services to conduct a classification and

pay study encompassing comparative analysis of salaries, position specifications and other related variables. As noted in the 1985 Comparative Analysis of the Port Authority of Guam Salary and Wage Rates Report, the major goal of the study was to develop a salary and wage structure for the Port which would be comparable with that of other cargo shipping activities on Guam, in order to gain a substantially competitive posture for attracting and retaining qualified and productive personnel.

4. Public Law 18-9, enacted on July 23, 1985, authorized the implementation of the employment reclassification plan that was developed by the Evaluation and Research Services, effective August 1, 1985. The Compensation Plan provides for pay comparability with the Navy civil service employees. The implementation of the Classification and Compensation Plan resulted in some Port employees receiving a minimum salary increase of 8% and a maximum of 37%.
5. The purpose and objective of the post-audit review was to determine whether the Port's Classification and Pay Plan was comparable or provides commensurate salary rates with the pay schedules of comparable positions in the Federal government, especially those positions at the Naval Ship Repair Facility, Naval Supply Depot, and other Navy activity on Guam. The objectives were:
  - a. to review and determine whether positions are classified correctly based on the Port's published standards;
  - b. to review Federal position classifications and job grading standards and determine the comparable pay grade level for each of the established classes of positions used by the Port; and
  - c. to determine from the Port's Pay Schedules the pay range that matches the Federal salary rates for each of the Port classes of positions.
6. The comparable analysis of the Port's current rates against the current Federal rates show that the Port's rates have fallen behind due to the salary increases granted to Federal employees since 1985.
7. The Board of Directors of the Port Authority, in October 1989, approved the reassignment and pay increases of certain managerial positions at the Port while ignoring the Port's entire employee welfare.

Furthermore, the reassignment and pay increases as approved by the Board of Directors was approved by the Governor of Guam retroactive to November 24, 1989.

Therefore, it is only fitting and proper that the Legislature protect the welfare of the entire Port personnel by approving Substitute Bill 995.

COMMITTEE RECOMMENDATION

The Committee on General Governmental Operations, to which was referred **Bill No. 995**, has had the same under consideration and now wishes to report back the same with the **recommendation to do pass as substituted.**

TWENTIETH GUAM LEGISLATURE  
1990 (SECOND) Regular Session

**Bill No. 995**

Substituted by the Committee on  
General Governmental Operations

Introduced by:

T.S. Nelson  
C.T.C. Gutierrez  
J.P. Aguon  
J.T. San Agustin  
H.D. Dierking  
P.C. Lujan  
E.P. Arriola  
D. Parkinson  
F.R. Santos  
E.D. Reyes  
M.Z. Bordallo  
G. Mailloux  
J.G. Bamba  
T.V.C. Tanaka  
E.R. Duenas

**AN ACT TO EFFECTUATE A STEP TO STEP PAY  
ADJUSTMENT OF THE EMPLOYMENT  
RECLASSIFICATION FOR EMPLOYEES OF THE PORT  
AUTHORITY OF GUAM TO RETROACTIVELY TAKE  
EFFECT ON AUGUST 1, 1985 AND TO CITE THE  
ACT AS THE 'PORT AUTHORITY PAY ADJUSTMENT  
PLAN OF 1990.'**

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

3 **Section 1.** The Port Authority of Guam shall effectuate  
4 retroactively to August 1, 1985, a step to step pay adjustment of  
5 the employment reclassification Plan A, as prepared by Evaluation  
6 and Research Services and implemented pursuant to Section 9 of  
7 Public Law 18-9.

8 The step to step adjustment shall:

9 1. Ensure that the employees be adjusted to the same  
10 step of the new pay range held prior to their reassignment in



1 August 1, 1985;

2 2. Ensure that all employees whose salaries exceed the  
3 maximum step shall not lose any step, provided, however,  
4 that the adjustment for those employees in the following  
5 positions:

6 GS-12B,

7 GS-13A,

8 GS-13B

9 GS-14A,

10 GS-14B,

11 GS-15A, and

12 GS-15B

13 shall not exceed the maximum step of their pay range; and

14 3. For those positions changed from the General  
15 Schedule to the Wage Schedule or from the Wage Schedule to  
16 the General Schedule, the pay adjustment shall be done in a  
17 manner which would best avoid loss of steps.

18 **Section 2.** The pay level for the Port Authority stevedores  
19 shall be reassigned from WG-6B to WG-7B effective September 1,  
20 1990.

21 **Section 3.** All employees currently employed as casual (part-  
22 time) Stevedores and Equipment Operator II shall be given  
23 permanent appointment status once the employee has satisfactorily  
24 completed his probationary period as promulgated in the Port  
25 Authority Personnel Rules and Regulations.

26 **Section 4.** The Port Authority shall identify personnel who  
27 retired, died, were terminated, transferred, or resigned while

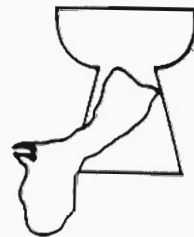
1 working for the Port Authority for the purpose of calculating the  
2 balance due to such employees. Any former employee or survivor  
3 who did not receive payment shall be eligible by filing a claim with  
4 the General Manager within one (1) year from the date of  
5 publication of such notice in a newspaper of general circulation  
6 within the Territory pertaining to this Act.

7       **Section 5.** The Port Authority is hereby authorized to  
8 expend such sums as are necessary to implement the intent of this  
9 Act within ninety (90) days upon enactment.

10       **Section 6.** This Act may be cited as the "Port Authority Pay  
11 Adjustment Plan of 1990."



SENATOR  
**HERMINIA D. DIERKING**  
TWENTIETH GUAM LEGISLATURE



COMMITTEES:

October 27, 1989

CHAIRPERSON  
Rules

MEMORANDUM

VICE-CHAIRPERSON  
Ways & Means  
Energy, Utilities &  
Consumer Protection  
General Governmental  
Operations

TO: Chairperson, Committee on General Governmental  
Operations

FROM: Chairperson, Committee on Rules

SUBJECT: Referral - Bill No. 995.

The above Bill is referred to your Committee. Please note that the referral is subject to ratification by the Committee on Rules at its next meeting.

MEMBER:

This Bill was also referred to the Committee on Tourism & Transportation on October 6, 1989. It is recommended that a joint hearing be coordinated with the Committees involved.

Economic Development

Federal, Foreign &  
Legal Affairs

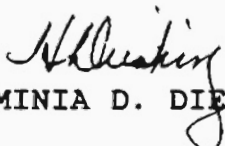
Health, Welfare &  
Ecology

Judiciary & Criminal  
Justice

Education

Tourism & Transportation

Youth, Senior Citizens,  
Cultural Affairs &  
Human Resources

  
HERMINIA D. DIERKING

Enclosure

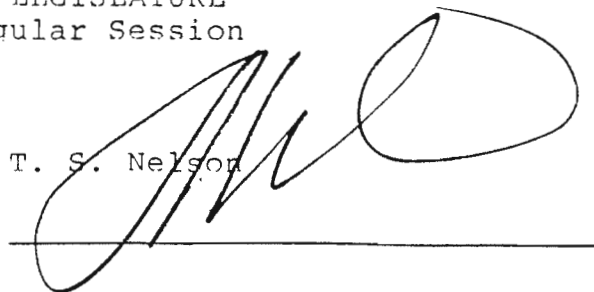
cc: Committee on TOURISM & TRANSPORTATION

TWENTIETH GUAM LEGISLATURE  
1989 (FIRST) Regular Session

Bill No. 995 / 10

Introduced by:

T. S. Nelson



AN ACT TO EFFECTUATE A STEP TO STEP PAY  
ADJUSTMENT OF THE EMPLOYMENT RECLASSIFICATION  
FOR EMPLOYEES OF THE PORT AUTHORITY TO RETRO-  
ACTIVELY TAKE EFFECT ON AUGUST 1, 1985,  
AND TO CITE THE ACT AS THE PORT AUTHORITY  
PAY ADJUSTMENT PLAN OF 1989.

T.S.

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

2 Section 1. The Port Authority of Guam shall effectuate  
3 retroactive to August 1, 1985, a step to step pay adjustment  
4 of the employment reclassification Plan A, as prepared by Evalua-  
5 tion and Research Services and implemented pursuant to Section  
6 9 of Public Law 18-9.

7 The step to step pay adjustment shall:

8 1. Ensure the employees be adjusted to the same  
9 step of the new pay range held prior to their reassignment  
10 in August 1, 1985 reassignment;

11 2. Ensure that all employee whose salaries exceed  
12 the maximum step shall not lose any step, however;

13 3. The adjustment for those employees in the following  
14 positions:

15 GS-12B,

16 GS-13A,

17 GS-13B

18 GS-14A,

19 GS-14B,

20 GS-15A, and

21 GS-15B,

22 shall not exceed the maximum step of their pay range;

1           4. For those positions changed from the General  
2           Schedule to the Wage Schedule or from Wage Schedule to  
3           the General Schedule, the pay adjustments shall be done  
4           in a manner which would best avoid loss of steps.

5           Section 2. The Port Authority of Guam shall identify  
6           personnel who retired, died, were terminated or resigned while  
7           working for the Port Authority for the purpose of calculating  
8           the balance due to such employees. Any former employee or  
9           survivor who does not receive a payment shall be eligible to  
10          receive the payment due him or her by filing a claim for payment  
11          with the General Manager of the Port Authority no later than  
12          September 30, 1990.

13          Section 3. The Port Authority of Guam is hereby authorized  
14          to expend such sums as are necessary to implement the intent  
15          of this Act.

16          Section 4. This Act may be cited or referred to as the  
17          Port Authority Pay Adjustment Plan of 1989.

TESTIMONY ON BILL 995 RELATIVE TO AN ACT TO EFFECTUATE A STEP TO STEP PAY ADJUSTMENT OF THE EMPLOYMENT RECLASSIFICATION FOR EMPLOYEES OF THE PORT AUTHORITY TO RETROACTIVELY TAKE EFFECT ON AUGUST 1, 1985, AND TO CITE THE ACT AS THE PORT AUTHORITY PAY ADJUSTMENT PLAN OF 1989.

Good morning ---- my name is David B. Tydingco, General Manager of the Port Authority of Guam, I am here today to testify in favor of Bill No. 995.

Public Law 13-87, enacted on October 31, 1975, created the Port Authority of Guam as a public agency.

Since its creation and until the passage of Public Law 17-58 on June 22, 1984, the Civil Service Commission had purview over the classification and pay structure for the Authority's classified positions. With the enactment of Public Law 17-58, the PAG Board of Directors has authority to establish and amend the compensation rates and classification plan of its employees, subject to the approval of the Governor. However, before going further, let us review excerpts of the Port's testimony relative to Bill 253, now Public Law 17-58.

"... employees of the Port Authority have maintained high productivity levels, as a standard, which is exceedingly higher than the average for the shipping industry. For this, Port employees ask not only for positive incentives such as recognitions and letters of commendations, but also adequate compensation. Since adequate compensation has always been an

issue and never been given to Port employees, its enactment would certainly be the most progressive action towards paying for their outstanding services.

Port employees in general are aware that the wages they are receiving are substantially less than what other United States marine terminal jurisdictions and the navy civilian workers, which are employed directly across our dock, are currently receiving for the same type of work in terms of complexity, responsibility and skill. For example, Stevedores working for the Port Authority receive a starting salary of \$5.17 per hour, while their Navy civilian counterpart receives a starting salary of \$8.55 per hour. Consequently, Port employees regard the current compensation rates as inadequate or inequitable, which is a cause for low morale. Despite this, Port employees have been able to consistently maintain a high productivity level, due to their sense of dedication to the Port's goal in continuing to bring quality service to its users and to the people of Guam. The passage of Bill 253 would certainly be in the right direction towards the establishment of adequate wages for Port employees and the maintenance of a standard of living that would enable them to associate with their counterparts in private pursuits with dignity and respect.

Port employees have worked very hard to improve the efficiency of the Port operations, which has led to greater revenues for the Port. Because of the efficient operations, attributed to Port workers, the Port has not sought any needed subsidy from the

General Fund of the Government of Guam, such a financial posture makes the Port Authority the exception among agencies of our island government ..."

"The Port in order to remain profitable, must be able to attract, compete and retain workers, particularly those in the blue-collared positions, such a Crane Mechanics and Heavy Equipment Mechanics. Our Crane Mechanics for example have undergone specialized training, both on and off-island, in the maintenance of an estimated 11.8 million dollars worth of equipment. Within the last three years, the Port has lost a total of four crane mechanics directly to the Navy. Exiting Crane Mechanics cited low Port salaries as the primary reason for accepting jobs with the Navy. Continued resignations of such technical and essential personnel because of low wages, is costly both in dollars spent on training and experience gained on the job, and more importantly, the efficient operations of the Port will be jeopardized.

Passage of the bill will enable the management of the Port Authority to bring the compensation of its employees to a level that is competitive to the effective recruitment area, particularly with the Federal Government, in order to maintain salary rates which would permit the Port to compete successfully for employees and retain and motivate them to perform their jobs effectively.

We recognize that in being granted the authority to establish our



own compensation plan we accept the responsibility to assure its prudent and careful implementation. We do not view this responsibility lightly and recognize our obligations extend beyond those to our employees--to the general community as a whole. We would not support this legislation, if we did not believe it stands to ultimately benefit all citizens of Guam as much as it does our employees."

As mandated by Public Law 17-58, on January 7, 1985, the PAG Board of Directors executed a contract with the Evaluation and Research Services to conduct a classification and pay study encompassing comparative analysis of salaries, position specifications and other related variables. As noted in the 1985 Comparative Analysis of the Port Authority of Guam Salary and Wage Rates Report, "the major goal of the study was to develop a salary and wage structure for the Port which would be comparable with that of other cargo shipping activities on Guam, in order to gain a substantially competitive posture for attracting and retaining qualified and productive personnel." The Report recommended four ways of effectuating the recommended salary adjustments.

PLAN A - A Salary Plan which contains salary rates comparable to Navy positions consistent with differences in complexity, responsibility and qualification requirements. For those positions already meeting Navy rates, a minimum salary adjustment of at least 6% is included.

PLAN B - Plan A to be suspended for six months, but a 9% across-the-board increase is to be immediately implemented.

PLAN C - Based on a comparative analysis of such factors as salary, qualification and complexity of benchmark positions, positions such as Stevedores, Cargo Checker, Safety Inspector, Security Guard, Equipment, Winch and Crane Operators are excluded from this Plan for salary increases.

PLAN D - Salaries of only certain positions critical to Port efficiency are to be implemented. Excluded from this Plan for salary increases are all clerical and facility maintenance positions.

The implementation procedure used as extracted from the Report prepared by Evaluation and Research Services was the following:

"Implementation: The Personnel Department should be delegated to do the following:

- a. Evaluate each employee's present proximity to the proposed classification and pay range;
- b. Determine the salary, or wage rate, increase appropriately. The amount of increase should be no less than Step 1 of the recommended pay range; a person whose current salary is

greater than Step 1 shall receive an increase of one increment from his/her current pay rate but must not exceed the maximum step of the proposed pay range.

- c. An employee whose present salary or wage exceeds the maximum rate possible for the position occupied shall be upgraded to the next pay range where his/her salary can be increased by one increment." In essence, the implementation method did not retain the employees' existing step when being reallocated to the new salary schedule. By legislative mandate, the Port Compensation Plan of 1985 was implemented on August 1, 1985 via Public Law 18-09, Section 17. Implementation cost of Plan A was 1.2 million dollars.

Based on concerns raised by employees, the Board of Directors and management, in a memorandum dated October 20, 1987, requested the Chairperson of the Civil Service Commission to have the Commission's staff assist the Authority in its post audit of the PAG Classification and Compensation Plan of 1985.

The post-audit review was made to determine whether the PAG Classification and Pay Plan was comparable or provides commensurate salary rates with the pay schedules of comparable positions in the federal government, particularly for positions with the neighboring Ship Repair Facility, Freight Terminal, Department of Naval Supply Depot and other naval activities in Guam.

The objectives included the following:

1. to review and determine whether positions are classified correctly based on the Port's published class standards;
2. to review federal position classifications and job grading standards and determine the comparable pay grade level for each of the established classes of positions used by the Port Authority.
3. to determine from the PAG pay schedules the pay range that matches the federal salary rates for each of the PAG classes of positions.

Their findings are included in a two part report titled "Civil Service Commission Post Audit Review," transmitted to the Port Authority on August 8, 1988. Of the 131 positions audited, the Review found sixty-three (63) positions to be properly classified. Sixty-eight (68) were identified to be either downgraded or upgraded. The Review further recommended that our salary schedules be adjusted to reflect a 5% across-the-board increase on the GS salary schedule and the WG schedule to be adjusted to reflect 6% increase across-the-board. The recommended pay adjustments as well as the across-the-board increases were approved by the Board of Directors during their August 10, 1988 meeting and transmitted to the Governor for approval. These upward salary adjustments went into effect on

October 1, 1988.

On January 16, 1989, Public Law 19-52 was enacted into law. Section 16 of this law states in part "The Civil Service Commission shall evaluate each position in all departments funded by the General Fund ... and in all autonomous agencies, for which an increase in salary did not occur as a result of implementation of the Classification and Pay Maintenance Review Task Force Phase I Report dated November 7, 1985. All such evaluations shall be completed no later than sixty days after the effective date of this Act. The ... shall adopt equivalent salaries to the Option I schedule for their positions if the Option I equivalent is greater than an existing salary. Each position's new salary or existing salary shall be effective retroactively to October 1, 1987."

Consistent with law, Port employees are now paid equal to our above Option 1 levels. Those positions found to be below the Option 1 level as evaluated by the Civil Service Commission as well as the 5% or 6% across-the-board were paid retroactively to August 24, 1986.

Bill 995 if enacted into law, will mandate the Port to implement step to step adjustments to our employees retroactive to August 1, 1985. The analysis conducted estimate that it will cost the Port approximately 3.0 million to implement these adjustments.

Let us again reiterate our statement made in respect to Public Law 17-58.

We recognize that in being granted the authority to establish our own compensation plan we accept the responsibility to assure its prudent and careful implementation. We do not view this responsibility lightly and recognize our obligations extend beyond those to our employees--to the general community as a whole. We would not support this legislation, if we did not believe it stands to ultimately benefit all citizens of Guam as much as it does our employees."

However, we have developed a Five Year a Capital Improvement Projects and Equipment Acquisition Plan. All the attention given in the media this past week on the problems we have had with equipment breaking down and our ability to issue cargo is being addressed by this \$50 Million dollar Five Year Plan. Over the last three years, we have purchased over \$4 million dollars in new equipment and have initiated or completed construction works to address our operational needs to the tune of approximately \$20 million. This work must continue if we are to adequately address the demands of our economy.

Today, all generated and projected revenues have been earmarked for the next five years. So the critical issue that must be addressed is the funding aspect. If enacted into law, Bill 995 may make it necessary to (1) increase tariff rates, (2) suspend capital improvement projects and equipment acquisitions, such as

the purchase of a new gantry, (3) request subsidy from the General Fund which we have always pride ourselves of not doing.

In conclusion, the Board of Directors and Management of the Port supports the intent of Bill No. 995 as it serves to correct inequities brought about in the 1985 compensation plan. We look to legislative guidance on how we can address this matter properly and adequately for the benefit of Port employees and the benefit of the people we serve.

*Handwritten signature*

January 31, 1990

Mr. Ted S. Nelson  
Chairman, Committee on General Governmental Operations  
20th Guam Legislature  
Agana, Guam 96910

Hafa Adai Mr. Chairman and Members of the Committee:

My name is Henry C. Flores. I am currently employed with the Port Authority of Guam as a Winch Operator. My testimony today is in support of Bill 995 relative to restoring the seniority lost by the employees as a result of the 1985 Compensation Plan.

At this time, I would like to present to the Committee a request from the employees asking your support in passing this Bill out of your committee and soliciting your colleagues in supporting this Bill.

As you are aware, the Port Authority has the authority to establish and amend the employee's compensation plan subject to the Governor's approval. When the compensation plan was implemented back in 1985, the methods used was a partial recognition of seniority to those positions held by 2 or more employees. Other positions held by only 1 employee were given Step 1 of the pay range and/or 6 percent increase if their salaries exceeded the maximum rate of Step 1.

In 1986 and 1987, Options 2 and 1 were implemented by the Government of Guam. The method used was a step-to-step pay adjustment. The Government of Guam employees did not lose their seniority when they were given pay adjustments.



Page 2

Management has told us that the compensation plan was used as a basis for establishing rates for Option 1. It was noted that employees have benefitted from Option 1 since 1985 and the retro-active payments and pay adjustments which other employees of the Government of Guam are receiving are simply to provide them with appropriate salaries which Port employees have received since 1985. THIS IS NOT QUITE TRUE.

Yes, the Port and Government of Guam compensation plans are essential the same in terms of positions and salaries. However, some or more of the employees are actually receiving salaries less than their counterparts working for the Government of Guam. This is a case of inequitable pay treatment.

This again is because the Port and Government of Guam chose radically different methods in implementing their compensation plans. Because the Port's selection in applying this method has resulted in the loss of up to 9 or more pay ranges for 99 percent of its employees in August 1985. I have attached examples to this testimony to illustrate the salary differences between the Government of Guam and the Port.

When management first became aware of the pay inequities, they promised the matter would be solved. But when they saw how much it will cost, they quietly reversed its decision and informed the employees the Agency would be headed for a financial disaster. The Board of Directors then approved a 5 and 6 percent salary increase and implemented the post-audit recommendations conducted by the Civil Service Commission in 1988 at the same time. The biggest beneficiaries of this pay increase were some of the higher paid

administrative employees.

A majority of us employees appreciated the gesture, but we are aware that this action failed to remedy the pay range step inequities. But it was like using a pail of water to save a burning barn and failed to resolve the real issue.

We have lost all faith in this compensation plan since we see it as only benefitting certain employees.

We have earned a reputation and been recognized for the hard-work and dedication throughout the years and can safely say that we are a major factor in the Port's financial success. In the last 5 years, the Port has earned more than 15 million dollars. This money is being used for projects which the community will enjoy, such as Agat and Agana marinas, boat launching ramps, etc.

Whenever a new administration comes in, management leaves, but the employees continue to perform their work despite the instability of management's demands and opposing philosophies. The success is attributed to a well-motivated workforce. Shouldn't we be a priority in obtaining pay rates equal to other Government of Guam workers.

The Port has a lot of money for other concerns but appears to have no money when it comes to its employees. Shouldn't we enjoy some of the Agency's financial success.

The current tariff rates have not changed since 1984. If management fails to take measures to ensure maintenance or reasonable rates, why is it that we must suffer! Why should we pay for their mistakes? Isn't management obligated to perform their jobs too.

WE ARE <sup>NOT</sup> ASKING FOR PAY RAISES OR HANDOUTS, BUT RATHER WHAT WE ARE ENTITLED TO. We have a lot of pride and been directing our frustrations within and hidden from others. We now going to you as Senators for help because we feel we have no other place to express our hurt. We hope and believe that you can help solve it and place it to rest once and for all.

You as long-time public servants know how it feels to work hard for each salary increment. We believe you can feel how we are now feeling when the seniority was taken away. It is like someone taking away your house after you spent so many years in building it.

I would like to reiterate that we are not asking for retroactive pay increases but the restoration of our seniority which we are entitled to in the first place. We believe a resonable solution is to restore our pay range steps to the point of where they should have been in the first place.

Again, Mr. Chairman and members of this committee, this is not a question of money. This is a question of dignity, equality and respect for the senior employees at the Port. We are not asking not to forsake us, but to help us since we are totally helpless in resolving this matter in-house.

We, the employees are most grateful for your assistance.  
Thank you.

HENRY C. FLORES

1985 Compensation

|  | Prior to 1985<br>Plan | Option 1 | Port 5/6<br>% | Current Salary |
|--|-----------------------|----------|---------------|----------------|
|--|-----------------------|----------|---------------|----------------|

Security Officer with  
15 years of service

|                           |                                  |                |         |         |
|---------------------------|----------------------------------|----------------|---------|---------|
| Government of Guam<br>PAG | PR13-X \$12974<br>PR13-X \$12974 | GS4A-5 \$13749 |         |         |
|                           |                                  | R20-X \$16097  | \$14851 | \$14851 |

Accounting Technician  
with 10 years service

|                           |                                |                |         |                    |
|---------------------------|--------------------------------|----------------|---------|--------------------|
| Government of Guam<br>PAG | R20-9 \$14769<br>R20-9 \$14769 | GS6A-2 \$15683 |         |                    |
|                           |                                | R28-9 \$19217  | \$16467 | \$19217<br>\$16467 |

Equipment Operator  
with 15 years of  
service

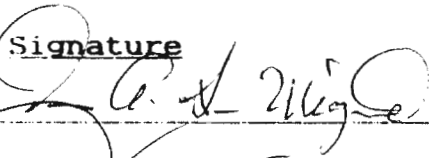
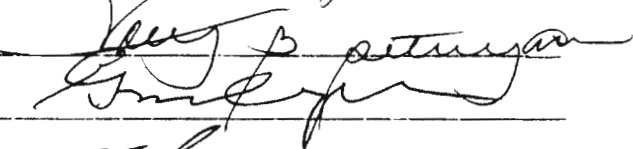
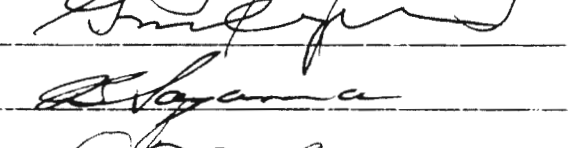
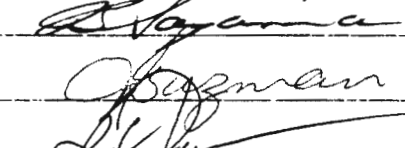
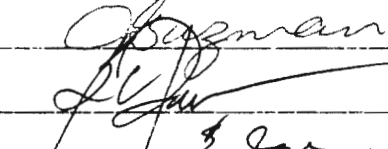
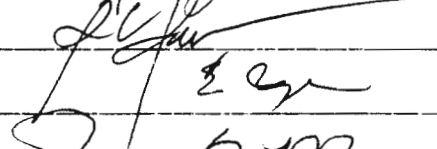
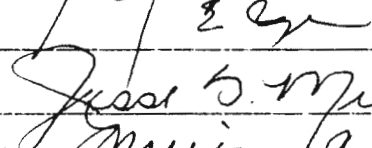
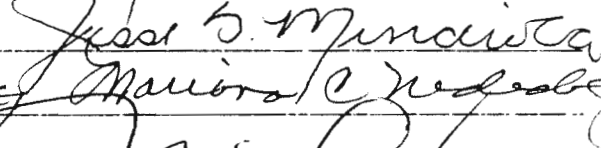
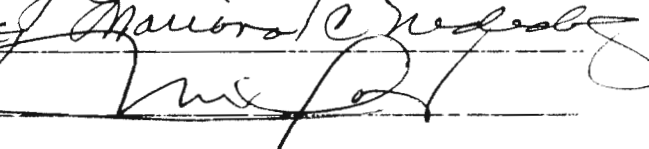
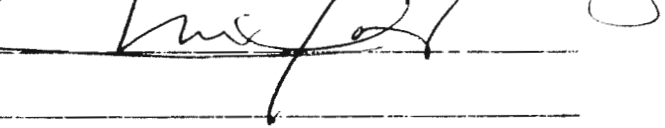
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|---------------------------|--------------------------------|----------------|---------|---------|
| Government of Guam<br>PAG | W14-X \$14378<br>W14-X \$14378 | WG7B-1 \$18325 |         |         |
|                           |                                | W27-X \$21817  | \$19425 | \$19425 |

January 31, 1990

The Honorable Ted S. Nelson  
Chairman, General Governmental Operations  
20th Guam Legislature  
Agana, Guam 96910

Hafa Adai Mr. Chairman and Committee Members:

We, the employees of the Port Authority of Guam respectfully request your support in approving Bill 995 relative to restoring the seniority lost when the Port's Compensation Plan was implemented in 1985.

| Name                   | Signature  |
|------------------------|--|
| JUAN A. SAN MIGUEL     |    |
| JOEY B. RETUYAN        |   |
| Gregorio M. Concepcion |  |
| JUAN B. SAYAMA         |  |
| Joseph T. Guzman       |  |
| Barbara C. Lages       |  |
| Erich T. Eye           |  |
| Gerson S. Mendicino    |  |
| MARIANO C. NEDEROG     |  |
| NARS N. NONE           |  |

January 31, 1990

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Agana, Guam 96910

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| <u>Name</u>         | <u>Signature</u>       |
|---------------------|------------------------|
| <i>Alma Salbida</i> | ALMA SALBIDA           |
| JUAN B. PINEDA      | Juan B. Pineda         |
| LILLIAN R. AGUON    | Lillian R. Aguon       |
| LOURDES S. REYES    | Louder S. Reyes        |
| Eleanor J. Tuncap   | Eleanor J. Tuncap      |
| FANDY S CASTRO      | Fandy S. Castro        |
| HENRY C. FLORES     | Henry C. Flores        |
| Joseph B. Cruz      | Joseph B. Cruz         |
| EDWARD S. FEJERAN   | Edward S. Fejeran      |
| WILLIAM R. CHACO    | William R. Chaco       |
| BEN J. QUINTANILLA  | Vicente J. Quintanilla |
| DAVID R. REYES      | David R. Reyes         |
| Jose C Mendiolza    | Jose C Mendiolza       |
| JOSEPH C. WESLEY    | Joseph C. Wesley       |

January 31, 1990

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Chairman, General Governmental Operations  
20th Guam Legislature  
Agana, Guam 96910

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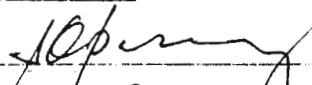

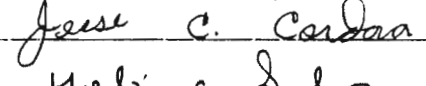
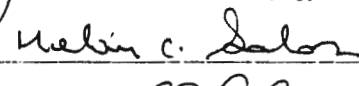
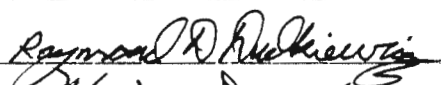
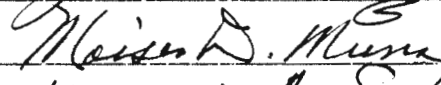
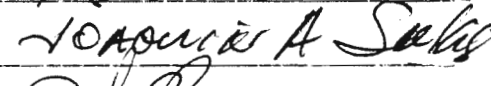
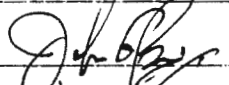
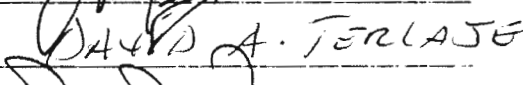
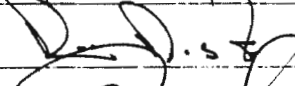
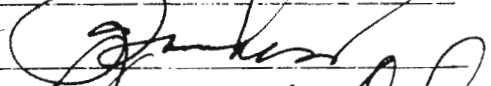
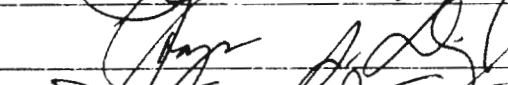
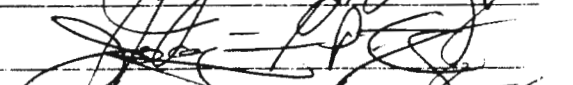
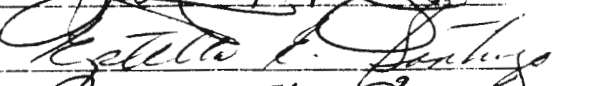
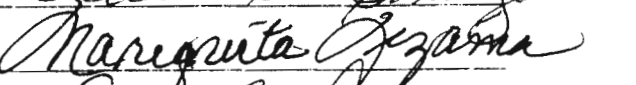
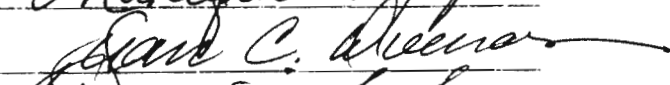
| <u>Name</u>                   | <u>Signature</u>         |
|-------------------------------|--------------------------|
| (1) ERNEST R. QUINTANILLA     | Ernest R. Quintanilla    |
| (2) Benigno M. Tenorio        | Benigno M. Tenorio       |
| (3) Enrique M. Santos         | Enrique M. Santos        |
| (4) George R. Quintanilla     | George R. Quintanilla    |
| (5) ALBERT B. SANTOS          | Albert B. Santos         |
| (6) JOAQUIN T. NEDEROG        | Joaquin T. Nederog       |
| (7) EDWARD J. BERSAMIN        | Edward J. Bersamin       |
| (8) Joseph Reyes              | Joseph Reyes             |
| (9) Jose D. Quilichay         | Jose D. Quilichay        |
| (10) Jorge D. PECINA Sr.      | Jorge D. Pecina Sr.      |
| (11) ENRIQUE J. AGUERO        | Enrique J. Aguero        |
| (12) RAYMOND N. BIC           | Raymond N. Bic           |
| (13) FERDINAND R. QUINTANILLA | Ferdinand R. Quintanilla |
| (14) Michael P. Topasna ←     | MICHAEL P. TOPASNA       |
| (15) GEORGE R. MORITA →       | George R. Morita         |
| (16) Mark R. Paredo           | Mark R. Paredo           |
| (17) Miguel V. Quintanilla    | Miguel V. Quintanilla    |

January 31, 1990

The Honorable Ted S. Nelson  
Chairman, General Governmental Operations  
20th Guam Legislature  
Agana, Guam 96910

Hafa Adai Mr. Chairman and Committee Members:

We, the employees of the Port Authority of Guam respectfully request your support in approving Bill 995 relative to restoring the seniority lost when the Port's Compensation Plan was implemented in 1985.

| <u>Name</u>           | <u>Signature</u>   |
|-----------------------|--|
| AUGUST Q. PEREZ       |    |
| DAVID P. NAPUTI       |   |
| JESSE C. CORDOVA      |  |
| MELVIN C. SALAS       |  |
| RAYMOND D. DUDKIEWICZ |  |
| Melvin D. Muna        |  |
| Joaquin A. Salas      |  |
| David A. Terlaje      |  |
| Victor U. Castro      |  |
| Guyano Sanchez        |  |
| Josefa S. DIAZ        |  |
| JOAQUIN P. CRUZ       |  |
| ESTELLA E. SANTIAGO   |  |
| Margarita Jzama       |  |
| JUAN C. ODENAS        |  |
| FRANKIE Q. CRUZ       |  |



January 31, 1990

The Honorable Ted S. Nelson  
Chairman, General Governmental Operations  
20th Guam Legislature  
Aqana, Guam 96910

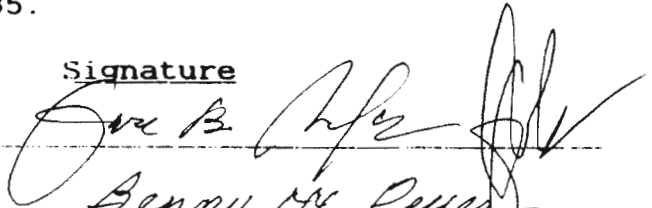
Hafa Adai Mr. Chairman and Committee Members:

We, the employees of the Port Authority of Guam respectfully request your support in approving Bill 995 relative to restoring the seniority lost when the Port's Compensation Plan was implemented in 1985.

Name

Signature

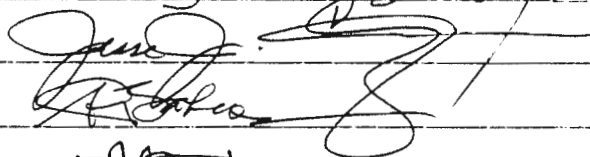
JOSE B. FALAS



BENNY M. REYES

Benny M. Reyes

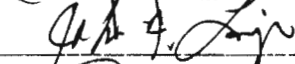
LESSIE V. CRUZ



JOSE P. FALAS



ERLIE D. OPIVA



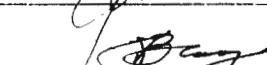
JOHN A. LUWAN

John A. Luwan

JOHNNY B. SERINED

Johnny B. Serined

TIMOTEO G. GALANDE



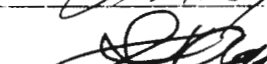
JULIE BORIK



JOSE B. LUWAN



FRANK M. REYES



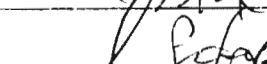
JOSE T. AGUIQUI




ROBERT N. WESTER



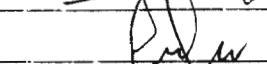
JESUS M. REYES



SEBASTIAN S. CARPULLIDO



GERONIMO T. LORENZO



PEDRO G. VILVA





# MERIT

Government of Guam



**CSC No. 90-077**

The Honorable Ted S. Nelson  
Chairperson, Committee on General  
Governmental Operations  
Twentieth Guam Legislature  
Agana, Guam 96910

**RE: Bill 955 - An Act to effectuate a Step-to-Step Pay Adjustment of the Employment Reclassification for Employees of the Port Authority to retroactively take effect on August 1, 1985, and to cite the act as the Port Authority Pay Adjustment Plan of 1989.**

Dear Senator Nelson & Members of the Committee:

The Civil Service Commission fully supports the intent of Bill 995 to provide a Step-to-Step Pay Adjustment of the employment reclassification Plan A retroactively to August 1, 1985, as prepared by Evaluation and Research Services and implemented pursuant to Section 9 of Public Law 18-9.

The Civil Service Commission's post audit review of the Port Authority of Guam dated August 8, 1989, Findings and Recommendations, Part 1 of II, noted the general concerns of Port Authority of Guam employees for their loss of seniority and/or meritorious step increases upon the implementation of the 1985 Plan "A" recommendations.

The method of implementation utilized by the Port in August 1985 was a set of procedures which resulted in the loss of steps to 224 employees of the Port. Comparatively, Government of Guam, Options 1 and 2 were implemented government-wide on a step-to-step pay basis retroactively back to August 24, 1986 and not a single employee under the Commission's jurisdiction lost a single salary incremental step.

Senator Ted S. Nelson

Page 2

Furthermore, the intent of the bill is consistent with Civil Service Commission Policies and Procedures on Pay Range Reassignments, which provides that, when a pay range for any class is reassigned to a higher salary range and there is no change in the position classification, the employee in the class shall be compensated at the same step of the new pay range as he/she was in the pay range held prior to the reassignment.

This Bill will serve to provide some consistency in handling pay adjustments between the Port Authority of Guam Classification and Pay Plan and Government of Guam Option 1 and 2 Plan.

Sincerely,

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

FELIX P. CAMACHO  
Executive Director

**CIVIL SERVICE COMMISSION  
STAFF REPORT**

Prepared by:

Maria C.R. Sudo and Danny Leon Guerrero  
Personnel Management Analyst III

September 8, 1989

**I. REQUEST:**

In a memorandum dated February 13, 1988, the Port Authority of Guam (PAG) General Manager requested the Civil Service Commission to evaluate the Port's Compensation Plan to determine if the Option I salaries are greater than Port's existing salaries pursuant to P.L. 19-52.

**II. AUTHORITY:**

Section 16 of P.L. 19-52 provides:

"The Civil Service Commission shall evaluate each position in all departments funded by the General Fund, including but not limited to the Commissioners' Council, the various municipal Commissioners' offices, the General Services Administration of the Department of Administration, the Office of the Governor, and Government House, and in all autonomous agencies, for which an increase in salary did not occur as a result of implementation of the Classification and Pay Maintenance Review Task Force Phase I Report dated November 7, 1985. All such evaluations shall be completed no later than sixty days after the effective date of this Act. The Guam Economic Development Authority, the Guam Housing and Urban Renewal Authority, the Guam Power Authority, the University of Guam, and the Port Authority of Guam and all other autonomous agencies or instrumentalities of the government of Guam shall adopt equivalent salaries to the Option I schedule for their positions if the Option I equivalent is greater than an existing salary. Each position's new salary or existing salary shall be effective retroactively to October 1, 1987."

**III. PURPOSE:**

The review was made to identify the positions in the PAG Classification and Pay Plan that are paid less than comparable positions of Option 1, Government of Guam Pay Plan and formulate recommendations to the Port in order to fulfill the requirements of Section 16 of Public Law 19-52.

**IV. SCOPE OF REVIEW:**

The Port's 134 classified job classes were reviewed and benchmarked against established classes of positions for classified positions under the Classification and Compensation Plan administered by the Commission.

Positions were benchmarked based on work complexity, responsibility, and requirements; and the corresponding pay rates were compared. (See pages A6-16) The salary comparisons included only minimum and maximum salary rates in effect as of October 1, 1987, to the present

**V. FINDINGS:**

Of the Port's 134 established classes of positions, 23 classes of positions have lower salary rates at the minimum and/or maximum step than the Option 1 salary rates for the same or comparable classes of positions. The following is a listing of the classes of positions that require salary adjustments to provide at the least equal pay to the Option 1 pay rates.

Adjustments Mandated Pursuant to P.L. 19-52:

| POSITION TITLE  | OPTION I RATES |        | PAG RATES |        | HIGHER RATE DIFFERENCE |       |
|---|----------------|--------|-----------|--------|------------------------|-------|
|   | MIN            | MAX    | MIN       | MAX    | MIN                    | MAX   |
| 1. Clerk Typist I   | 11,353         | 13,705 | 10,985    | 13,824 | 368                    | N/A   |
| 2. Clerk Typist II  | 12,481         | 15,557 | 11,990    | 15,594 | 491                    | N/A   |
| 3. Payroll Clerk I  | 12,009         | 14,797 | 11,990    | 15,594 | 19                     | N/A   |
| 4. Tool Clerk   | 13,705         | 15,187 | 13,454    | 17,494 | 251                    | N/A   |
| 5. Tariff Technician                                      | 16,097         | 21,167 | 15,070    | 19,591 | 1,027                  | 1,576 |
| 6. Cargo Checker Leader                                   | 21,167         | 24,157 | 20,284    | 23,657 | 883                    | 500   |
| 7. Supply Management Administrator<br>(Effective 4/11/89) | 28,057         | 37,594 | 27,606    | 35,883 | 451                    | 1,711 |
| 8. Accountant II  | 26,497         | 34,994 | 22,823    | 29,658 | 3,674                  | 5,336 |

A-2

Cont'd.  
 Staff Report  
 RE: Port Authority Positions Evaluation  
 Page 3

| <u>POSITION TITLE</u>  | <u>OPTION I RATES</u> |                  | <u>PAG RATES</u> |                  | <u>HIGHER RATE DIFFERENCE</u> |                |
|--|-----------------------|------------------|------------------|------------------|-------------------------------|----------------|
|  | <u>MIN</u>            | <u>MAX</u>       | <u>MIN</u>       | <u>MAX</u>       | <u>MIN</u>                    | <u>MAX</u>     |
| 9. Accountant III  | 28,837                | 38,967           | 27,606           | 35,883           | 1,231                         | 3,084          |
| 10. Budget Analyst<br>(Effective 9/30/88)                              | 23,377                | 30,397           | 22,823           | 29,658           | 554                           | 739            |
| 11. Computer Operator<br>Specialist                                    | 21,817                | 28,837           | 20,661           | 26,863           | 1,156                         | 1,974          |
| 12. Personnel Assistant  | 14,017                | 18,177           | 13,454           | 17,494           | 563                           | 683            |
| 13. Public Information<br>Officer                                      | 24,937                | 32,602           | 20,661           | 26,863           | 4,276                         | 5,739          |
| 14. Safety Technician II   | 17,137                | 22,597           | 16,795           | 21,818           | 342                           | 779            |
| 15. Planner-Work Coordinator<br>(Facility Maintenance)                 | 27,277                | 30,397           | 25,906           | 30,233           | 1,371                         | 164            |
| 16. Capital Improvement<br>Projects Coordinator<br>(Effective 8/29/89) | 28,057<br>30,397      | 37,594<br>41,161 | 27,606<br>27,606 | 35,883<br>35,883 | 451<br>2,791                  | 1,711<br>5,278 |
| 17. Port Chief Engineer<br>(Effective 8/29/89)                         | 34,994                | 45,613           | 39,356           | 44,598           | N/A                           | 1,015          |
| 18. Marine Traffic<br>Controller                                       | 24,157                | 31,479           | 20,661           | 26,863           | 3,496                         | 4,616          |
| 19. Marina Manager   | 21,167                | 28,057           | 18,651           | 24,242           | 2,516                         | 3,815          |
| 20. Equipment Maintenance<br>Superintendent                            | 29,617                | 40,381           | 33,403           | 38,887           | N/A                           | 1,494          |
| 21. Building Maintenance<br>Leader                                     | 15,577                | 17,657           | 16,360           | 19,094           | 783                           | 1,437          |
| 22. Tool Mechanic  | 18,177                | 20,517           | 17,661           | 20,593           | 516                           | N/A            |
| 23. Rigger Leader  | 22,597                | 25,717           | 22,047           | 25,708           | 550                           | 9              |

Because the PAG pay schedules (GS/WG) are different from the pay range/wage schedules, the Option I salary differences may reflect a higher Option I salary rate at the minimum or maximum step only or at both steps. Of the 23 classes of positions that require adjustments to the PAG rates, two (2) classes of positions do not require adjustments at the minimum step, five (5) do not require adjustments at the maximum step, and sixteen (16) require adjustments at both the minimum and maximum steps. Any adjustment to the Port's salary schedules would therefore result in the PAG having higher salary rates than the Option I salary range. Any reassignment of the GS/WG salary level will also create inequitable pay relationships between the PAG compensation plan and the local federal compensation plan.

**VI. RECOMMENDATIONS:**

Because the PAG Compensation Schedule does not conform to the pay range schedule, the staff proposes the following alternative recommendations for the Port's consideration in complying with the statute or mandate to provide equal salaries to the Option 1 salary schedule lower than Option 1 pay range.

1. For those Port positions found to be paid at a substantially less rate (\$1,000 plus), recommend that the pay range be reassigned upward to a level where there is pay parity. And for those Port positions found to be paid less, but the differences are marginal (less than \$1,000), recommend that the positions remain in their corresponding pay ranges but that the steps of the incumbents impacted be adjusted upwards to achieve pay parity.

**IMPACT:**

The reassignment of the GS/WG level will distort the pay relationships between the PAG jobs and the comparable federal jobs.

2. That the 23 affected Port classes of positions be placed into the Government of Guam Pay Range/Wage Schedule as benchmarked by the Civil Service Commission until such time that the Port's salary schedule becomes equal or greater than the rates provided in the pay range/wage schedules.

**IMPACT:**

This recommendation will not have any adverse impact to the pay relationships between the PAG compensation plan and the local federal compensation plan. However, the PAG will be operating under two different pay plans; nonetheless, it appears to be the procedure that best fits the spirit and intent of Public Law 19-52, without distorting the established PAG benchmarking for pay comparability with the federal classification and compensation plan.

3. That the employees occupying positions in the job classes identified be moved up in steps or pay ranges to meet the pay rates comparable under Option I, Government of Guam Pay Range/Wage Schedule, without reassigning the assigned pay levels. New hires shall be hired at the step in the pay level that provides equal or greater pay than the minimum salary step in Option 1.

**IMPACT:**

This recommendation will not distort the established GS/WG assignment for PAG jobs. However, incumbents at Step 5 and above may have to be placed beyond the maximum step in complying with the mandate of the law to provide for not less than the Option I salary rate. The implementation requires a review of each individual incumbent's salary and step against the assigned pay range/wage level to determine the salary and step adjustment needed.



| ITEM NO. | PORT AUTHORITY PAY PLAN EFF. 10/1/87 |                     | OPTION 1 COMPARISON                  |                    | CSC - PORT DIFFERENCE |        | RECOMMENDATION |
|----------|--------------------------------------|---------------------|--------------------------------------|--------------------|-----------------------|--------|----------------|
|          | POSITION TITLE                       | RANGE               | POSITION TITLE                       | RANGE              | MIN.                  | MAX.   |                |
| 1.       | Clerk I                              | GS02B 10,985-13,824 | Clerk I                              | R-10 10,433-12,245 | -522                  | -1,579 | Status quo     |
| 2.       | Clerk II                             | GS03B 11,990-15,594 | Clerk II                             | R-15 11,353-13,705 | -637                  | -1,889 | Status quo     |
| 3.       | Clerk III                            | GS04B 13,454-17,494 | Clerk III                            | R-20 12,481-15,577 | -973                  | -1,917 | Status quo     |
| 4.       | Clerk Typist I                       | GS02B 10,985-13,824 | Clerk Typist I                       | R-15 11,353-13,705 | +368                  | -119   | Adjustment     |
| 5.       | Clerk Typist II                      | GS03B 11,990-15,594 | Clerk Typist II                      | R-20 12,481-15,577 | +491                  | -17    | Adjustment     |
| 6.       | Clerk Typist III                     | GS04B 13,454-17,494 | Clerk Typist III                     | R-23 13,393-17,137 | -61                   | -418   | Status quo     |
| 7.       | Tool Clerk                           | GS04B 13,454-17,494 | Tool Clerk                           | W-16 13,705-15,187 | +251                  | -2,307 | Adjustment     |
| 8.       | Claims Clerk                         | GS05B 15,070-19,591 | Clerk III                            | R-20 12,481-15,577 | -2,589                | -4,014 | Status quo     |
| 9.       | Mobile Equipment Dispatcher          | GS03B 11,990-15,594 | Dispatcher                           | R-15 11,353-13,705 | -637                  | -1,889 | Status quo     |
| 10.      | Clerk Supervisor                     | GS05B 15,070-19,591 | Clerk Supervisor II                  | R-26 14,407-18,697 | -663                  | -894   | Status quo     |
| 11.      | Clerical Services Supervisor         | GS06B 16,795-21,818 | Word Processing Secretary II         | R-29 15,577-20,517 | -1,218                | -1,301 | Status quo     |
| 12.      | Payroll Clerk I                      | GS03B 11,990-15,594 | Payroll Clerk I                      | R-18 12,009-14,797 | +19                   | -797   | Adjustment     |
| 13.      | Payroll Clerk II                     | GS05B 15,070-19,591 | Payroll Clerk II                     | R-22 13,081-16,617 | -2,786                | -2,974 | Status quo     |
| 14.      | Payroll Supervisor                   | GS08B 20,661-26,863 | Payroll Supervisor                   | R-37 19,867-26,497 | -794                  | -366   | Status quo     |
| 15.      | Administrative Assistant             | GS05B 15,070-19,591 | *Administrative Aide                 | R-23 13,393-17,137 | -1,677                | -2,454 | Status quo     |
| 16.      | Tariff Technician                    | GS05B 15,070-19,591 | Customer Services Representative     | R-30 16,097-21,167 | +1,027                | +1,576 | Adjustment     |
| 17.      | Tariff Supervisor                    | GS08B 20,661-26,863 | Customer Services Supervisor         | R-34 18,177-24,157 | -2,484                | -2,706 | Status quo     |
| 18.      | Property Control Officer             | GS09B 22,823-29,658 | Hospital Property Management Officer | R-34 18,177-24,157 | -4,646                | -5,501 | Status quo     |

\*Based on the position in the class rather than the class standard

| ITEM NO. | PORT AUTHORITY PAY PLAN EFF. 10/1/87 |       |               | OPTION 1 COMPARISON                  |       |               | CSC - PORT DIFFERENCE |         | RECOMMENDATION |
|----------|--------------------------------------|-------|---------------|--------------------------------------|-------|---------------|-----------------------|---------|----------------|
|          | POSITION TITLE                       | RANGE | SALARY        | POSITION TITLE                       | RANGE | SALARY        | MIN.                  | MAX.    |                |
| 19.      | Cargo Checker                        | WG06B | 18,543-21,629 | Equipment Operation Series           | W-23  | 16,617-18,697 | -1,926                | -2,932  | Status quo     |
| 20.      | Cargo Checker Leader                 | WG08B | 20,284-23,657 | Equipment Operation Series           | W-31  | 21,167-24,157 | +883                  | +500    | Adjustment     |
| 21.      | Cargo Checker Supervisor             | WG14A | 25,047-29,214 | Equipment Operation Series           | W-33  | 22,597-25,717 | -2,450                | -3,497  | Status quo     |
| 22.      | Buyer I                              | GS05B | 15,070-19,591 | Buyer I                              | R-25  | 14,017-18,177 | -1,053                | -1,414  | Status quo     |
| 23.      | Buyer II                             | GS07B | 18,651-24,242 | Buyer II                             | R-30  | 16,087-21,167 | -2,564                | -3,075  | Status quo     |
| 24.      | Buyer Supervisor                     | GS09B | 22,823-29,658 | Buyer Supervisor I                   | R-34  | 18,177-24,157 | -4,646                | -5,501  | Status quo     |
| 25.      | Supply Technician I                  | WG03B | 15,919-18,565 | Storekeeper I                        | R-19  | 12,245-15,187 | -3,674                | -3,378  | Status quo     |
| 26.      | Supply Technician II                 | WG04B | 16,801-19,600 | Storekeeper II                       | R-22  | 13,081-16,617 | -3,720                | -2,983  | Status quo     |
| 27.      | Supply Supervisor                    | GS07B | 18,651-24,242 | Supply Supervisor                    | R-29  | 15,577-20,517 | -3,074                | -3,725  | Status quo     |
| 28.      | Supply Management Administrator      | GS11B | 27,606-35,883 | Supply Management Administrator (AA) | R-44  | 24,937-32,602 | -2,669                | -3,281  | Status quo     |
|          |                                      |       |               | ****R-48                             |       | 28,057-37,594 | +451                  | +1,711  | Adjustment     |
| 29.      | Records Management Administrator     | GS11B | 27,606-35,883 | Records Management Officer           | R-35  | 18,697-24,937 | -8,909                | -10,946 | Status quo     |
| 30.      | Accounting Technician I              | GS04B | 13,454-17,494 | Accounting Technician I              | R-23  | 13,393-17,137 | -61                   | -357    | Status quo     |
| 31.      | Accounting Technician II             | GS06B | 16,795-21,818 | Accounting Technician II             | R-28  | 15,187-19,867 | -1,608                | -1,951  | Status quo     |
| 32.      | Accounting Technician Supervisor     | GS08B | 20,661-26,863 | Accounting Technician Supervisor     | R-35  | 18,697-24,937 | -1,964                | -1,926  | Status quo     |

\*\*CSC amended rates pending legislation

\*\*\*CSC approved pay range reassignment on August 22, 1989

\*\*\*\*CSC approved pay range reassignment on April 11, 1989

| ITEM NO. | POST AUTHORITY PAY PLAN EFF. 10/1/87 |                     | OPTION 1 COMPARISON   |                      | CSC - PORT DIFFERENCE |        | RECOMMENDATION |
|----------|--------------------------------------|---------------------|---|----------------------|-----------------------|--------|----------------|
|          | POSITION TITLE                       | RANGE               | POSITION TITLE  | RANGE                | MIN.                  | MAX.   |                |
| 31.      | Accountant I                         | GS07B 18,651-24,242 | Accountant I  | R-34 18,177-24,157   | -474                  | -85    | Status quo     |
| 34.      | Accountant II                        | GS09B 22,823-29,658 | Accountant II   | R-46 26,497-34,994   | +3,674                | +5,336 | Adjustment     |
| 35.      | Accountant III                       | GS11B 27,606-35,883 | Accountant III  | R-49 28,837-38,967   | +1,231                | +3,084 | Adjustment     |
| 36.      | Financial Affairs Controller         | GS14A 42,938-48,659 | Financial Affairs Administrator<br>***Chief of Administration | R-51 30,397-41,161** | -12,541               | -7,498 | Status quo     |
| 37.      | Budget Analyst                       | GS09B 22,823-29,658 | Budget & Management Analyst II<br>****R-42                    | R-53 32,602-43,325** | -10,336               | -5,334 | Status quo     |
| 38.      | Computer Programmer I                | GS05B 15,070-19,591 | Computer Programmer I   | R-27 14,797-19,217   | -273                  | -374   | Status quo     |
| 39.      | Computer Programmer II               | GS07B 18,651-24,242 | Computer Programmer II  | R-31 16,617-21,817   | -2,034                | -2,425 | Status quo     |
| 40.      | Computer Programmer III              | GS09B 22,823-29,658 | Computer Programmer III                                       | R-35 18,697-24,937   | -4,126                | -4,721 | Status quo     |
| 41.      | Computer Operator                    | GS05B 15,070-19,591 | Computer Operator I   | R-24 13,705-17,657   | -1,365                | -1,934 | Status quo     |
| 42.      | Data Production Coordinator          | GS05B 15,070-19,591 | Data Control Clerk II   | R-26 14,407-18,697   | -663                  | -894   | Status quo     |
| 43.      | Computer Operator Specialist         | GS08B 20,661-26,863 | Computer Operator Supervisor                                  | R-40 21,817-28,837   | +1,156                | +1,974 | Adjustment     |
| 44.      | Programmer Analyst                   | GS11B 27,606-35,883 | Computer Systems Analyst II                                   | R-46 26,497-34,994   | -1,109                | -1,998 | Status quo     |

\*\*CSC amended rates pending legislation  
 \*\*\*CSC approved pay range reassignment on August 22, 1989  
 \*\*\*\*Current pay range pursuant to P.L. 19-19, eff. 9/30/88

| ITEM NO. | PORT AUTHORITY PAY PLAN EFF. 10/1/87 |       |               | OPTION 1 COMPARISON                   |       |                 | CSC - PORT DIFFERENCE |        | RECOMMENDATION |
|----------|--------------------------------------|-------|---------------|---------------------------------------|-------|-----------------|-----------------------|--------|----------------|
|          | POSITION TITLE                       | RANGE | SALARY        | POSITION TITLE                        | RANGE | SALARY          | MIN.                  | MAX.   |                |
| 45.      | Systems Manager                      | GS13B | 39,356-44,598 | Data Processing Manager (AA)          | R-51  | 30,397-41,161** | -8,959                | -3,437 | Status quo     |
| 46.      | Personnel Assistant                  | GS04B | 13,454-17,494 | Personnel Assistant I                 | R-25  | 14,017-18,177   | +563                  | +683   | Adjustment     |
| 47.      | Personnel Specialist I               | GS07B | 18,651-24,242 | Personnel Specialist I                | R-34  | 18,177-24,157   | -474                  | -85    | Status quo     |
| 48.      | Personnel Specialist II              | GS09B | 22,828-29,658 | Personnel Specialist II               | R-40  | 21,817-28,837   | -1,011                | -821   | Status quo     |
| 49.      | Personnel Specialist III             | GS11B | 27,606-35,883 | Personnel Specialist III              | R-46  | 26,497-34,994   | -1,109                | -889   | Status quo     |
| 50.      | Personnel Services Administrator     | GS13A | 36,232-43,462 | Personnel Services Administrator (AA) | R-51  | 30,397-41,161** | -5,835                | -2,301 | Status quo     |
| 51.      | Public Information Officer           | GS08B | 20,661-26,863 | Public Information Officer            | R-44  | 24,937-32,602   | +4,276                | +5,739 | Adjustment     |
| 52.      | Safety Technician I                  | GS05B | 15,070-19,591 | Safety Inspector I                    | R-25  | 14,017-18,177   | -1,053                | -1,414 | Status quo     |
| 53.      | Safety Technician II                 | GS06B | 16,795-21,818 | Safety Inspector II                   | R-32  | 17,137-22,597   | +342                  | +779   | Adjustment     |
| 54.      | Safety Technician III                | GS08B | 20,661-26,863 | Safety Inspector III                  | R-36  | 19,217-25,717   | -1,444                | -1,146 | Status quo     |
| 55.      | Security Officer                     | GS04B | 13,454-17,494 | Security Guard (Armed)                | R-20  | 12,481-15,577   | -973                  | -1,917 | Status quo     |
| 56.      | Security Supervisor                  | GS06B | 16,795-21,818 | Security Guard Supervisor             | R-27  | 14,797-19,217   | -1,998                | -2,601 | Status quo     |
| 57.      | Chief of Security                    | GS10B | 25,138-32,651 | Airport Security Supervisor           | R-40  | 21,817-28,837   | -3,321                | -3,814 | Status quo     |

\*\*CSC amended rates pending legislation  
 \*\*\*Current pay range pursuant to P.L. 19-19, eff. 9/30/88

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| ITEM NO. | PORT AUTHORITY PAY PLAN EFF. 10/1/87             |                     | OPTION 1 COMPARISON                         |  | CSC - PORT       |                  |                          |
|----------|--|---------------------|---|--|------------------|------------------|--------------------------|
|          | POSITION TITLE                                   | RANGE               | POSITION TITLE                              | RANGE                                    | DIFFERENCE MIN.  | MAX.             | RECOMMENDATION           |
| 58.      | Planner-Work Coordinator (Facility Maintenance)  | WG15A 25,906-30,233 | Building Maintenance Trades                 | W-39 27,277-30,397                       | +1,371           | +164             | Adjustment               |
| 59.      | Planner-Work Coordinator (Equipment Maintenance) | WG17B 28,993-33,403 | Equipment Maintenance Trades                | W-40 28,057-31,479                       | -936             | -1,924           | Status quo               |
| 60.      | Capital Improvement Projects Coordinator         | GS11B 27,606-35,883 | Engineer III                                | R-48 28,057-37,594<br>R-51 30,397-41,161 | +451<br>+2,791   | +1,711<br>+5,278 | Adjustment<br>Adjustment |
| 61.      | Port Chief Engineer                              | GS13B 39,356-44,598 | Engineer Supervisor                         | R-52 31,479-42,243<br>R-55 34,994-45,613 | -7,877<br>-4,362 | -2,355<br>+1,015 | Status quo<br>Adjustment |
| 62.      | Marine Traffic Controller                        | GS08B 20,661-26,863 | Airport Operations Supervisor               | R-43 24,157-31,479                       | +3,496           | +4,616           | Adjustment               |
| 63.      | Marina Manager                                   | GS07B 18,651-24,242 | Airport Operations Officer                  | R-39 21,167-28,057                       | +2,516           | +3,815           | Adjustment               |
| 64.      | Deckhand   | WG06B 18,543-21,629 | Utility Worker                              | W-17 14,017-15,577                       | -4,524           | -6,052           | Status quo               |
| 65.      | Marine Equipment Mechanic                        | WG10B 22,047-25,708 | Heavy Equipment Mechanic II                 | W-32 21,817-24,937                       | -230             | -771             | Status quo               |
| 66.      | Captain  | WG11B 22,908-26,723 | Marine Technician III                       | W-33 22,597-25,717                       | -311             | -1,006           | Status quo               |
| 67.      | Assistant Harbor Master                          | GS13A 36,232-43,462 | Assistant Airport Operations Superintendent | R-47 27,277-36,263                       | -8,955           | -7,199           | Status quo               |

\*\*CSC amended rates pending legislation  
 \*\*\*\*CSC approved pay range reassignment on August 29, 1989

| ITEM NO. | PORT AUTHORITY PAY PLAN EFF. 10/1/87 |       | OPTION 1 COMPARISON POSITION TITLE | RANGE                                | SALARY |                 | RANGE   | SALARY |            | CSC - PORT DIFFERENCE |      | RECOMMENDATION |
|----------|--------------------------------------|-------|------------------------------------|--------------------------------------|--------|-----------------|---------|--------|------------|-----------------------|------|----------------|
|          | POSITION TITLE                       | RANGE |                                    |                                      | MIN.   | MAX.            |         | MIN.   | MAX.       | MIN.                  | MAX. |                |
| 68.      | Harbor Master                        | GS14A | 42,938-48,659                      | Airport Operations                   | R-50   | 29,617-40,381   | -13,321 | -8,278 | Status quo |                       |      | Status quo     |
| 69.      | Operations Manager                   | GS14A | 42,938-48,659                      | Air Terminal Manager                 | R-55   | 34,994-45,613** | -7,944  | -3,046 | Status quo |                       |      | Status quo     |
| 70.      | Building Maintenance Superintendent  | WG19A | 32,080-37,151                      | Building Maintenance Superintendent  | R-45   | 25,717-33,767   | -6,363  | -3,384 | Status quo |                       |      | Status quo     |
| 71.      | Equipment Maintenance Superintendent | WG19B | 33,403-38,887                      | Power Transportation Superintendent  | R-50   | 29,617-40,381   | -3,786  | +1,494 | Adjustment |                       |      | Adjustment     |
| 72.      | Transportation Superintendent        | WG20B | 36,489-42,084                      | School Bus Operations Superintendent | R-49   | 28,837-38,967   | -7,652  | -3,117 | Status quo |                       |      | Status quo     |
| 73.      | Terminal Superintendent              | WG20A | 34,946-40,513                      | Administrator, Oper. Division (GSA)  | R-44   | 24,937-32,602   | -10,009 | -7,911 | Status quo |                       |      | Status quo     |
| 74.      | Stevedoring Superintendent           | WG20A | 34,946-40,513                      | Administrator, Oper. Division (GSA)  | R-44   | 24,937-32,602   | -10,009 | -7,911 | Status quo |                       |      | Status quo     |
| 75.      | Apprentice (Carpenter)               | WT09  | 14,352-21,091                      | Not comparable                       |        |                 |         |        |            |                       |      |                |
| 76.      | Apprentice (Electrician)             | WT10  | 14,934-21,944                      | Not comparable                       |        |                 |         |        |            |                       |      |                |
| 77.      | Laborer                              | WG01B | 14,088-16,448                      | Laborer                              | W-16   | 13,705-15,187   | -383    | -1,261 | Status quo |                       |      | Status quo     |
| 78.      | Building Custodian                   | WG01B | 14,088-16,448                      | Building Custodian                   | W-15   | 13,393-14,797   | -695    | -1,651 | Status quo |                       |      | Status quo     |

\*\*CSC amended rates pending legislation

| ITEM NO. | PORT AUTHORITY PAY PLAN EFF. 10/1/87 |                     | OPTION 1 COMPARISON           |       | RANGE         | SALARY | CBC - PORT DIFFERENCE |            | RECOMMENDATION |
|----------|--------------------------------------|---------------------|-------------------------------|-------|---------------|--------|-----------------------|------------|----------------|
|          | POSITION TITLE                       | RANGE               | POSITION TITLE                | RANGE |               |        | MIN.                  | MAX.       |                |
| 79.      | Maintenance Custodian                | WG02B 15,015-17,506 | Maintenance Custodian         | W-18  | 14,407-16,097 | -608   | -1,409                | Status quo |                |
| 80.      | Building Custodian Leader            | WG04A 16,360-19,094 | Building Custodian Leader     | W-21  | 15,577-17,657 | -783   | -1,437                | Status quo |                |
| 81.      | Building Custodian Supervisor        | WG09A 20,747-24,187 | Building Custodian Supervisor | W-24  | 17,137-19,217 | -3,610 | -4,970                | Status quo |                |
| 82.      | Stevedore                            | WG06B 18,543-21,629 | Equipment Operator I          | W-23  | 16,617-18,697 | -1,926 | -2,932                | Status quo |                |
| 83.      | Winch Operator                       | WG08B 20,284-23,657 | Equip. Operator III           | W-29  | 19,967-22,597 | -817   | -1,060                | Status quo |                |
| 84.      | Stevedore Leader                     | WG09B 21,188-24,716 | Equipment Operation           | W-31  | 21,167-24,157 | -21    | -559                  | Status quo |                |
| 85.      | Stevedore Supervisor I               | WG13A 24,187-28,244 | Equipment Operation           | W-33  | 22,597-25,717 | -1,590 | -2,527                | Status quo |                |
| 86.      | Stevedore Supervisor II              | WG14A 25,047-29,214 | Equipment Operation           | W-35  | 24,157-27,277 | -890   | -1,937                | Status quo |                |
| 87.      | Mobile Equipment Service Worker      | WG05B 17,661-20,593 | Automotive Service Worker II  | W-19  | 14,797-16,617 | -2,864 | -3,976                | Status quo |                |
| 88.      | Equipment Operator I                 | WG05B 17,661-20,593 | Equipment Operator I          | W-23  | 16,617-18,697 | -1,044 | -1,896                | Status quo |                |
| 89.      | Equipment Operator II                | WG07B 19,425-22,665 | Equipment Operator II         | W-27  | 18,697-21,167 | -728   | -1,498                | Status quo |                |
| 90.      | Equipment Operator III               | WG09B 21,188-24,716 | Equipment Operator III        | W-29  | 19,896-22,597 | -1,292 | -2,119                | Status Quo |                |

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| ITEM NO. | PORT AUTHORITY PAY PLAN EFF. 10/1/87 |                     | OPTION 1 COMPARISON                |                    | CSC - PORT DIFFERENCE |        | RECOMMENDATION |
|----------|--------------------------------------|---------------------|------------------------------------|--------------------|-----------------------|--------|----------------|
|          | POSITION TITLE                       | RANGE               | POSITION TITLE                     | RANGE              | MIN.                  | MAX.   |                |
| 91.      | Equipment Operator Leader I          | WG10A 21,607-25,223 | Equipment Operator Leader I        | W-31 21,167-24,157 | -440                  | -1,066 | Status quo     |
| 92.      | Crane Operator                       | WG10B 22,047-25,708 | Equipment Operator IV              | W-31 21,167-24,157 | -880                  | -1,551 | Status quo     |
| 93.      | Crane Operator Leader                | WG13A 24,187-28,244 | Equipment Operator Leader II       | W-33 22,597-25,717 | -1,590                | -2,527 | Status quo     |
| 94.      | Transportation Supervisor            | WG17B 28,993-33,403 | Equipment Operator Supervisor      | W-35 24,157-27,277 | -4,836                | -6,126 | Status quo     |
| 95.      | Worker Trainee                       | WG01B 14,088-16,448 | (lowest level)                     | W-13 12,769-14,017 | -1,319                | -2,431 | Status quo     |
| 96.      | Trades Helper                        | WG05B 17,661-20,539 | Trades Helper                      | W-20 15,187-17,137 | -2,474                | -3,402 | Status quo     |
| 97.      | Tool Mechanic                        | WG05B 17,661-20,593 | Tool Mechanic                      | W-26 18,177-20,517 | +516                  | -76    | Adjustment     |
| 98.      | Rigger                               | WG08B 20,284-23,657 | (Mechanical & Metal Trades Series) | W-29 19,867-22,597 | -417                  | -1,060 | Status quo     |
| 99.      | Rigger Leader                        | WG10B 22,047-25,708 | (same as above)                    | W-33 22,597-25,717 | +550                  | +9     | Adjustment     |
| 100.     | Automotive Mechanic I                | WG08B 20,284-23,657 | Automotive Mechanic I              | W-28 19,217-21,817 | -1,067                | -1,840 | Status quo     |
| 101.     | Automotive Mechanic II               | WG10B 22,047-25,708 | Automotive Mechanic II             | W-31 21,167-24,157 | -880                  | -1,551 | Status quo     |
| 102.     | Automotive Mechanic Leader           | WG13A 24,187-28,244 | Automotive Mechanic Leader         | W-33 22,597-25,717 | -1,590                | -2,527 | Status quo     |



| ITEM NO. | PORT AUTHORITY PAY PLAN EFF. 10/1/87 |       |               | OPTION 1 COMPARISON                  |       |               | CSC - PORT DIFFERENCE |        | RECOMMENDATION |
|----------|--------------------------------------|-------|---------------|--------------------------------------|-------|---------------|-----------------------|--------|----------------|
|          | POSITION TITLE                       | RANGE | SALARY        | POSITION TITLE                       | RANGE | SALARY        | MIN.                  | MAX.   |                |
| 103.     | Heavy Equipment Mechanic I           | WG09A | 20,747-24,187 | Heavy Equipment Mechanic I           | W-29  | 19,867-22,597 | -880                  | -1,590 | Status quo     |
| 104.     | Heavy Equipment Mechanic II          | WG11A | 22,511-26,215 | Heavy Equipment Mechanic II          | W-32  | 21,817-24,937 | -694                  | -1,278 | Status quo     |
| 105.     | Heavy Equipment Mechanic Leader      | WG13B | 24,606-28,728 | Heavy Equipment Mechanic Leader      | W-35  | 24,157-27,277 | -449                  | -1,451 | Status quo     |
| 106.     | Heavy Equipment Mechanic Supervisor  | WG18A | 29,875-34,285 | Heavy Equipment Mechanic Supervisor  | W-40  | 28,057-31,479 | -1,818                | -2,806 | Status quo     |
| 107.     | Crane Mechanic I                     | WG09B | 21,188-24,716 | Heavy Equipment Mechanic I           | W-30  | 20,517-23,377 | -671                  | -1,339 | Status quo     |
| 108.     | Crane Mechanic II                    | WG11B | 22,908-26,723 | Heavy Equipment Mechanic II          | W-33  | 22,597-25,717 | -311                  | -1,006 | Status quo     |
| 109.     | Crane Mechanic Leader                | WG14A | 25,047-29,214 | Heavy Equipment Mechanic Leader      | W-36  | 24,937-28,057 | -110                  | -1,157 | Status quo     |
| 110.     | Crane Mechanic Supervisor            | WG18B | 30,757-35,167 | Heavy Equipment Mechanic Supervisor  | W-41  | 28,837-32,602 | -1,920                | -2,565 | Status quo     |
| 111.     | Automotive Body Worker               | WG10B | 22,047-25,708 | Automotive Body Worker               | W-31  | 21,167-24,157 | -880                  | -1,551 | Status quo     |
| 112.     | Preventive Maintenance Mechanic      | WG11A | 22,511-26,215 | (Mechanical and Metal Trades Series) | W-32  | 21,817-24,937 | -694                  | -1,278 | Status quo     |

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| ITEM NO. | PORT AUTHORITY PAY PLAN EFF. 10/1/87       |       | OPTION 1 COMPARISON                |       | CSC - PORT DIFFERENCE |        | RECOMMENDATION |            |
|----------|--|-------|------------------------------------|-------|-----------------------|--------|----------------|------------|
|          | POSITION TITLE                             | RANGE | POSITION TITLE                     | RANGE | MIN.                  | MAX.   |                |            |
| 113.     | Preventive Maintenance Mechanic Leader     | WG13A | (Mechanical & Metal Trades Series) | W-35  | 24,157-27,277         | -30    | -967           | Status quo |
| 114.     | Preventive Maintenance Mechanic Supervisor | WG18A | (same as above)                    | W-40  | 28,057-31,479         | -1,818 | -2,806         | Status quo |
| 115.     | Welder I                                   | WG08B | Welder I                           | W-29  | 19,867-22,597         | -417   | -1,060         | Status quo |
| 116.     | Welder II                                  | WG10B | Welder II                          | W-31  | 21,167-24,157         | -880   | -1,551         | Status quo |
| 117.     | Welder Leader                              | WG13A | Welder Leader                      | W-33  | 22,597-25,717         | -1,590 | -2,527         | Status quo |
| 118.     | Welder Supervisor                          | WG17B | Welder Supervisor                  | W-38  | 26,497-29,617         | -2,496 | -3,786         | Status quo |
| 119.     | Maintenance Worker I                       | WG07B | Utility Worker                     | W-19  | 14,797-16,617         | -4,628 | -6,048         | Status quo |
| 120.     | Maintenance Worker II                      | WG09B | Maintenance Worker                 | W-27  | 18,697-21,167         | -2,491 | -3,549         | Status quo |
| 121.     | Refrigeration Mechanic I                   | WG08B | Refrigeration Mechanic I           | W-29  | 19,867-22,597         | -417   | -1,060         | Status quo |
| 122.     | Refrigeration Mechanic II                  | WG10B | Refrigeration Mechanic II          | W-31  | 21,167-24,157         | -880   | -1,551         | Status quo |
| 123.     | Electrician I                              | WG08B | Electrician I                      | W-29  | 19,867-22,597         | -417   | -1,060         | Status quo |
| 124.     | Electrician II                             | WG10B | Electrician II                     | W-32  | 21,817-24,937         | -230   | -771           | Status quo |
| 125.     | Electrician Leader                         | WG13A | Electrician Leader                 | W-34  | 23,377-26,497         | -810   | -1,747         | Status quo |
| 126.     | Electrician Supervisor                     | WG17A | Electrician Supervisor             | W-38  | 26,497-29,617         | -1,835 | -3,124         | Status quo |

| ITEM NO. | PORT AUTHORITY PAY PLAN EFF. 10/1/87 |       |               | OPTION 1 COMPARISON             |       |               | CBC - PORT DIFFERENCE |        | RECOMMENDATION |
|----------|--------------------------------------|-------|---------------|---------------------------------|-------|---------------|-----------------------|--------|----------------|
|          | POSITION TITLE                       | RANGE | SALARY        | POSITION TITLE                  | RANGE | SALARY        | MIN.                  | MAX.   |                |
| 127.     | Painter I                            | WG07B | 19,425-22,665 | Painter I                       | W-27  | 18,697-21,167 | -728                  | -1,498 | Status quo     |
| 128.     | Painter II                           | WG09B | 21,188-24,716 | Painter II                      | W-30  | 20,517-23,377 | -671                  | -1,339 | Status quo     |
| 129.     | Plumber I                            | WG07B | 19,425-22,665 | Plumber I                       | W-27  | 18,697-21,167 | -728                  | -1,498 | Status quo     |
| 130.     | Plumber II                           | WG09B | 21,188-24,716 | Plumber II                      | W-30  | 20,517-23,377 | -671                  | -1,339 | Status quo     |
| 131.     | Carpenter I                          | WG07B | 19,425-22,665 | Carpenter I                     | W-27  | 18,697-21,167 | -728                  | -1,498 | Status quo     |
| 132.     | Carpenter II                         | WG09B | 21,188-24,716 | Carpenter II                    | W-30  | 20,517-23,377 | -671                  | -1,339 | Status quo     |
| 133.     | Building Maintenance Leader          | WG12A | 23,349-27,229 | Building Maintenance Leader     | W-34  | 23,377-26,497 | +28                   | -732   | Adjustment     |
| 134.     | Building Maintenance Supervisor      | WG17B | 28,993-33,403 | Building Maintenance Supervisor | W-39  | 27,277-30,397 | -1,716                | -3,006 | Status quo     |

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AGAT COMMUNITY CENTER  
P.O. BOX 7433  
AGAT, GUAM 96928

January 31, 1990

Senator Ted S. Nelson  
Chairman  
Committee on General Governmental Operations  
20th Guam Legislature  
Agana, Guam 96910

Re: Bill #995

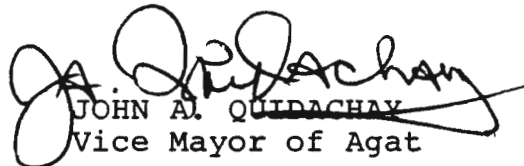
Dear Senator Nelson:

My name is John A. Quidachay, and I am the Vice Mayor for the village of Agat.

I am here before you to testify in favor of Bill #995. I am in favor of this bill because I have been to the Port Authority of Guam on many different occasions. They are all hard working individuals. They deserve it, a step-to-step pay adjustment of the employment reclassification is one that is needed to keep up with all the changes.

It is important to an Agency as big as the Port Authority of Guam to reclassify and adjust salaries accordingly. I know many of the employees at the Port and they really do earn their money. As far as the retroactive pay, it's well earned. In other words, you're not giving something they haven't already worked for. I agree with all the aspects of this bill.

Sincerely,

  
JOHN A. QUIDACHAY  
Vice Mayor of Agat

TWENTIETH GUAM LEGISLATURE  
1989 (FIRST) Regular Session

Introduced

OCT 05 '89

Bill No. 995(L3)

Introduced by:

T. S. Nelson

AN ACT TO EFFECTUATE A STEP TO STEP PAY  
ADJUSTMENT OF THE EMPLOYMENT RECLASSIFICATION  
FOR EMPLOYEES OF THE PORT AUTHORITY TO RETRO-  
ACTIVELY TAKE EFFECT ON AUGUST 1, 1985,  
AND TO CITE THE ACT AS THE PORT AUTHORITY  
PAY ADJUSTMENT PLAN OF 1989.

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

2 Section 1. The Port Authority of Guam shall effectuate  
3 retroactive to August 1, 1985, a step to step pay adjustment  
4 of the employment reclassification Plan A, as prepared by Evalua-  
5 tion and Research Services and implemented pursuant to Section  
6 9 of Public Law 18-9.

7 The step to step pay adjustment shall:

8 1. Ensure the employees be adjusted to the same  
9 step of the new pay range held prior to their reassignment  
10 in August 1, 1985 reassignment;

11 2. Ensure that all employee whose salaries exceed  
12 the maximum step shall not lose any step, however;

13 3. The adjustment for those employees in the following  
14 positions:

- 15 GS-12B,
- 16 GS-13A,
- 17 GS-13B
- 18 GS-14A,
- 19 GS-14B,
- 20 GS-15A, and
- 21 GS-15B,

22 shall not exceed the maximum step of their pay range;

1           4. For those positions changed from the General  
2           Schedule to the Wage Schedule or from Wage Schedule to  
3           the General Schedule, the pay adjustments shall be done  
4           in a manner which would best avoid loss of steps.

5           Section 2. The Port Authority of Guam shall identify  
6           personnel who retired, died, were terminated or resigned while  
7           working for the Port Authority for the purpose of calculating  
8           the balance due to such employees. Any former employee or  
9           survivor who does not receive a payment shall be eligible to  
10          receive the payment due him or her by filing a claim for payment  
11          with the General Manager of the Port Authority no later than  
12          September 30, 1990.

13          Section 3. The Port Authority of Guam is hereby authorized  
14          to expend such sums as are necessary to implement the intent  
15          of this Act.

16          Section 4. This Act may be cited or referred to as the  
17          Port Authority Pay Adjustment Plan of 1989.

TWENTIETH GUAM LEGISLATURE  
1989 (FIRST) Regular Session

Introduced

Bill No. 995(L5)

OCT 05 '89

Introduced by:

T. S. Nelson

AN ACT TO EFFECTUATE A STEP TO STEP PAY  
ADJUSTMENT OF THE EMPLOYMENT RECLASSIFICATION  
FOR EMPLOYEES OF THE PORT AUTHORITY TO RETRO-  
ACTIVELY TAKE EFFECT ON AUGUST 1, 1985,  
AND TO CITE THE ACT AS THE PORT AUTHORITY  
PAY ADJUSTMENT PLAN OF 1989.

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

2 Section 1. The Port Authority of Guam shall effectuate  
3 retroactive to August 1, 1985, a step to step pay adjustment  
4 of the employment reclassification Plan A, as prepared by Evalua-  
5 tion and Research Services and implemented pursuant to Section  
6 9 of Public Law 18-9.

7 The step to step pay adjustment shall:

8 1. Ensure the employees be adjusted to the same  
9 step of the new pay range held prior to their reassignment  
10 in August 1, 1985 reassignment;

11 2. Ensure that all employee whose salaries exceed  
12 the maximum step shall not lose any step, however;

13 3. The adjustment for those employees in the following  
14 positions:

15 GS-12B,  
16 GS-13A,  
17 GS-13B  
18 GS-14A,  
19 GS-14B,  
20 GS-15A, and  
21 GS-15B,

22 shall not exceed the maximum step of their pay range;

1           4. For those positions changed from the General  
2           Schedule to the Wage Schedule or from Wage Schedule to  
3           the General Schedule, the pay adjustments shall be done  
4           in a manner which would best avoid loss of steps.

5           Section 2. The Port Authority of Guam shall identify  
6           personnel who retired, died, were terminated or resigned while  
7           working for the Port Authority for the purpose of calculating  
8           the balance due to such employees. Any former employee or  
9           survivor who does not receive a payment shall be eligible to  
10          receive the payment due him or her by filing a claim for payment  
11          with the General Manager of the Port Authority no later than  
12          September 30, 1990.

13          Section 3. The Port Authority of Guam is hereby authorized  
14          to expend such sums as are necessary to implement the intent  
15          of this Act.

16          Section 4. This Act may be cited or referred to as the  
17          Port Authority Pay Adjustment Plan of 1989.