



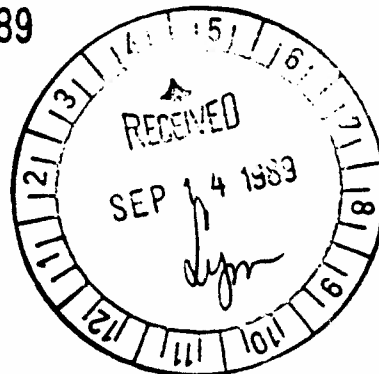
Territory of Guam
Territorio de Guam

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

Receiv. Secy

SEP 14 1989

J



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

Dear Mr. Speaker:

Transmitted herewith is Substitute Bill No. 247, which I have signed into law this date as Public Law 20-65.

This measure restores to each government of Guam employee fair treatment in implementation of the reclassification study completed in 1985. It also corrects the errors in the salary and wage schedules. I am pleased that the government is now able to meet all its financial obligations, most especially to all of our employees. Our employees patience is now rewarded.

Because of the important provisions of this measure, I have signed it. There are three sections which cause me grave concern. Sections 11 and 17 will cost the Retirement Fund between nine and twelve million dollars, yet there is no provision to protect the integrity of the Fund by making up for this lost revenue.

Section 12 infringes on the Executive Branch's authority. The Organic Act specifically allows the Governor to reorganize the government. The doctrine of separation of powers precludes the Legislature from infringing on the Executive's authority to direct performance of duties by employees and contract for personal services. I have asked the Attorney General to address the viability of this Section. She has advised me that it has exceeded the Legislature's authority.

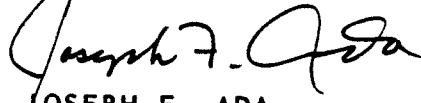
In order to end fiscal year 1989 with a balanced budget, I request that the Legislature amend Sections 6, 8 and 15 to indicate that the appropriations made in those sections are from the fiscal year 1990 revenues. I ask that a new Section be added to the law to provide:

"Section 18. Of the amount appropriated in Section 5 of this Act, Fourteen Million Five Hundred Thousand

The Honorable Joe T. San Agustin
Page Two

Dollars (\$14,500,000) shall be from the fiscal year
1989 revenues of the General Fund and Fourteen Million
Five Hundred Thousand Dollars (\$14,500,000) shall be
from the fiscal year 1990 revenues of the General Fund."

Sincerely yours,



JOSEPH F. ADA
Governor

Enclosure

200464

TWENTIETH GUAM LEGISLATURE
1989 (FIRST) Regular Session


CERTIFICATION OF PASSAGE OF AN ACT TO THE GOVERNOR

This is to certify that Substitute Bill No. 247 (COR), "AN ACT TO REPEAL AND REENACT §6201 OF TITLE 4, GUAM CODE ANNOTATED, TO SET FORTH THE PAY RANGES AND WAGE SCHEDULES FOR GOVERNMENT EMPLOYEES, TO FULLY IMPLEMENT OPTION 1 SALARIES RETROACTIVE TO AUGUST 1986, TO AUTHORIZE THE DEPARTMENT OF ADMINISTRATION AND THE RETIREMENT FUND TO IDENTIFY FORMER EMPLOYEES, TO AMEND SECTION 16 OF PUBLIC LAW 19-52 RELATING TO RETROACTIVITY, TO AMEND PARAGRAPH (b) OF §6305 OF SAID CODE RELATING TO A SALARY STUDY, TO APPROPRIATE FUNDS TO THE CIVIL SERVICE COMMISSION TO IMPLEMENT SUCH STUDY, TO AUTHORIZE THE PERSONNEL DIVISION OF THE DEPARTMENT OF ADMINISTRATION TO DETERMINE THE NUMBER OF POSITIONS AFFECTED BY THE CORRECTED PAY SCALE AND FOR OTHER PURPOSES", was on the 31st day of August, 1989, 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 2 day of Sept, 1989,
at 1:30 o'clock p.m.



Assistant Staff Officer
Governor's Office

APPROVED:



JOSEPH F. ADA
Governor of Guam

Date: September 14, 1989

Public Law No. 20-85

TWENTIETH GUAM LEGISLATURE
1989 (FIRST) Regular Session

Bill No. 247 (COR)
Further substituted by the
Committee on Ways and Means
and the Committee on
General Governmental Operations

Introduced by:

C. T. C. Gutierrez
T. S. Nelson
D. Parkinson

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

AN ACT TO REPEAL AND REENACT §6201 OF TITLE 4, GUAM CODE ANNOTATED, TO SET FORTH THE PAY RANGES AND WAGE SCHEDULES FOR GOVERNMENT EMPLOYEES, TO FULLY IMPLEMENT OPTION 1 SALARIES RETROACTIVE TO AUGUST 1986, TO AUTHORIZE THE DEPARTMENT OF ADMINISTRATION AND THE RETIREMENT FUND TO IDENTIFY FORMER EMPLOYEES, TO AMEND SECTION 16 OF PUBLIC LAW 19-52 RELATING TO RETROACTIVITY, TO AMEND PARAGRAPH (b) OF §6305 OF SAID CODE RELATING TO A SALARY STUDY, TO APPROPRIATE FUNDS TO THE CIVIL SERVICE COMMISSION TO IMPLEMENT SUCH STUDY, AND TO AUTHORIZE THE PERSONNEL DIVISION OF THE DEPARTMENT OF ADMINISTRATION TO DETERMINE THE NUMBER OF POSITIONS AFFECTED BY THE CORRECTED PAY SCALE, AND FOR OTHER PURPOSES.

1 BE IT ENACTED BY THE PEOPLE OF THE TERRITORY OF GUAM:
2 Section 1. §6201 of Title 4, Guam Code Annotated, is hereby repealed
3 and reenacted to read:

4 "§6201. Pay Range and Wage Schedules. (a) There is
5 established the following Pay Range Schedule for graded positions to
6 which this Chapter applies and which are divided into sixty (60) pay
7 ranges. The rates of basic compensation with respect to officers,
8 employers and positions to which this Chapter applies shall be in
9 accordance with the schedule of per annum pay contained in such Pay
10 Range Schedule.

1

PAY RANGE SCHEDULE

PAY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
1	8,817	9,259	9,389	9,519	9,649	9,805	9,961	10,117	10,275	10,433
2	9,259	9,389	9,519	9,649	9,805	9,961	10,117	10,275	10,433	10,617
3	9,389	9,519	9,649	9,805	9,961	10,117	10,275	10,433	10,617	10,801
4	9,519	9,649	9,805	9,961	10,117	10,275	10,433	10,617	10,801	10,985
5	9,649	9,805	9,961	10,117	10,275	10,433	10,617	10,801	10,985	11,169
6	9,805	9,961	10,117	10,275	10,433	10,617	10,801	10,985	11,169	11,353
7	9,961	10,117	10,275	10,433	10,617	10,801	10,985	11,169	11,353	11,537
8	10,117	10,275	10,433	10,617	10,801	10,985	11,169	11,353	11,537	11,773
9	10,275	10,433	10,617	10,801	10,985	11,169	11,353	11,537	11,773	12,009
10	10,433	10,617	10,801	10,985	11,169	11,353	11,537	11,773	12,009	12,245
11	10,617	10,801	10,985	11,169	11,353	11,537	11,773	12,009	12,245	12,481
12	10,801	10,985	11,169	11,353	11,537	11,773	12,009	12,245	12,481	12,769
13	10,985	11,169	11,353	11,537	11,773	12,009	12,245	12,481	12,769	13,081
14	11,169	11,353	11,537	11,773	12,009	12,245	12,481	12,769	13,081	13,393
15	11,353	11,537	11,773	12,009	12,245	12,481	12,769	13,081	13,393	13,705
16	11,537	11,773	12,009	12,245	12,481	12,769	13,081	13,393	13,705	14,017
17	11,773	12,009	12,245	12,481	12,769	13,081	13,393	13,705	14,017	14,407
18	12,009	12,245	12,481	12,769	13,081	13,393	13,705	14,017	14,407	14,797
19	12,245	12,481	12,769	13,081	13,393	13,705	14,017	14,407	14,797	15,187
20	12,481	12,769	13,081	13,393	13,705	14,017	14,407	14,797	15,187	15,577
21	12,769	13,081	13,393	13,705	14,017	14,407	14,797	15,187	15,577	16,097
22	13,081	13,393	13,705	14,017	14,407	14,797	15,187	15,577	16,097	16,617
23	13,393	13,705	14,017	14,407	14,797	15,187	15,577	16,097	16,617	17,137
24	13,705	14,017	14,407	14,797	15,187	15,577	16,097	16,617	17,137	17,657
25	14,017	14,407	14,797	15,187	15,577	16,097	16,617	17,137	17,657	18,177
26	14,407	14,797	15,187	15,577	16,097	16,617	17,137	17,657	18,177	18,697
27	14,797	15,187	15,577	16,097	16,617	17,137	17,657	18,177	18,697	19,217
28	15,187	15,577	16,097	16,617	17,137	17,657	18,177	18,697	19,217	19,867

PAY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
29	15,577	16,097	16,617	17,137	17,657	18,177	18,697	19,217	19,867	20,517
30	16,097	16,617	17,137	17,657	18,177	18,697	19,217	19,867	20,517	21,167
31	16,617	17,137	17,657	18,177	18,697	19,217	19,867	20,517	21,167	21,817
32	17,137	17,657	18,177	18,697	19,217	19,867	20,517	21,167	21,817	22,597
33	17,657	18,177	18,697	19,217	19,867	20,517	21,167	21,817	22,597	23,377
34	18,177	18,697	19,217	19,867	20,517	21,167	21,817	22,597	23,377	24,157
35	18,697	19,217	19,867	20,517	21,167	21,817	22,597	23,377	24,157	24,937
36	19,217	19,867	20,517	21,167	21,817	22,597	23,377	24,157	24,937	25,717
37	19,867	20,517	21,167	21,817	22,597	23,377	24,157	24,937	25,717	26,497
38	20,517	21,167	21,817	22,597	23,377	24,157	24,937	25,717	26,497	27,277
39	21,167	21,817	22,597	23,377	24,157	24,937	25,717	26,497	27,277	28,057
40	21,817	22,597	23,377	24,257	24,937	25,717	26,497	27,277	28,057	28,837
41	22,597	23,377	24,157	24,937	25,717	26,497	27,277	28,057	28,837	29,617
42	23,377	24,157	24,937	25,717	26,497	27,277	28,057	28,837	29,617	30,397
43	24,157	24,937	25,717	26,497	27,277	28,057	28,837	29,617	30,397	31,479
44	24,937	25,717	26,497	27,277	28,057	28,837	29,617	30,397	31,479	32,602
45	25,717	26,497	27,277	28,057	28,837	29,617	30,397	31,479	32,602	33,767
46	26,497	27,277	28,057	28,837	29,617	30,397	31,479	32,602	33,767	34,994
47	27,277	28,057	28,837	29,617	30,397	31,470	32,602	33,767	34,994	36,263
48	28,057	28,837	29,617	30,397	31,479	32,602	33,767	34,994	36,263	37,594
49	28,837	29,617	30,397	31,479	32,602	33,767	34,994	36,263	37,594	38,967
50	29,617	30,397	31,479	32,602	33,767	34,994	36,263	37,594	38,967	40,381
51	30,397	31,479	32,602	33,767	34,994	36,263	37,594	38,967	40,381	41,862
52	31,479	32,602	33,767	34,994	36,263	37,594	38,967	40,381	41,862	43,402
53	32,602	33,767	34,994	36,263	37,594	38,967	40,381	41,862	43,402	45,004
54	33,767	34,994	36,263	37,594	38,967	40,381	41,862	43,402	45,004	46,670
55	34,994	36,263	37,594	38,967	40,381	41,862	43,402	45,004	46,670	48,403
56	36,263	37,594	38,967	40,381	41,862	43,402	45,004	46,670	48,403	50,205
57	37,594	38,967	40,381	41,862	43,402	45,004	46,670	48,403	50,205	52,079
58	38,967	40,381	41,862	43,402	45,004	46,670	48,403	50,205	52,079	54,028
59	40,381	41,862	43,402	45,004	46,670	48,403	50,205	52,079	54,028	56,055
60	41,862	43,402	45,004	46,670	48,403	50,205	52,079	54,028	56,055	58,163

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

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

Employees before advancement to salary Steps 7, 8, 9 and 10, must serve eighteen (18) months of satisfactory service in the previous salary Step.

(b) There is hereby established the following Wage Schedule for ungraded positions to which this Chapter applies and which is divided into forty-five (45) wage levels. The rates of basic compensation with respect to officers, employees and positions to which this Chapter applies shall be in accordance with the schedule of per annum pay contained in said Wage Schedule.

WAGE SCHEDULES
(LABOR AND TRADES)

	PAY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
5	W-1	10,275	10,433	10,617	10,801	10,985
6	W-2	10,433	10,617	10,801	10,985	11,169
7	W-3	10,617	10,801	10,985	11,169	11,353
8	W-4	10,801	10,985	11,169	11,353	11,537
9	W-5	10,985	11,169	11,353	11,537	11,773
10	W-6	11,169	11,353	11,537	11,773	12,009
11	W-7	11,353	11,537	11,773	12,009	12,245
12	W-8	11,537	11,773	12,009	12,245	12,481
13	W-9	11,773	12,009	12,245	12,481	12,769
14	W-10	12,009	12,245	12,481	12,769	13,081
15	W-11	12,245	12,481	12,769	13,081	13,393
16	W-12	12,481	12,769	13,081	13,393	13,705
17	W-13	12,769	13,081	13,393	13,705	14,017
18	W-14	13,081	13,393	13,705	14,017	14,407
19	W-15	13,393	13,705	14,017	14,407	14,797
20	W-16	13,705	14,017	14,407	14,797	15,187
21	W-17	14,017	14,407	14,797	15,187	15,577
22	W-18	14,407	14,797	15,187	15,577	16,097
23	W-19	14,797	15,187	15,577	16,097	16,617
24	W-20	15,187	15,577	16,097	16,617	17,137
25	W-21	16,577	16,097	16,617	17,137	17,657
26	W-22	16,097	16,617	17,137	17,657	18,177
27	W-23	16,617	17,137	17,657	18,177	18,697
28	W-24	17,137	17,657	18,177	18,697	19,217
29	W-25	17,657	18,177	18,697	19,217	19,867
30	W-26	18,177	18,697	19,217	19,867	20,517
31	W-27	18,697	19,217	19,867	20,517	21,167
32	W-28	19,217	19,867	20,517	21,167	21,817
33	W-29	19,867	20,517	21,167	21,817	22,597

	PAY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
3	W-30	20,517	21,167	21,817	22,597	23,377
4	W-31	21,167	21,817	22,597	23,377	24,157
5	W-32	21,817	22,597	23,377	24,157	24,937
6	W-33	22,597	23,377	24,157	24,937	25,717
7	W-34	23,377	24,157	24,937	25,717	26,497
8	W-35	24,157	24,937	25,717	26,497	27,277
9	W-36	24,937	25,717	26,497	27,277	28,057
10	W-37	25,717	26,497	27,277	28,057	28,837
11	W-38	26,497	27,277	28,057	28,837	29,617
12	W-39	27,277	28,057	28,837	29,617	30,397
13	W-40	28,057	28,837	29,617	30,397	31,479
14	W-41	28,837	29,617	30,397	31,479	32,602
15	W-42	29,617	30,397	31,479	32,602	33,767
16	W-43	30,397	31,479	32,602	33,767	33,994
17	W-44	31,479	32,602	33,767	33,994	36,263
18	W-45	32,602	33,767	34,994	36,263	37,594

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

Employees at Steps 1 through 3 shall be eligible for an incremental salary increase to the next succeeding step after twelve (12) months in satisfactory performance of duties.

Employees before advancement to salary Steps 4 and 5, must serve eighteen (18) months of satisfactory service in the previous salary Step.

An employee who is at Step 5 for three (3) or more consecutive years and has served satisfactorily shall have his or her work reviewed and if it is satisfactory, then he or she shall have his or her pay adjusted to Step 5

1 in the next higher wage level for each three (3) years of satisfactory
2 service.

3 (c) An employee who has reached the maximum pay rate under the
4 Wage Schedule, who for three (3) consecutive years has served
5 satisfactorily or who is recommended for a meritorious pay increase, shall
6 have his pay converted to the comparable pay level at Step 10 in the
7 graded Pay Range Schedule, and shall have his or her pay adjusted to Step
8 10 in the next higher pay range.

9 (d) If an employee whose wage level is at Step 5 is reassigned to a
10 higher wage level, and whose pay rate as a result of such reassignment
11 exceeds the maximum pay rate available under the existing Wage Schedule,
12 then his pay shall be converted to the comparable pay level at Step 10 in
13 the graded Pay Range Schedule, and shall have his or her pay adjusted
14 accordingly."

15 Section 2. (a) The proposed salaries in the Pay Range Schedule and
16 Wage Schedule as recommended by the Civil Service Commission in the
17 Classification and Pay Maintenance Review Task Force Phase 1 Report dated
18 November 7, 1985, and as corrected in Section 1 of this Act, shall be fully
19 and immediately implemented, to be retroactively effective to August 24,
20 1986.

21 (b) The Guam Community College shall implement Option 1 equivalent
22 salaries which were established by its Board of Trustees for classified
23 staff, faculty and administrators retroactive to August 24, 1986.

24 (c) The University of Guam shall implement Option 1 equivalent
25 salaries as approved by the University of Guam for classified staff, faculty
26 and administrators retroactive to August 24, 1986.

27 (d) The Superior Court of Guam shall implement Option 1 equivalent
28 salaries as approved by the Judicial Council retroactive to August 24, 1986.

29 (e) The Public Defender Service Corporation shall implement Option 1
30 equivalent salaries as approved by its Board of Trustees retroactive to
31 August 24, 1986.

32 (f) The Guam Memorial Hospital Authority shall implement the salary
33 reclassification for all hospital employees recommended by the Civil Service

1 Commission as set out in Section 14 of Public law 18-26, retroactive to
2 August 24, 1986.

3 (g) The Guam Power Authority shall implement Option 1 salaries
4 equivalent for both classified and unclassified employees, retroactive to
5 August 24, 1986.

6 (h) The Port Authority of Guam shall implement Option 1 equivalent
7 salaries as approved by its Board of Directors retroactive to August 24,
8 1986.

9 Section 3. The last sentence of Section 16 of Public Law 19-52 is
10 amended to read as follows and a new sentence is added prior thereto to
11 read:

12 "The autonomous agencies shall have no discretion with regard to
13 paying the Option 1 equivalent when it is greater than an existing
14 salary. Each position's new salary or existing salary shall be effective
15 retroactively to August 24, 1986. The autonomous agencies shall
16 implement the provisions of this Act and report back to the Twentieth
17 Guam Legislature within sixty (60) days after the effective date of this
18 Act."

19 Section 4. The Department of Administration and the Retirement Fund
20 shall identify government of Guam personnel who retired, died, were
21 terminated or resigned while working for the government of Guam for the
22 purpose of calculating and paying the balance of Option 1 reclassification
23 pay due to such employees. Any former employee or survivor who does not
24 receive a payment shall be eligible to receive the payment due him or her
25 by filing a claim for payment with the Department of Administration no later
26 than September 30, 1990.

27 Section 5. The sum of Twenty Nine Million Dollars (\$29,000,000) is
28 appropriated from the General Fund to the Option 1 Retroactive Pay Raises
29 Fund hereby created (the "Fund"), which Fund shall be administered by
30 the Department of Administration. The Fund shall be expended for payment
31 to employees necessary to implement Sections 1, 2, and 3 of this Act. Any
32 balance in the Fund as of November 1, 1990 shall revert to the General
33 Fund.

1 Section 6. Such sums as are necessary but not more than One
2 Hundred Thousand Dollars (\$100,000) are appropriated from the General
3 Fund to the Department of Administration to pay overtime pay to employees
4 and to cover other costs of the implementation of this Act. Any funds not
5 expended from the appropriation made in this Section 6 as of January 31,
6 1990 shall revert to the General Fund.

7 Section 7. Subparagraph (b) of §6305 of Title 4, Guam Code
8 Annotated, is hereby amended to read:

9 "(b) The Commission shall keep such standards up to date.
10 From time to time, and at least every five (5) years, the Commission
11 shall conduct a government-wide classification and salary study for
12 classified and unclassified positions within the Executive Branch.
13 After consultation with the departments to the extent deemed necessary
14 by the Commission, the Commission may revise, supplement or abolish
15 existing standards or prepare new standards, so that as nearly as may
16 be practicable, positions existing at any given time within the service
17 will be covered by current published standards."

18 Section 8. The sum of Five Hundred Thousand Dollars (\$500,000) is
19 appropriated from the General Fund to the Civil Service Commission to
20 conduct the five- (5-) year government-wide classification and salary study
21 as directed by Section 7 of this Act.

22 Section 9. The Personnel Division of the Department of Administration
23 shall determine the number of positions affected by the implementation of
24 the new Pay Range and Wage Schedules set out in Section 1 of this Act and
25 shall pay all employees their outstanding balances from the Fund established
26 in Section 5 of this Act.

27 Section 10. Chapter VIII of Public Law 20-3 relative to the Superior
28 Court of Guam Fiscal Year 1989 Appropriations is hereby amended to read:

	General Fund	Other Fund	Federal Fund	Total
A. For Administration				
1. Personnel Services	\$ 664,415 (27.0 FTE)			\$ 664,415 (27.0 FTE)

1	2. Operating Expenses	530,267	530,267
2	3. Lease of Office Space	160,488	160,488
3	4. Utilities		
4	a. Power	156,000	156,000
5	b. Water/Sewer	9,600	9,600
6	c. Telephone	39,431	39,341
7	5. Capital Outlay	<u>108,990</u>	<u>108,990</u>
8	6. Miscellaneous		
9	a. Personnel Development	1,818	1,818
10	b. Contingency Fund	<u>3,500</u>	<u>3,500</u>
11	TOTAL	<u>\$1,674,509</u>	<u>\$1,674,509</u>
13	B. For Financial Management		
14	1. Personnel Services	294,295	294,295
15		(10.0 FTE)	(10.0 FTE)
16	2. Operating Expenses	7,173	7,173
17	3. Miscellaneous		
18	a. Personnel Development	<u>2,030</u>	<u>2,030</u>
19	TOTAL	<u>303,498</u>	<u>303,498</u>
21	C. For Courts/Ministerial Offices		
22	1. Personnel Services	2,270,515	2,270,515
23		(73.0 FTE)	(73.0 FTE)
24	2. Operating Expenses	66,379	66,379
25	3. Contingency Fund	10,000	10,000
26	4. Jury Service	400,000	400,000
27	5. Court Appointed/ Legal Services	663,000	663,000
28	6. Miscellaneous		
29	a. Personnel Development	<u>90</u>	<u>90</u>
30	TOTAL	<u>3,409,984</u>	<u>3,409,984</u>
31			

1	D. For Marshal's Office			
2	1. Personnel Services	847,685		847,685
3		(34.0 FTE)		(34.0 FTE)
4	2. Operating Expenses	6,812		6,812
5	3. Miscellaneous			
6	a. Personnel Development	6,955		6,955
7	TOTAL	<u>861,452</u>		<u>861,452</u>
9	E. For Probation Service			
10	1. Personnel Services	1,232,859		1,232,859
11		(41.0 FTE)		(41.0 FTE)
12	2. Operating Expenses	7,605		7,605
13	TOTAL	<u>1,240,464</u>		<u>1,240,464</u>
15	F. For Judicial Council			
16	1. Operating Expense	16,953		16,953
17	2. For the Stipends of the			
18	Judicial Council as required			
19	by §121 of the Civil Procedure			
20	Code of Guam	4,800		4,800
21	TOTAL	<u>21,753</u>		<u>21,753</u>
23	G. For the Board of Law Examiners			
24	1. Operating Expenses	10,730		10,730
25	2. For the Stipends of the			
26	Board of Law Examiners as			
27	required by §28015 of the			
28	Government Code of Guam	4,800		4,800
29	TOTAL	<u>15,530</u>		<u>15,530</u>
32	GRAND TOTAL	\$ 7,527,190		\$ 7,527,190
33	CHAPTER VIII SUPERIOR COURT OF GUAM			

1 Section 11. Section 4 of Public Law 20-04 is hereby amended to read
2 as follows:

3 "Notwithstanding any other law or regulation, members and prior
4 members who paid or executed promissory notes for repayment of
5 withdrawn or for educational or military credit or for non-base pay
6 contributions shall have the interest on their repayment calculated
7 anew at regular interest but not in excess of four and one-half
8 percent (4½) per annum, amortized in equal installments consisting of
9 principal and interest payable over the length of the loan and shall
10 have payments reduced or the repayment period shortened accordingly.
11 No penalty may be imposed for pre-payment of such notes. In the
12 event that as a result of such recalculation, the member or prior
13 member is owed a refund and owes nothing else to the Fund or to the
14 government of Guam, such refund shall be paid to such member or
15 prior member within five (5) days of such recalculation. All such
16 recalculations shall be completed within one hundred eighty (180) days
17 from the date of the member's or prior member's request for such
18 recalculation, except that if a member or prior member desires to
19 prepay the balance of such member's or prior member's note then such
20 recalculation shall be completed within five (5) days of such request.
21 The provisions of this section shall be retroactively applicable to
22 members who paid or executed promissory notes for payment of
23 withdrawn contributions or for educational or military credit for
24 non-base pay contributions under any of the provisions of the
25 retirement fund laws in Chapter 8 of Title 4 of the Guam Code
26 Annotated which were in effect prior to the enactment of this section."

27 Section 12. A new §5302 is added to Chapter IV of Title VI of the
28 Government Code to read as follows:

29 "§5302. (a) Legislative approval. Any proposed reorganization
30 plan for a department, agency or instrumentality of the government of
31 Guam (collectively 'agency') shall require the approval of the
32 Legislature prior to its implementation, and such approval of any
33 reorganization plan that increases the number of employees shall be

1 necessary prior to a request to the Legislature to appropriate funds
2 for the additional positions.

3 (b) Definition. For purposes of this Chapter, "reorganization"
4 means:

5 (1) The transfer of the whole or any part of any agency,
6 or of the whole or any part of the functions thereof, to the
7 jurisdiction and control of any other agency;

8 (2) The abolition of all or any part of the functions of any
9 agency;

10 (3) The consolidation or coordination of the whole or any
11 part of any agency, or of the whole or any part of the functions
12 thereof, with the whole or any part of any other agency or the
13 functions thereof;

14 (4) The consolidation or coordination of any part of any
15 agency or the functions thereof with any other part of the same
16 agency or the functions thereof;

17 (5) The authorization of any non-elective officer to appoint
18 any individual to perform any of his functions;

19 (6) The abolition of the whole or any part of any agency
20 which agency or part does not have, or upon the taking effect of
21 a reorganization plan will not have, any function;

22 (7) The establishment of a new agency to perform the whole
23 or any of the functions of an existing agency or agencies; or

24 (8) The use of a person under contract to perform
25 functions which regularly are performed or budgeted to be
26 performed by employees appointed under the merit system."

27 Section 13. Notwithstanding any other law, the Director of
28 Administration is authorized to expend such sums as are necessary from the
29 Department of Administration's budget to compensate employees who have
30 been overlooked in their retroactive payment due them from their promotion
31 reclassifications. These employees are:

<u>NAME/POSITION TITLE/PR:</u>	<u>POSITION REALLOCATED TO:</u>
Sylvia T. Castro, Accounting Technician II, PR 28-8	Accounting Technician III PR 31-7

1 Visitacion M. Tacadina,
2 Accounting
3 Technician II, PR 26-7

Accounting Technician III
PR 31-6

4 Section 14. One Thousand Two Hundred Sixty-Seven Dollars and
5 Forty-One Cents (\$1,267.41) are hereby appropriated from the General
6 Fund to the Department of Public Works (the "Department") to compensate
7 Sheneen Garcia for services rendered to the PEALS Board and other
8 divisions within the Department. The Director of the Department shall
9 within thirty (30) days of the effective date of this Act, so compensate the
10 employee named herein.

11 Section 15. Thirteen Thousand Nine Hundred Fifteen Dollars and
12 Sixty Cents (\$13,915.60) are hereby appropriated from the General Fund to
13 the Department of Public Health and Social Services to correct a
14 long-standing administrative error in the pay range and step reclassification
15 of David V. Camacho, Child Support Enforcement Officer Supervisor, dating
16 back to September 9, 1983. The amount appropriated herein reflects the
17 amount due as of June 9, 1989, and that the employee's correct
18 classification as of that date is Pay Range 36, Step 9.

19 Section 16. The Guam Energy Office is authorized to spend One
20 Million One Hundred Forty-Three Thousand Three Hundred Forty Dollars
21 (\$1,143,340) from funds received pursuant to U.S. Public Law 97-377, the
22 U.S. District Court case of U.S. vs. Exxon (TECA Nos. 91-100
23 Consolidated) in the amounts shown as approved by the U.S. Department of
24 Energy.

25	Technical Audits for 25 Schools	\$ 112,500
26	Energy Conservation Measures	<u>\$1,030,840</u>
27	TOTAL	\$1,143,340

28 No amounts allocated above for energy conservation measures in excess
29 of five percent (5%) may be used for studies, audits, or administrative
30 expenses.

31 Section 17. A new §8110.1 is added to Title 4, Guam Code Annotated,
32 to read:

33 "§8110.1. Same: Previous Federal Service. Any current member
34 of the Fund who is active or retired and who had been appointed to a

1 Federal position and detailed to serve with the government of Guam in
2 the Governor's Office, after the effective date of the Organic Act until
3 the inauguration date of the first elected Governor of the territory of
4 Guam, may claim credit for such service provided he does not become
5 a member of the U.S. Civil Service Retirement System and provided
6 further that he pays to the Fund the contributions which he would
7 have paid at his employment then with the government of Guam,
8 together with regular interest thereon from the date on which such
9 contributions would have been made had such service not been with
10 the federal government to the date of actual payment."

TWENTIETH GUAM LEGISLATURE
1989 (FIRST) Regular Session

ROLL CALL SHEET

Bill No. 247

Date: 8/31/89

Resolution No. _____

QUESTION: _____

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



Committee on General Governmental Operations

Twentieth Guam Legislature

TED S. NELSON Chairman

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 & Community Development
- Committee on Judiciary & Criminal Justice
- Committee on Ways & Means
- Committee on Youth, Senior Citizens, Cultural Affairs & Human Resources.

March 10, 1989

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. 247**, "An act to repeal and reenact Section 6201 of 4 GCA relative to the Pay Range Schedule and Wage Schedule for Government of Guam employees," has had the same under consideration and now wishes to report back the same with the **recommendation to do pass**.

The Committee votes are as follows:

To do pass	11
Not to pass	0
To report out	0
Off-island	2
To place in Inactive File	0
Other	1

A copy of the Committee Report and other pertinent documents are enclosed for your perusal.

Sincerely,

ELIZABETH P. ARRIOLA
Acting

Enclosures

**Committee on General
Governmental Operations**

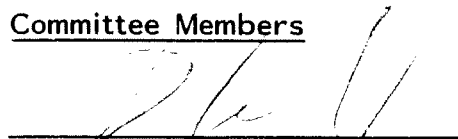
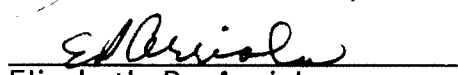
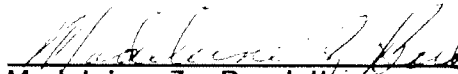
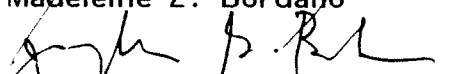

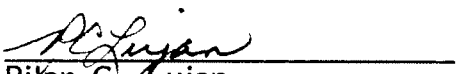


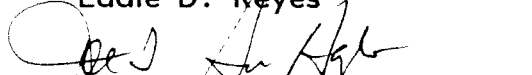


Members

- Elizabeth P. Arriola
- J. George Bamba
- Madelaine Z. Bortello
- Herminia D. Dierking
- Edward R. Duenes
- Carl T.C. Guiermez
- 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

TWENTIETH GUAM LEGISLATURE
COMMITTEE ON GENERAL GOVERNMENTAL OPERATIONS

VOTE SHEET ON BILL NO. 247
"An Act to Repeal and Reenact 4 GCA Section 6201 relative to the
Pay Range Schedule and the Wage Schedule
for Government of Guam Employees"

<u>Committee Members</u>	<u>To do Pass</u>	<u>Not to Pass</u>	<u>Abstain</u>	<u>Other</u>
 Ted S. Nelson, Chairperson	✓			
 Elizabeth P. Arriola	✓			
 Madeleine Z. Bordallo	✓			
 J. George Bamba	✓			
 Herminia D. Dierking	✓			
 Edward R. Duenas				
<i>OFF-ISLAND</i>				
 Carl T.C. Gutierrez				
 Pifar C. Lujan	✓			
 Gordon Mailloux	✓			
<i>OFF-ISLAND</i>				
 Don Parkinson				
 Eddie D. Reyes	✓			
 Joe T. San Agustin, Speaker	✓			
 Frank/R. Santos	✓			
 Tommy V.C. Tanaka	✓			

TWENTIETH GUAM LEGISLATURE
COMMITTEE ON GENERAL GOVERNMENTAL OPERATIONS

REPORT ON BILL NO. 247

"AN ACT TO REPEAL AND REENACT 4 GCA SECTION 6201
RELATIVE TO THE PAY RANGE SCHEDULE AND THE WAGE
SCHEDULE FOR GOVERNMENT OF GUAM EMPLOYEES.
[Attachment 1]

Introduced by:
Senators Ted S. Nelson & Tommy V.C. Tanaka

PREFACE:

The Committee on General Governmental Operations, to which was referred the above-captioned measure, conducted a public hearing on Thursday, February 9, 1989, at 11:45 a.m. in the Legislative Session Hall. [Notice of Public Hearing - Attachment 2]

Committee members present were Senator Ted S. Nelson, Chairperson, and Senators Tommy V.C. Tanaka, Frank R. Santos, Eddie R. Duenas, Elizabeth P. Arriola, and Speaker Joe T. San Agustin. Absent from the hearing were Senators J. George Bamba, Madeleine Z. Bordallo, Herminia D. Dierking, Carl T.C. Gutierrez, Pilar C. Lujan, Gordon Mailloux, Don Parkinson and Eddie D. Reyes. [Attendance Sheet - Attachment 3]

NOTIFICATION

Letters were sent to the following: the Acting Governor of Guam; the Attorney General; the Chairperson of the Civil Service Commission; the Director of Administration; the President of the Commissioners Council; the President of the Guam Chamber of Commerce, and to the Members of the Committee. [Attachment 4]

BACKGROUND

Appearing before the Committee were Mrs. Maria S. Connelley, Chairperson of the Civil Service Commission; Ms. Norma J. Aflague, Executive Director; Mr. Ron Aguon, Legal Counsel; and Mr. Jim Mac Intyre, Personnel Management Administrator.

Mrs. Connelley read the Commission's testimony [Attachment 5] to the the Committee. The Commission supports the passage of Bill No. 247 and recommends that the implementation date of the Bill be retroactive to October 1, 1986.

Mrs. Norma Aflague commented that the concerns of those Department of Education administrators not covered by the current pay range are addressed in Bill No. 247.

Commissioner Felix F. Ungacta submitted written testimony to the Committee endorsing and supporting the passage of Bill 247. [Attachment 6]

Mr. Wilfred G. Aflague, Director of Administration, also submitted written testimony to the Committee supporting the passage of Bill 247. He commented that "The proposed Pay Scale will properly correct the computational errors established from the existing Pay Ranges of 51 through 60. We strongly recommend that the Pay Range Schedule be retroactively implemented to October 1, 1987 to coincide with its initial implementation." [Attachment 7 - Page 3]

There being no other witnesses, the Chairman adjourned the hearing on Bill No. 247.

REVIEW AND IMPACT

1. Bill No. 247 would repeal and reenact Section 6201 of 4 GCA relative to the Pay Range and Wage Schedule for government of Guam employees.
2. On November 4, 1987, Bill No. 619 was introduced; publicly heard by the Committee on General Governmental Operations on March 17, 1988; and reported out on August 30, 1988.

Bill No. 247 reflects the extensions to the Pay Range and the Wage Schedule necessary to implement Option 1 of the Classification Pay Plan.

3. The enactment of Public Laws 18-32, 18-33, 19-05 and 19-10 authorized the implementation of Option 1. The Legislature did not legislate the amendments to the Pay Range and Wage Schedules and at the same time, Bill No. 247 reflects the \$419 cost of living allowance adjustments authorized by Public Law 19-05.
4. Bill No. 247 includes the amendments to the original ten steps added to the Pay Range Schedule in the Option 1 and Option 2 Classification and Ray Report.
5. More importantly, Bill No. 247 corrects the unrealistic difference in value between pay ranges.

SECTION ANALYSIS

Bill No. 247 repeals and reenacts Section 6201 of 4 GCA.

Item (a) provides for an established Pay Range Schedule for graded

positions and sets forth the basic compensation for officers and employees within the government of Guam.

Bill No. 247 further provides that the minimum rate of each pay range shall be the normal rate for initial employment in the positions and classes assigned. Moreover, it provides that directors or other department heads, may, with the initial approval of the Civil Service Commission, authorize the initial employment in a position at a higher step in the position's pay range, only if such is warranted by recruitment difficulties or by special or unusual qualifications, including experience.

In Bill No. 247, it provides that employees in Steps 1 through 6 shall be eligible for salary incremental increases to the next succeeding steps after 12 months of satisfactory performance. It also provides that employees must serve 18 months of satisfactory service in the previous salary rate before advancement to Steps 8, 9 and 10 for incremental purposes.

Item (b) of the Bill establishes a Wage Schedule for ungraded positions. The procedures and guidelines are similar to that contained in item (a) regarding advancement and promotion and recruitment.

Sections 2 and 3 ensures that the Commission, at least every five (5) years, shall conduct a government-wide classification and salary study for classified and unclassified positions within the Executive Branch. It also allows, if the Commission so recommends, the employment of an outside independent salary consultant to assist in the preparation of the reclassification study.

Section 4 authorizes to be appropriated from the General Fund the sum of \$200,000 to the Commission for the purpose of implementing the reclassification study.

Section 5 increases the FTE level at the Commission by an additional three (3). The Committee in mandating the Commission to conduct the annual five (5) year reclassification study, and recognizing the Commission's daily schedules, has determined that in order for the Commission to be effective, they be given additional employees. Furthermore, it provides that the Commission shall determine and fix the compensation for the positions authorized by the Legislature.

COMMITTEE RECOMMENDATION

The Committee on General Governmental Operations, to which was referred Bill No. 247 ("An act to repeal and reenact 4 GCA Section 6201 relative to the Pay Range Schedule and the Wage Schedule for Government of Guam Employees"), has had the same under consideration and now wishes to report back the same with the RECOMMENDATION TO DO PASS AS AMENDED BY THE COMMISSION.

TWENTIETH GUAM LEGISLATURE
1989 (FIRST) Regular Session

Bill No. 247 (COR)
Amended by the Committee on
General Governmental Operations

Introduced by:

T. S. Nelson
T. V.C. Tanaka
H. D. Dierking

J. T. San Agustin
F. R. Santos
E. P. Arriola
J. G. Bamba
M. Z. Bordallo
E. R. Duenas
C. T.C. Gutierrez
P. C. Lujan
G. Mailloux
D. Parkinson
E. D. Reyes

AN ACT TO REPEAL AND REENACT SECTION 6201
OF 4 GCA THE PAY RANGE SCHEDULE AND THE
WAGE SCHEDULES FOR GOVERNMENT OF GUAM
EMPLOYEES.

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

2 Section 1. Section 6201 of 4 GCA is hereby repealed and
3 reenacted to read:

4 "Section 6201. Pay Range and Wage Schedules. (a)
5 There is established the following Pay Range Schedule for
6 graded positions to which this Chapter applies and which
7 is divided into sixty (60) pay ranges. The rates of basic
8 compensation with respect to officers, employers and
9 positions to which this Chapter applies shall be in
10 accordance with the schedule of per annum contained in
11 said Pay Range Schedule.

1
2
3
4

PAY RANGE SCHEDULE

(Reference Public Law 18-15.
Pay Ranges 51-60 adopted by
Civil Service Commission 9-24-87.)

PAY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
1	8,817	9,259	9,389	9,519	9,649	9,805	9,961	10,117	10,275	10,433
2	9,259	9,389	9,519	9,649	9,805	9,961	10,117	10,275	10,433	10,617
3	9,389	9,519	9,649	9,805	9,961	10,117	10,275	10,433	10,617	10,801
4	9,519	9,649	9,805	9,961	10,117	10,275	10,433	10,617	10,801	10,985
5	9,649	9,805	9,961	10,117	10,275	10,433	10,617	10,801	10,985	11,169
6	9,805	9,961	10,117	10,275	10,433	10,617	10,801	10,985	11,169	11,353
7	9,961	10,117	10,275	10,433	10,617	10,801	10,985	11,169	11,353	11,537
8	10,117	10,275	10,433	10,617	10,801	10,985	11,169	11,353	11,537	11,773
9	10,275	10,433	10,617	10,801	10,985	11,169	11,353	11,537	11,773	12,009
10	10,433	10,617	10,801	10,985	11,169	11,353	11,537	11,773	12,009	12,245
11	10,617	10,801	10,985	11,169	11,353	11,537	11,773	12,009	12,245	12,481
12	10,801	10,985	11,169	11,353	11,537	11,773	12,009	12,245	12,481	12,769
13	10,985	11,169	11,353	11,537	11,773	12,009	12,245	12,481	12,769	13,081
14	11,169	11,353	11,537	11,773	12,009	12,245	12,481	12,769	13,081	13,393
15	11,353	11,537	11,773	12,009	12,245	12,481	12,769	13,081	13,393	13,705
16	11,537	11,773	12,009	12,245	12,481	12,769	13,081	13,393	13,705	14,017
17	11,773	12,009	12,245	12,481	12,769	13,081	13,393	13,705	14,017	14,407
18	12,009	12,245	12,481	12,769	13,081	13,393	13,705	14,017	14,407	14,797
19	12,245	12,481	12,769	13,081	13,393	13,705	14,017	14,407	14,797	15,187
20	12,481	12,769	13,081	13,393	13,705	14,017	14,407	14,797	15,187	15,577
21	12,769	13,081	13,393	13,705	14,017	14,407	14,797	15,187	15,577	16,097
22	13,081	13,393	13,705	14,017	14,407	14,797	15,187	15,577	16,097	16,617
23	13,393	13,705	14,017	14,407	14,797	15,187	15,577	16,097	16,617	17,137
24	13,705	14,017	14,407	14,797	15,187	15,577	16,097	16,617	17,137	17,657
25	14,017	14,407	14,797	15,187	15,577	16,097	16,617	17,137	17,657	18,177
26	14,407	14,797	15,187	15,577	16,097	16,617	17,137	17,657	18,177	18,697
27	14,797	15,187	15,577	16,097	16,617	17,137	17,657	18,177	18,697	19,217
28	15,187	15,577	16,097	16,617	17,137	17,657	18,177	18,697	19,217	19,867

1	PAY	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
2	RANGE	1	2	3	4	5	6	7	8	9	10
3	29	15,577	16,097	16,617	17,137	17,657	18,177	18,697	19,217	19,867	20,517
4	30	16,097	16,617	17,137	17,657	18,177	18,697	19,217	19,867	20,517	21,167
5	31	16,617	17,137	17,657	18,177	18,697	19,217	19,867	20,517	21,167	21,817
6	32	17,137	17,657	18,177	18,697	19,217	19,867	20,517	21,167	21,817	22,597
7	33	17,657	18,177	18,697	19,217	19,867	20,517	21,167	21,817	22,597	23,377
8	34	18,177	18,697	19,217	19,867	20,517	21,167	21,817	22,597	23,377	24,157
9	35	18,697	19,217	19,867	20,517	21,167	21,817	22,597	23,377	24,157	24,937
10	36	19,217	19,867	20,517	21,167	21,817	22,597	23,377	24,157	24,937	25,717
11	37	19,867	20,517	21,167	21,817	22,597	23,377	24,157	24,937	25,717	26,497
12	38	20,517	21,167	21,817	22,597	23,377	24,157	24,937	25,717	26,497	27,277
13	39	21,167	21,817	22,597	23,377	24,157	24,937	25,717	26,497	27,277	28,057
14	40	21,817	22,597	23,377	24,157	24,937	25,717	26,497	27,277	28,057	28,837
15	41	22,597	23,377	24,157	24,937	25,717	26,497	27,277	28,057	28,837	29,617
16	42	23,377	24,157	24,937	25,717	26,497	27,277	28,057	28,837	29,617	30,397
17	43	24,157	24,937	25,717	26,497	27,277	28,057	28,837	29,617	30,397	31,479
18	44	24,937	25,717	26,497	27,277	28,057	28,837	29,617	30,397	31,479	32,602
19	45	25,717	26,497	27,277	28,057	28,837	29,617	30,397	31,479	32,602	33,767
20	46	26,497	27,277	28,057	28,837	29,617	30,397	31,479	32,602	33,767	34,994
21	47	27,277	28,057	28,837	29,617	30,397	31,479	32,602	33,767	34,994	36,263
22	48	28,057	28,837	29,617	30,397	31,479	32,602	33,767	34,994	36,263	37,594
23	49	28,837	29,617	30,397	31,479	32,602	33,767	34,994	36,263	37,594	38,967
24	50	29,617	30,397	31,479	32,602	33,767	34,994	36,263	37,594	38,967	40,381
25	51	30,397	31,479	32,602	33,767	34,994	36,263	37,594	38,967	40,381	41,862
26	52	31,479	32,602	33,767	34,994	36,263	37,594	38,967	40,381	41,862	43,402
27	53	32,602	33,767	34,994	36,263	37,594	38,967	40,381	41,862	43,402	45,004
28	54	33,767	34,994	36,263	37,594	38,967	40,381	41,862	43,402	45,004	46,670
29	55	34,994	36,263	37,594	38,967	40,381	41,862	43,402	45,004	46,670	48,403
30	56	36,263	37,594	38,967	40,381	41,862	43,402	45,004	46,670	48,403	50,205
31	57	37,594	38,967	40,381	41,862	43,402	45,004	46,670	48,403	50,205	52,079
32	58	38,967	40,381	41,862	43,402	45,004	46,670	48,403	50,205	52,079	54,028
33	59	40,381	41,862	43,402	45,004	46,670	48,403	50,205	52,079	54,028	56,055
34	60	41,862	43,402	45,004	46,670	48,403	50,205	52,079	54,028	56,055	58,163

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

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

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

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

18 (b) There is hereby established the following Wage Schedule for ungraded
19 positions to which this Chapter applies and which is divided into forty-five (45)
20 wage levels. The rates of basic compensation with respect to officers, employees
21 and positions to which this Chapter applies shall be in accordance with the
22 schedule of per annum contained in said wage schedule.

WAGES SCHEDULE
(LABOR AND TRADES)

(Reference Public Law 18-15.)

	PAY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
6	W-1	10,275	10,433	10,617	10,801	10,985
7	W-2	10,433	10,617	10,801	10,985	11,169
8	W-3	10,617	10,801	10,985	11,169	11,353
9	W-4	10,801	10,985	11,169	11,353	11,537
10	W-5	10,985	11,169	11,353	11,537	11,773
11	W-6	11,169	11,353	11,537	11,773	12,009
12	W-7	11,353	11,537	11,773	12,009	12,245
13	W-8	11,537	11,773	12,009	12,245	12,481
14	W-9	11,773	12,009	12,245	12,481	12,769
15	W-10	12,009	12,245	12,481	12,769	13,081
16	W-11	12,245	12,481	12,769	13,081	13,393
17	W-12	12,481	12,769	13,081	13,393	13,705
18	W-13	12,769	13,081	13,393	13,705	14,017
19	W-14	13,081	13,393	13,705	14,017	14,407
20	W-15	13,393	13,705	14,017	14,407	14,797
21	W-16	13,705	14,017	14,407	14,797	15,187
22	W-17	14,017	14,407	14,797	15,187	15,577
23	W-18	14,407	14,797	15,187	15,577	16,097
24	W-19	14,797	15,187	15,577	16,097	16,617
25	W-20	15,187	15,577	16,097	16,617	17,137
26	W-21	15,577	16,097	16,617	17,137	17,657
27	W-22	16,097	16,617	17,137	17,657	18,177
28	W-23	16,617	17,137	17,657	18,177	18,697
29	W-24	17,137	17,657	18,177	18,697	19,217
30	W-25	17,657	18,177	18,697	19,217	19,867
31	W-26	18,177	18,697	19,217	19,867	20,517
32	W-27	18,697	19,217	19,867	20,517	21,167
33	W-28	19,217	19,867	20,517	21,167	21,817
34	W-29	19,867	20,517	21,167	21,817	22,597

	PAY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
3	W-30	20,517	21,167	21,817	22,597	23,377
4	W-31	21,167	21,817	22,597	23,377	24,157
5	W-32	21,817	22,597	23,377	24,157	24,937
6	W-33	22,597	23,377	24,157	24,937	25,717
7	W-34	23,377	24,157	24,937	25,717	26,497
8	W-35	24,157	24,937	25,717	26,497	27,277
9	W-36	24,937	25,717	26,497	27,277	28,057
10	W-37	25,717	26,497	27,277	28,057	28,837
11	W-38	26,497	27,277	28,057	28,837	29,617
12	W-39	27,277	28,057	28,837	29,617	30,397
13	W-40	28,057	28,837	29,617	30,397	31,479
14	W-41	28,837	29,617	30,397	31,479	32,602
15	W-42	29,617	30,397	31,479	32,602	33,767
16	W-43	30,397	31,479	32,602	33,767	34,994
17	W-44	31,479	32,602	33,767	34,994	36,263
18	W-45	32,602	33,767	34,994	36,263	37,594

19 The minimum rate of each wage level shall be the normal rate for initial
20 employment in the ungraded positions and classes assigned thereto; provided
21 however, that directors or other department heads with the government of Guam
22 may, with the approval of the Civil Service Commission, authorized initial
23 employment in a position at a higher step in the position's wage level, if such
24 action is warranted by recruitment difficulties or by the new employee's special or
25 unusual qualifications, including experience.

26 Employees at Step 1 through 3 shall be eligible for salary incremental increase
27 to the next succeeding step after twelve (12) months in satisfactory performance
28 of duties.

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

1 An employee who is at Step 5 for three (3) or more
2 consecutive years and has served satisfactorily shall have his
3 work reviewed and if it is satisfactory, then he shall have his
4 pay adjusted to Step 5 in the next higher wage level for each
5 three (3) years of satisfactory service.

6 (c) An employee who has reached the maximum pay rate under
7 the Wage Schedule, who for three (3) consecutive years has served
8 satisfactorily or who is recommended for a meritorious pay
9 increase, shall be converted to the comparable pay level at Step
10 10 in the graded Pay Range Schedule, and shall have his pay
11 adjusted to Step 10 in the next higher pay range, retroactively
12 effective October 1, 1984.

13 (d) An employee whose wage level at Step 5 is reassigned to
14 a higher wage level, and whose pay rate as a result of such
15 reassignment exceeds the maximum pay rate available under the
16 existing Wage Schedule, shall be converted to the comparable pay
17 level at Step 10 in the graded Pay Range Schedule, and shall have
18 his pay adjusted accordingly, retroactively effective October 1,
19 1984.

20 Section 2. Section 6305(b) of 4 Guam Code Annotated is
21 hereby amended to read:

22 "(b) The Commission shall keep such standards up to
23 date. From time to time, at least every five (5) years the
24 Commission shall conduct a government-wide classification
25 and salary study for classified and unclassified positions
26 within the Executive Branch. After consultation with
27 departments to the extent deemed necessary by the

1 Commission, it may revise, supplement or abolish existing
2 standards or prepare new standards, so that as nearly as may
3 be practicable, positions existing at any time within the
4 service will be covered by current published standards."

5 Section 3. The Civil Service Commission may employ an
6 outside independent salary consultant to assist the Commission in
7 the preparation of the government-wide reclassification study.

8 Section 4. (a) There is hereby authorized to be appropro-
9 priated the sum of Five Hundred Thousand Dollars (\$500,00) from
10 the General Fund to the Civil Service Commission for the purpose
11 of implementing the intent of Section 2 and 3 of this Act.

12 (b) The Civil Service Commission may from time to time use
13 the funds appropriated for related classification and pay
14 administration training on and off-island and for the purchase of
15 related equipment and supplies.

16 Section 5. (a) The Civil Service Commission is hereby
17 authorized an additional three (3) FTE positions for the purpose
18 of hiring in the classified service a Chief of Administration or
19 related position, and a Word Processing Secretary Typist, or
20 related position, and in the unclassified service a Board
21 Secretary at Thirty Thousand Dollars (\$30,000) per annum plus
22 benefits.

23 (b) The sum of Ninety-five Thousand Dollars (\$95,000) is
24 hereby authorized appropriated from the General Fund to the Civil
25 Service Commission to fund the positions authorized herein. The
26 Commission shall determine and fix the pay range and wage
27 schedules for the classified positions authorized herein. In the

1 meantime, the Governor is hereby authorized to transfer funds to
2 fund the positions established herein.

3 Section 6. The amended pay range and wage schedules shall
4 be effective retroactively to August 15, 1986.

January 27, 1989

NOTICE OF PUBLIC HEARING TWENTIETH GUAM LEGISLATURE

9:00 A.M., THURSDAY, FEBRUARY 09, 1989. SESSION HALL. COMMITTEE ON
GENERAL GOVERNMENTAL OPERATIONS. CHAIRED BY SENATOR TED. S.
NELSON. TO HEAR THE FOLLOWING MEASURES:

BILL NO. 13 "AN ACT RELATIVE TO THE CIVIL SERVICE COMMISSION:
AMENDING 4 GCA SUBSECTIONS 4406, 4406.1 AND 4402
AND GOVERNMENT CODE SECTION 3230 AND CREATING
NEW PROVISIONS DESIGNED TO CLARIFY AND RESTRUC-
TURE THE APPEALS PROCESS AVAILABLE TO
EMPLOYEES."

BILL NO. 15 "AN ACT TO AMEND SECTION 3235 OF PUBLIC LAW 13-35
TO ALLOW THE CIVIL SERVICE COMMISSION BOARD TO
MEET IN EXECUTIVE SESSION."

BILL NO. 55 "AN ACT TO ADD A NEW SUBSECTION 12 TO SECTION
3218, GCA, RELATIVE TO EQUAL PAY FOR EQUAL WORK."

BILL NO. 176 "AN ACT TO REPEAL AND REENACT SECTIONS 3300 ET
SEQ OF THE GOVERNMENT CODE (4 GCA SUBSECTION
5105 ET SEQ) RELATIVE TO THE POLITICAL ACTIVITIES OF
GOVERNMENT EMPLOYEES."

BILL NO. 247 "AN ACT TO AMEND THE PAY RANGE AND WAGES
SCHEDULES ACT FOR GOVERNMENT EMPLOYEES."

(THE PUBLIC IS INVITED TO EXPRESS THEIR VIEWS.)


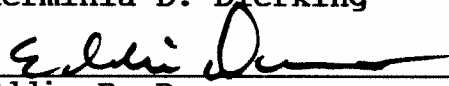
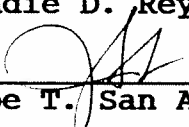
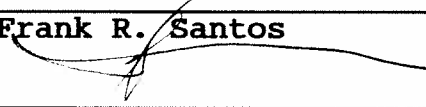
1989-11C

ATTACHMENT 2

**COMMITTEE ON GENERAL GOVERNMENTAL OPERATIONS
ATTENDANCE SHEET**

11:45 a.m.; Thursday, February 9, 1989; Legislature Session Hall
ON BILL NO. 247

"An act to amend the Pay Range and Wage Schedules Act
for government employees."

<u>Committee Members</u>	<u>Present</u>	<u>Absent</u>	<u>Other</u>
Ted S. Nelson, Chairperson			
 Elizabeth P. Arriola	✓		
Madeleine Z. Bordallo			
J. George Bamba			
Herminia D. Dierking			
 Eddie R. Duenas	✓		
Carl T.C. Gutierrez			
Pilar C. Lujan			
Gordon Mailloux			
Don Parkinson			
Eddie D. Reyes			
 Joe T. San Agustin, Speaker	✓		
Frank R. Santos			
 Tommy V.C. Tanaka	✓		

ATTACHMENT 3

Staff Assigned: James Castro, Ruth Blas, & Helen Perez



Twentieth Guam Legislature

163 Chalan Santo Papa Street
Agana, Guam 96910

COMMITTEE ON GENERAL GOVERNMENTAL OPERATIONS
PUBLIC HEARING
Thursday, February 9, 1989

A G E N D A

1. **Bill No. 13:** An act relative to the Civil Service Commission: Amending 4 GCA §§4406, 4406.1 and 4402 and Government Code Section 3235 and creating new provisions designed to clarify and restructure the appeals process available to employees.
2. **Bill No. 15:** An act to amend Section 3235 of Public Law 13-35 to allow the Civil Service Commission Board to meet in executive session.
3. **Bill No. 55:** An act to add a new Subsection (f) to Section 6218, 4 GCA, relative to equal pay for equal work.
4. **Bill No. 176:** An act to repeal and reenact Sections 3300 et seq of the Government Code (4 GCA §§5105 et seq) relative to the political activities of government employees.
5. **Bill No. 247:** An act to amend the Pay Range and Wage Schedules act for government employees.

A D J O U R N M E N T

ATTACHMENT 4



Twentieth Guam Legislature

163 Chalan Santo Papa Street
Agana, Guam 96910

January 24, 1989

KNOWLEDGEMENT RECEIPT
Received By [Signature]
Time 10:25
Date 1/25/89

Honorable Frank F. Blas
Acting Governor
Executive Chambers
Adelup Complex, Guam 96910

Re: Committee Public Hearing: February 9, 1989

Dear Governor Blas:

This is to inform you that the Committee on General Governmental Operations has scheduled a public hearing for Thursday, February 9, 1989 at 9:00 a.m. in the Legislative Session Hall. Legislative measures to be heard are as follows:

Bill No. 13: An act relative to the Civil Service Commission: Amending 4 GCA §§4406, 4406.1 and 4402 and Government Code Section 3235 and creating new provisions designed to clarify and restructure the appeals process available to employees.

Bill No. 15: An act to amend Section 3235 of Public Law 13-35 to allow the Civil Service Commission Board to meet in executive session.

Bill No. 55: An act to add a new Subsection (f) to Section 6218, 4 GCA, relative to equal pay for equal work.

Bill No. 176: An act to repeal and reenact Sections 3300 et seq of the Government Code (4 GCA §§5105 et seq) relative to the political activities of government employees.

Bill No. 247: An act to amend the Pay Range and Wages Schedules act for government employees.

As these measures directly affect the general welfare of our government employees, I encourage you to have your appropriate cabinet members attend and submit the Administration's studied opinion at the hearing. The Committee encourages that written testimonies, twenty (20) copies, be submitted prior to the scheduled hearing.

ATTACHMENT 2

Mr. Frank F. Blas
January 24, 1989
Page Two

Once again, thank you for your time and I look forward to seeing your cabinet members at the hearing.

Should you have any questions, feel free to call me.

Sincerely,

FOR THE CHAIRMAN:



JAMES P. CASTRO
Deputy Chief of Staff

Enclosures:



Twentieth Guam Legislature

163 Chalan Santo Papa Street
Agana, Guam 96910

January 24, 1989

ACKNOWLEDGEMENT RECEIPT

Received by _____
Time _____
Date _____

RECEIVED
JAN 24 1989
GOV GUAM
CIVIL SERVICE
COMMISSION

Ms. Maria Santos Connelley
Chairperson
Civil Service Commission
2nd Floor, Century Plaza
Tamuning, Guam 96911

Re: Committee Public Hearing: February 9, 1989

Dear Ms. Connelley:

This is to inform you that the Committee on General Governmental Operations has scheduled a public hearing for Thursday, February 9, 1989 at 9:00 a.m. in the Legislative Session Hall. Legislative measures to be heard are as follows:

Bill No. 13: An act relative to the Civil Service Commission: Amending 4 GCA §§4406, 4406.1 and 4402 and Government Code Section 3235 and creating new provisions designed to clarify and restructure the appeals process available to employees.

Bill No. 15: An act to amend Section 3235 of Public Law 13-35 to allow the Civil Service Commission Board to meet in executive session.

Bill No. 55: An act to add a new Subsection (f) to Section 6218, 4 GCA, relative to equal pay for equal work.

Bill No. 176: An act to repeal and reenact Sections 3300 et seq of the Government Code (4 GCA §§5105 et seq) relative to the political activities of government employees.

Bill No. 247: An act to amend the Pay Range and Wages Schedules act for government employees.

As these measures directly affect the general welfare of our government employees, I encourage you, the Civil Service Commissioners and the Executive Director to attend and submit the Commission's studied opinion. The Committee encourages that written testimonies, twenty (20) copies, be submitted prior to the scheduled hearing.

Ms. Maria Santos Connelley
January 24, 1989
Page Two

Once again, thank you for your time and I look forward to seeing
and the Civil Service Commissioners at the hearing.

Should you have any questions, feel free to call me.

Sincerely,

FOR THE CHAIRMAN:

A handwritten signature in cursive script, appearing to read "James P. Castro", written over a horizontal line.

JAMES P. CASTRO
Deputy Chief of Staff

Enclosures:



Twentieth Guam Legislature

163 Chalan Santo Papa Street
Agana, Guam 96910

January 24, 1989

ACKNOWLEDGEMENT RECEIPT

Received By _____
Time _____
Date _____

Ms. Elizabeth Barrett-Anderson
Attorney General
Department of Law
9th Floor, PDN Building
Agana, Guam 96910

Re: Committee Public Hearing: February 9, 1989

Dear Ms. Barrett-Anderson:

This is to inform you that the Committee on General Governmental Operations has scheduled a public hearing for Thursday, February 9, 1989 at 9:00 a.m. in the Legislative Session Hall. Legislative measures to be heard are as follows:

Bill No. 13: An act relative to the Civil Service Commission: Amending 4 GCA §§4406, 4406.1 and 4402 and Government Code Section 3235 and creating new provisions designed to clarify and restructure the appeals process available to employees.

Bill No. 15: An act to amend Section 3235 of Public Law 13-35 to allow the Civil Service Commission Board to meet in executive session.

Bill No. 55: An act to add a new Subsection (f) to Section 6218, 4 GCA, relative to equal pay for equal work.

Bill No. 176: An act to repeal and reenact Sections 3300 et seq of the Government Code (4 GCA §§5105 et seq) relative to the political activities of government employees.

Bill No. 247: An act to amend the Pay Range and Wages Schedules act for government employees.

As these measures directly affect the general welfare of our government employees, I encourage you or a representative of the Department of Law to attend and submit your legal opinion at the hearing. The Committee encourages that written testimonies, twenty (20) copies, be submitted prior to the scheduled hearing.

Ms. Elizabeth Barrett-Anderson
January 24, 1989
Page Two

Once again, thank you for your time and I look forward to seeing you or a representative of your office at the hearing.

Should you have any questions, feel free to call me.

Sincerely,

FOR THE CHAIRMAN:



JAMES P. CASTRO
Deputy Chief of Staff

Enclosures:



Twentieth Guam Legislature

163 Chalan Santo Papa Street
Agana, Guam 96910

January 24, 1989

ACKNOWLEDGEMENT RECEIPT

Received By [Signature]

Time 12:45

Date 12-7-89

Mr. Wilfred Aflague
Director
Department of Administration
Agana, Guam 96910

Re: Committee Public Hearing: February 9, 1989

Dear Mr. Aflague:

This is to inform you that the Committee on General Governmental Operations has scheduled a public hearing for Thursday, February 9, 1989 at 9:00 a.m. in the Legislative Session Hall. Legislative measures to be heard are as follows:

Bill No. 13: An act relative to the Civil Service Commission: Amending 4 GCA §§4406, 4406.1 and 4402 and Government Code Section 3235 and creating new provisions designed to clarify and restructure the appeals process available to employees.

Bill No. 15: An act to amend Section 3235 of Public Law 13-35 to allow the Civil Service Commission Board to meet in executive session.

Bill No. 55: An act to add a new Subsection (f) to Section 6218, 4 GCA, relative to equal pay for equal work.

Bill No. 176: An act to repeal and reenact Sections 3300 et seq of the Government Code (4 GCA §§5105 et seq) relative to the political activities of government employees.

Bill No. 247: An act to amend the Pay Range and Wages Schedules act for government employees.

As these measures directly affect the general welfare of our government employees, I encourage you or a representative of the Department of Administration to attend and submit your Department's studied opinion at the hearing. The Committee encourages that written testimonies, twenty (20) copies, be submitted prior to the scheduled hearing.

Mr. Wilfred Aflague
January 24, 1989
Page Two

Once again, thank you for your time and I look forward to seeing you or a representative of your office at the hearing.

Should you have any questions, feel free to call me.

Sincerely,

FOR THE CHAIRMAN:



JAMES P. CASTRO
Deputy Chief of Staff

Enclosures:



Twentieth Guam Legislature

163 Chalan Santo Papa Street
Agana, Guam 96910

January 24, 1989

ACKNOWLEDGEMENT RECEIPT

Received By [Signature]

Time 10:04 AM

Date 25-89

Mr. Raymond S. Laguana
President
Commissioner's Council
Agana, Guam 96910

Re: Committee Public Hearing: February 9, 1989

Dear Commissioner Laguana:

This is to inform you that the Committee on General Governmental Operations has scheduled a public hearing for Thursday, February 9, 1989 at 9:00 a.m. in the Legislative Session Hall. Legislative measures to be heard are as follows:

Bill No. 13: An act relative to the Civil Service Commission: Amending 4 GCA §§4406, 4406.1 and 4402 and Government Code Section 3235 and creating new provisions designed to clarify and restructure the appeals process available to employees.

Bill No. 15: An act to amend Section 3235 of Public Law 13-35 to allow the Civil Service Commission Board to meet in executive session.

Bill No. 55: An act to add a new Subsection (f) to Section 6218, 4 GCA, relative to equal pay for equal work.

Bill No. 176: An act to repeal and reenact Sections 3300 et seq of the Government Code (4 GCA §§5105 et seq) relative to the political activities of government employees.

Bill No. 247: An act to amend the Pay Range and Wages Schedules act for government employees.

As these measures directly affect the general welfare of our government employees, I encourage you and members of the Council to attend and submit your opinions at the hearing. The Committee encourages that written testimonies, twenty (20) copies, be submitted prior to the scheduled hearing.

Mr. Raymond S. Laguana
January 24, 1989
Page Two

Once again, thank you for your time and I look forward to seeing you and the Commissioners at the hearing.

Should you have any questions, feel free to call me.

Sincerely,

FOR THE CHAIRMAN:



JAMES P. CASTRO
Deputy Chief of Staff

Enclosures:

cc: All Commissioners and
Assistant Commissioners



Twentieth Guam Legislature

163 Chalan Santo Papa Street
Agana, Guam 96910

January 24, 1989

ACKNOWLEDGEMENT RECEIPT

Received By J. M. M. M.

Time 11:00

Date 1/25/89

Ms. Eloise Baza
President
Guam Chamber of Commerce
Agana, Guam 96910

Re: Committee Public Hearing: February 9, 1989

Dear Ms. Baza:

This is to inform you that the Committee on General Governmental Operations has scheduled a public hearing for Thursday, February 9, 1989 at 9:00 a.m. in the Legislative Session Hall. Legislative measures to be heard are as follows:

Bill No. 13: An act relative to the Civil Service Commission: Amending 4 GCA §§4406, 4406.1 and 4402 and Government Code Section 3235 and creating new provisions designed to clarify and restructure the appeals process available to employees.

Bill No. 15: An act to amend Section 3235 of Public Law 13-35 to allow the Civil Service Commission Board to meet in executive session.

Bill No. 55: An act to add a new Subsection (f) to Section 6218, 4 GCA, relative to equal pay for equal work.

Bill No. 176: An act to repeal and reenact Sections 3300 et seq of the Government Code (4 GCA §§5105 et seq) relative to the political activities of government employees.

Bill No. 247: An act to amend the Pay Range and Wages Schedules act for government employees.

As these measures directly affect the general welfare of our government employees, I encourage you or a representative of the Chamber of Commerce to attend and submit your comments at the hearing. The Committee encourages that written testimonies, twenty (20) copies, be submitted prior to the scheduled hearing.

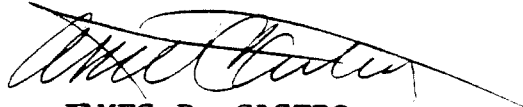
Ms. Eloise Baza
January 24, 1989
Page Two

Once again, thank you for your time and I look forward to seeing you or a representative of the Chamber at the hearing.

Should you have any questions, feel free to call me.

Sincerely,

FOR THE CHAIRMAN:



JAMES P. CASTRO
Deputy Chief of Staff

Enclosures:



MERIT!

Government of Guam



KUMISION I SETBISION SIBIT

FEB - 9 1989

CSC No. 89-219

The Honorable Ted S. Nelson
Chairperson, Committee on General
Governmental Operations
Twentieth Guam Legislature
P. O. Box CB-1
Agana, Guam 96910

Re: Bill No. 247 - Pay Range and Wage Schedule for Government of Guam Employees

Dear Senator Nelson and Members of the Committee:

Bill No. 247 is to repeal and reenact 4 GCA Section 6201 relative to the pay range schedule and the wage schedule for government of Guam employees.

The Civil Service Commission in September 1987 requested legislative action to amend Section 6201 of Title 4, GCA to reflect the extensions to the pay range and wage schedules necessary for the implementation of the Option 1 Classification and Pay Plan. While the enactment of Public laws 18-32, 18-33, 19-5 and 19-10 authorized the implementation of the Option 1 pay recommendations, as approved by the CSC Board in November 1985, the Legislature did not expressly legislate the amendments to the pay range and wage schedules. The passage of the aforementioned statutes implies legislative adoption of the extended pay range and wage schedules.

The proposed schedules reflect the four hundred nineteen (\$419) cost of living allowance adjustments authorized by the Legislature in Public Law 18-5. The inclusion of this adjustment permanent in the pay schedules rather than just a budgetary provision of law.

The proposed measure also includes the amendments to the original ten steps added to the pay range schedule in the Option 2 and 1 Classification and Pay Report approved by the Commission in November 1985. The amended rates were adopted by the CSC Board on September 24, 1987.

The reason for the amendments is to continue the progressive difference in the value provided in the schedule from Pay Range 1 through and including the 10 new steps added in Pay Range 60. The schedule adopted in November 1985 makes the difference in value

ATTACHMENT 5

between steps 8-9 of pay range 51 greater than the difference between steps 9-10. There is a difference of \$1,414 between steps 8 and 9 of pay range 51, whereas between steps 9 and 10 of the same range the difference is reduced to \$780.


The original salary rates for the 10 additional steps at pay range 60 provided the same difference in value between the 10 steps at pay range 50. The difference, however, should continue to progress in value in the 10 additional steps rather than regress. The proposed schedule corrects this unrealistic difference in value.

Furthermore, Public Law 19-52 authorized and directed the Department of Education to assign each DOE administrator to the range and step as approved in the Civil Service Commission Reevaluation Study of the Department of Education Administrators positions on October 11, 1988 or to a step in the appropriate range which would provide for a seven percent (7%) increase over the administrator's October 1, 1986 salary, whichever is greater to be effective October 1, 1986.

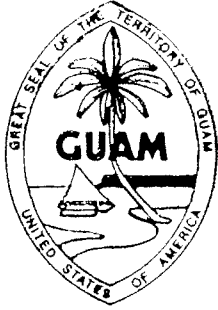
At present, there are four DOE administrators who, if they were to receive a seven percent (7%) increase, would exceed step 10 of pay range 60 which is the effective salary ceiling with the current pay range schedule. With the adoption of the amendments to pay range 51-60 all the top paid DOE administrators could receive a seven percent (7%) increase and still be comfortably positioned within step 10 of pay range 58. This would avoid either two of the less desirable options of expanding the number of pay ranges beyond 60 or treating these four DOE administrators as exceptions to the existing salary ceiling at Step 10 of pay range 60 in order to provide them with the mandated seven percent (7%) increase.

The Civil Service Commission, therefore, supports the passage of Bill No. 247 and recommends that the implementation date of this Bill be retroactive to October 1, 1986.

Sincerely,


MARIA S. CONNELLEY
Chairperson

cc: Governor of Guam



Office of The Commissioner
City of Agana
Guam, U.S.A.

FEBRUARY 9, 1989

FELIX F. UNGACTA
Commissioner

(A written testimony of Commissioner Felix F. Ungacta of Agana on legislative measures to be heard today.)

SENATOR TED NELSON, VICE-SPEAKER AND CHAIRPERSON, COMMITTEE ON GENERAL GOVERNMENTAL OPERATIONS AND TO ALL MEMBERS CONCERNED ON THIS COMMITTEE.

MY NAME IS FELIX FLORES UNGACTA, NATIVE OF AGANA, GUAM AND PRESENTLY COMMISSIONER OF THE CAPITAL CITY OF AGANA FOR THE THIRD TERM. I AM HERE TO ENDORSE AND SUPPORT FOR THE PASSAGE OF THE FOLLOWING MEASURES:
BILL NO. 13; BILL NO. 15; BILL NO. 55; BILL NO. 176; AND BILL 247. THESE MEASURES DIRECTLY AFFECT THE GENERAL WELL-BEING OF OUR GOVERNMENT EMPLOYEES. LET US PROTECT OUR GOVERNMENT EMPLOYEES DUTIFULLY.

THANK YOU.

[Handwritten signature and date]
2/9/89

ATTACHMENT 6



GOVERNMENT OF GUAM
 DEPARTMENT OF ADMINISTRATION
 (DIPATTAMENTON ATMENESTRASION)
 DIRECTOR'S OFFICE
 (UFISINAN DIREKTOT)
 Post Office Box 884
 Agana, Guam 96910

FEB 08 1980

ACKNOWLEDGEMENT RECEIPT

Received By _____
 Date _____

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

RE: Comments on Bill No. 13, 15,
 55, 176 and 247

Dear Senator Nelson:

I want to express my appreciation to you for giving me the opportunity to comment on Bill Nos. 13, 15, 55, 176 and 247.

BILL No. 13:

An act relative to the Civil Service Commission amending Title 4, Guam Code Annotated, Section 4406, 4406.1 and 4402 and Government Code Section 3235 and creating new provisions designed to clarify and restructure the appeals process available to employees.

COMMENT:

The intent of the amendments to Title 4, Guam Code Annotated Sections 4406 and 4406.1 relative to employee appeals process, and 4402 relative to the Civil Service Commission is favorable. The passage of the bill will strengthen the mandate of the Commission in addressing issues which may come before the Board. Passage of this bill is recommended.

The concept of an elected Civil Service Commission Board has been around a few years. Likely, it will open new developments for the Civil Service employment activities of the government. Particularly noted in the bill is a prerequisite condition for eligibility as a member of the Board. This is a requirement that is long overdue.

ATTACHMENT 7

BILL No. 15:

An act to amend Section 3235, Public Law 13-25 to allow the Civil Service Commission Board to meet in executive session.

COMMENT:

My office has no objection on this bill to amend Section 3235 of Public Law 13-25 to allow the Civil Service Commission Board to deliberate on the appeals, grievances, complaints or investigations through executive sessions. I believe that Bill No. 15 will alleviate any influences from outside spectators when the Board is in the process of making decisions on cases.

BILL No. 55:

An act to add new subsection (f) to Section 6218, Title 4, Guam Code Annotated, relative to equal pay for equal work.

COMMENT:

It has been the policy of the Government of Guam's classification system that any level or series of positions shall be compensated equitably based on the merit system of equal pay for equal work. This equal pay system also extends to the inclusion of qualification requirements of the position as well as their required knowledge, abilities and skills. The inclusion of Item Subsection F, will address and conform the merit system of equal pay for equal work. I support the inclusion of Subsection F, 6128, 4,GCA.

BILL No. 176:

An act to repeal and reenact Sections 3300 ET SEQ. of the Government Code, relative to the political activities of government employees.

COMMENT:

We support the passage of Bill No. 176. Passage of this bill will inevitably create a positive impact on all government employees. We stand committed to encouraging our employees in exercising a more active role in the political development of our territory.

We recommend however, that Section 3301(c), Page 6, line 15 be amended as follows:

"opinion or decision from the Civil Service Commission (Judicial Council in the case of employees of the Judicial Branch) whose....."

Amend line 19, Page 6 of the same section by adding "Judicial Council" after "Commission," to read in part:

".....opinion or decision of the Commission or Judicial Council.....".

BILL No. 247:

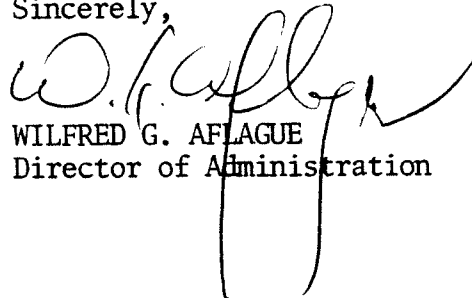
An act to repeal and reenact Title 4, Guam Code Annotated, Subsection 6201, relative to the Pay Range Schedule and the Wage Schedule for the Government of Guam employees.

COMMENT:

The proposed Pay Scale will properly correct the computational errors established from the existing Pay Ranges of 51 through 60. We strongly recommend that the Pay Range Schedule be retroactively implemented to October 1, 1987 to coincide with its initial implementation.

Once again, thank you for providing me the opportunity to comment on the above mentioned bills.

Sincerely,



WILFRED G. AFLAGUE
Director of Administration

TWENTIETH GUAM LEGISLATURE
COMMITTEE ON GENERAL GOVERNMENTAL OPERATIONS

WITNESS SHEET

Bill No. 247. "An act to amend the Pay Range and Wage Schedules Act for government employees."

11:45 a.m.; Thursday, February 9, 1989; Legislative Session Hall

NAME OF WITNESS (Please print clearly)	AGENCY/DEPT. REPRESENTING (if representing Self, a Firm, etc., please indicate)	STATEMENT (W or O)*	TESTIMONY [Check (✓) if] For or Against	
<u>MARIA CONNELLEY</u>	<u>CSC BOARD CHAIR</u>	<u>W/O</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

* Written or Oral

JAN 04 '89

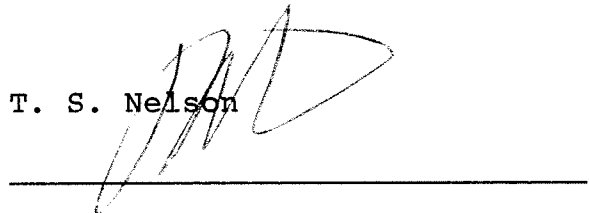
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TWENTIETH GUAM LEGISLATURE
1989 (FIRST) Regular Session

Bill No. 207 (COR)

Introduced by:

T. S. Nelson



AN ACT TO REPEAL AND REENACT 4 GCA §6201
RELATIVE TO THE PAY RANGE SCHEDULE AND THE
WAGE SCHEDULE FOR GOVERNMENT OF GUAM
EMPLOYEES.

1 BE IT ENACTED BY THE PEOPLE OF THE TERRITORY OF GUAM:
 2 Section 1. 4 GCA §6201 is repealed and reenacted to read:
 3 "§6201. Pay Range and Wage Schedules. (a) There is
 4 established the following Pay Range Schedule for graded
 5 positions to which this Chapter applies and which is divided
 6 into sixty (60) pay ranges. The rates of basic compensation
 7 with respect to officers, employers and positions to which
 8 this Chapter applies shall be in accordance with the schedule
 9 of per annum contained in said Pay Range Schedule."

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PAY RANGE SCHEDULE

(Reference Public Law 18-15.
Pay Ranges 51-60 adopted by
Civil Service Commission 9-24-87.)

PAY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
1	8,817	9,259	9,389	9,519	9,649	9,805	9,961	10,117	10,275	10,433
2	9,259	9,389	9,519	9,649	9,805	9,961	10,117	10,275	10,433	10,617
3	9,389	9,519	9,649	9,805	9,961	10,117	10,275	10,433	10,617	10,801
4	9,519	9,649	9,805	9,961	10,117	10,275	10,433	10,617	10,801	10,985
5	9,649	9,805	9,961	10,117	10,275	10,433	10,617	10,801	10,985	11,169
6	9,805	9,961	10,117	10,275	10,433	10,617	10,801	10,985	11,169	11,353
7	9,961	10,117	10,275	10,433	10,617	10,801	10,985	11,169	11,353	11,537
8	10,117	10,275	10,433	10,617	10,801	10,985	11,169	11,353	11,537	11,773
9	10,275	10,433	10,617	10,801	10,985	11,169	11,353	11,537	11,773	12,009
10	10,433	10,617	10,801	10,985	11,169	11,353	11,537	11,773	12,009	12,245
11	10,617	10,801	10,985	11,169	11,353	11,537	11,773	12,009	12,245	12,481
12	10,801	10,985	11,169	11,353	11,537	11,773	12,009	12,245	12,481	12,769
13	10,985	11,169	11,353	11,537	11,773	12,009	12,245	12,481	12,769	13,081
14	11,169	11,353	11,537	11,773	12,009	12,245	12,481	12,769	13,081	13,393
15	11,353	11,537	11,773	12,009	12,245	12,481	12,769	13,081	13,393	13,705
16	11,537	11,773	12,009	12,245	12,481	12,769	13,081	13,393	13,705	14,017
17	11,773	12,009	12,245	12,481	12,769	13,081	13,393	13,705	14,017	14,407
18	12,009	12,245	12,481	12,769	13,081	13,393	13,705	14,017	14,407	14,797
19	12,245	12,481	12,769	13,081	13,393	13,705	14,017	14,407	14,797	15,187
20	12,481	12,769	13,081	13,393	13,705	14,017	14,407	14,797	15,187	15,577
21	12,769	13,081	13,393	13,705	14,017	14,407	14,797	15,187	15,577	16,097
22	13,081	13,393	13,705	14,017	14,407	14,797	15,187	15,577	16,097	16,617
23	13,393	13,705	14,017	14,407	14,797	15,187	15,577	16,097	16,617	17,137
24	13,705	14,017	14,407	14,797	15,187	15,577	16,097	16,617	17,137	17,657
25	14,017	14,407	14,797	15,187	15,577	16,097	16,617	17,137	17,657	18,177
26	14,407	14,797	15,187	15,577	16,097	16,617	17,137	17,657	18,177	18,697
27	14,797	15,187	15,577	16,097	16,617	17,137	17,657	18,177	18,697	19,217
28	15,187	15,577	16,097	16,617	17,137	17,657	18,177	18,697	19,217	19,867

1	PAY	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
2	RANGE	1	2	3	4	5	6	7	8	9	10
3	29	15,577	16,097	16,617	17,137	17,657	18,177	18,697	19,217	19,867	20,517
4	30	16,097	16,617	17,137	17,657	18,177	18,697	19,217	19,867	20,517	21,167
5	31	16,617	17,137	17,657	18,177	18,697	19,217	19,867	20,517	21,167	21,817
6	32	17,137	17,657	18,177	18,697	19,217	19,867	20,517	21,167	21,817	22,597
7	33	17,657	18,177	18,697	19,217	19,867	20,517	21,167	21,817	22,597	23,377
8	34	18,177	18,697	19,217	19,867	20,517	21,167	21,817	22,597	23,377	24,157
9	35	18,697	19,217	19,867	20,517	21,167	21,817	22,597	23,377	24,157	24,937
10	36	19,217	19,867	20,517	21,167	21,817	22,597	23,377	24,157	24,937	25,717
11	37	19,867	20,517	21,167	21,817	22,597	23,377	24,157	24,937	25,717	26,497
12	38	20,517	21,167	21,817	22,597	23,377	24,157	24,937	25,717	26,497	27,277
13	39	21,167	21,817	22,597	23,377	24,157	24,937	25,717	26,497	27,277	28,057
14	40	21,817	22,597	23,377	24,157	24,937	25,717	26,497	27,277	28,057	28,837
15	41	22,597	23,377	24,157	24,937	25,717	26,497	27,277	28,057	28,837	29,617
16	42	23,377	24,157	24,937	25,717	26,497	27,277	28,057	28,837	29,617	30,397
17	43	24,157	24,937	25,717	26,497	27,277	28,057	28,837	29,617	30,397	31,479
18	44	24,937	25,717	26,497	27,277	28,057	28,837	29,617	30,397	31,479	32,602
19	45	25,717	26,497	27,277	28,057	28,837	29,617	30,397	31,479	32,602	33,767
20	46	26,497	27,277	28,057	28,837	29,617	30,397	31,479	32,602	33,767	34,994
21	47	27,277	28,057	28,837	29,617	30,397	31,479	32,602	33,767	34,994	36,263
22	48	28,057	28,837	29,617	30,397	31,479	32,602	33,767	34,994	36,263	37,594
23	49	28,837	29,617	30,397	31,479	32,602	33,767	34,994	36,263	37,594	38,967
24	50	29,617	30,397	31,479	32,602	33,767	34,994	36,263	37,594	38,967	40,381
25	51	30,397	31,479	32,602	33,767	34,994	36,263	37,594	38,967	40,381	41,862
26	52	31,479	32,602	33,767	34,994	36,263	37,594	38,967	40,381	41,862	43,402
27	53	32,602	33,767	34,994	36,263	37,594	38,967	40,381	41,862	43,402	45,004
28	54	33,767	34,994	36,263	37,594	38,967	40,381	41,862	43,402	45,004	46,670
29	55	34,994	36,263	37,594	38,967	40,381	41,862	43,402	45,004	46,670	48,403
30	56	36,263	37,594	38,967	40,381	41,862	43,402	45,004	46,670	48,403	50,205
31	57	37,594	38,967	40,381	41,862	43,402	45,004	46,670	48,403	50,205	52,079
32	58	38,967	40,381	41,862	43,402	45,004	46,670	48,403	50,205	52,079	54,028
33	59	40,381	41,862	43,402	45,004	46,670	48,403	50,205	52,079	54,028	56,055
34	60	41,862	43,402	45,004	46,670	48,403	50,205	52,079	54,028	56,055	58,163

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

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

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

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

18 (b) There is hereby established the following Wage Schedule for ungraded
19 positions to which this Chapter applies and which is divided into forty-five (45)
20 wage levels. The rates of basic compensation with respect to officers, employees
21 and positions to which this Chapter applies shall be in accordance with the
22 schedule of per annum contained in said wage schedule.

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WAGES SCHEDULE
(LABOR AND TRADES)

(Reference Public Law 18-15.)

PAY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
W-1	10,275	10,433	10,617	10,801	10,985
W-2	10,433	10,617	10,801	10,985	11,169
W-3	10,617	10,801	10,985	11,169	11,353
W-4	10,801	10,985	11,169	11,353	11,537
W-5	10,985	11,169	11,353	11,537	11,773
W-6	11,169	11,353	11,537	11,773	12,009
W-7	11,353	11,537	11,773	12,009	12,245
W-8	11,537	11,773	12,009	12,245	12,481
W-9	11,773	12,009	12,245	12,481	12,769
W-10	12,009	12,245	12,481	12,769	13,081
W-11	12,245	12,481	12,769	13,081	13,393
W-12	12,481	12,769	13,081	13,393	13,705
W-13	12,769	13,081	13,393	13,705	14,017
W-14	13,081	13,393	13,705	14,017	14,407
W-15	13,393	13,705	14,017	14,407	14,797
W-16	13,705	14,017	14,407	14,797	15,187
W-17	14,017	14,407	14,797	15,187	15,577
W-18	14,407	14,797	15,187	15,577	16,097
W-19	14,797	15,187	15,577	16,097	16,617
W-20	15,187	15,577	16,097	16,617	17,137
W-21	15,577	16,097	16,617	17,137	17,657
W-22	16,097	16,617	17,137	17,657	18,177
W-23	16,617	17,137	17,657	18,177	18,697
W-24	17,137	17,657	18,177	18,697	19,217
W-25	17,657	18,177	18,697	19,217	19,867
W-26	18,177	18,697	19,217	19,867	20,517
W-27	18,697	19,217	19,867	20,517	21,167
W-28	19,217	19,867	20,517	21,167	21,817
W-29	19,867	20,517	21,167	21,817	22,597

	PAY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
3	W-30	20,517	21,167	21,817	22,597	23,377
4	W-31	21,167	21,817	22,597	23,377	24,157
5	W-32	21,817	22,597	23,377	24,157	24,937
6	W-33	22,597	23,377	24,157	24,937	25,717
7	W-34	23,377	24,157	24,937	25,717	26,497
8	W-35	24,157	24,937	25,717	26,497	27,277
9	W-36	24,937	25,717	26,497	27,277	28,057
10	W-37	25,717	26,497	27,277	28,057	28,837
11	W-38	26,497	27,277	28,057	28,837	29,617
12	W-39	27,277	28,057	28,837	29,617	30,397
13	W-40	28,057	28,837	29,617	30,397	31,479
14	W-41	28,837	29,617	30,397	31,479	32,602
15	W-42	29,617	30,397	31,479	32,602	33,767
16	W-43	30,397	31,479	32,602	33,767	34,994
17	W-44	31,479	32,602	33,767	34,994	36,263
18	W-45	32,602	33,767	34,994	36,263	37,594

19 The minimum rate of each wage level shall be the normal rate for initial
20 employment in the ungraded positions and classes assigned thereto; provided,
21 however, that directors or other department heads with the government of Guam,
22 may, with the approval of the Civil Service Commission, authorized initial
23 employment in a position at a higher step in the position's wage level, if such
24 action is warranted by recruitment difficulties or by the new employee's special or
25 unusual qualifications, including experience.

26 Employees at Step 1 through 3 shall be eligible for salary incremental increase
27 to the next succeeding step after twelve (12) months in satisfactory performance
28 of duties.

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

1 An employee who is at step 5 for three (3) or more consecutive years and has
2 served satisfactorily shall have his work reviewed and if it is satisfactory, then
3 he shall have his pay adjusted to step 5 in the next higher wage level for each
4 three (3) years of such satisfactory service.

5 (c) An employee who has reached the maximum pay rate under the Wage
6 Schedule, who for three (3) consecutive years has served satisfactorily or who is
7 recommended for a meritorious pay increase, shall be converted to the comparable
8 pay level at Step 10 in the graded Pay Range Schedule, and shall have his pay
9 adjusted to Step Ten (10) in the next higher pay range, retroactively effective
10 October 1, 1984.

11 (d) An employee whose wage level at Step Five (5) is reassigned to a higher
12 wage level, and whose pay rate as a result of such reassignment exceeds the
13 maximum pay rate available under the existing Wage Schedule, shall be converted
14 to the comparable pay level at Step Ten (10) in the graded Pay Range Schedule,
15 and shall have his pay adjusted accordingly, retroactively effective October 1,
16 1984."