



*Territory of Guam
Territorio de Guam*

OFFICE OF THE GOVERNOR
FINANCIAL AFFAIRS
MANAGAN SAO

SEP 27 1991

The Honorable Joe T. San Agustin
Speaker,
Twenty First Guam Legislature
155 Hesler Street
Agana, GU 96910

REFER TO
LEGISLATIVE SECRETARIAT

Dear Mr. Speaker:

Transmitted herewith is Substitute Bill 319 which I have this date signed into law as Public-Law 21-59, with certain item reductions and vetoes.

In Section 1, on page 2, I have reduced the appropriation for the College of Business and Public Administration to \$5,000. The President of the University of Guam has advised me that funds are available in the University's budget for the conference.

In Section 3, on page 3, I have reduced the appropriation of \$235,000 to the Guam Youth Football League to \$147,500, which is adequate to fund their equipment needs and such off-island travel which may arise. Again I call attention to our concern with legislative appropriations to non-profit organizations without a high degree of accountability for the taxpayer money involved.

In Section 7, on page 11, I have reduced the appropriation of \$250,000 (\$200,000 of which was to go to the Civil Service Commission and \$50,000 to the judicial branch of the government of Guam) to \$125,000, to be allocated solely to the Civil Service Commission for the implementation of the Hay Study. This amount is sufficient for the task.

Sincerely,

JOSEPH F. ADA
Governor

210461

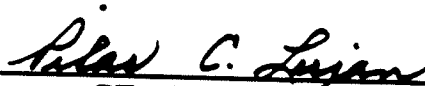
TWENTY-FIRST GUAM LEGISLATURE
1991 (FIRST) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO THE GOVERNOR

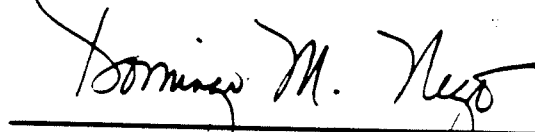
This is to certify that Substitute Bill No. 319 (COR), "AN ACT TO APPROPRIATE THIRTY THOUSAND DOLLARS FOR THE EXPENSES OF THE 12TH ISLAND CONFERENCE ON PUBLIC ADMINISTRATION; TO AMEND SECTION 31 OF CHAPTER III OF THE EXECUTIVE BRANCH BUDGET ACT OF 1992 (THE "BUDGET ACT"), TO INCLUDE THE TERM "LUMP SUM" FOR THE COST OF LIVING ADJUSTMENT TO RETIREES; TO AMEND SECTION 55 OF CHAPTER III OF THE BUDGET ACT TO CHANGE "FISCAL YEAR" TO "CALENDAR YEAR"; TO AMEND SECTION 2 OF THE BUDGET ACT TO ADD A NEW SUBSECTION (U) ON OPERATING EXPENSES OF THE SUPERIOR COURT; TO ALLOW SIX MILLION DOLLARS (\$6,000,000) INTEREST EARNED FROM THE HIGHWAY BONDS TO BE UTILIZED FOR FURTHER HIGHWAY CONSTRUCTION; TO AMEND SECTION 25 (a) OF CHAPTER IV OF THE BUDGET ACT TO CHANGE THE REFERENCE ON LINE 20 FROM P.L. 20-31 TO P.L. 20-201; AND TO AMEND SECTION 13 OF CHAPTER V OF THE BUDGET ACT TO REDUCE THE SALARIES OF SENATORS AND TO FUND A REVIEW AND REEVALUATION OF THE HAY STUDY," was on the 13th day of September, 1991, duly and regularly passed.


JOE T. SAN AGUSTIN
Speaker

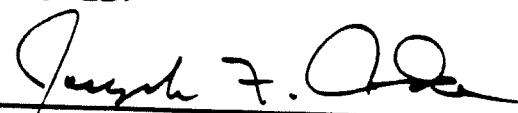
Attested:


PILAR C. LUJAN
Senator and Legislative Secretary

This Act was received by the Governor this 13th day of September 1991, at 2:53 o'clock P.m.


Assistant Staff Officer
Governor's Office

APPROVED:


JOSEPH F. ADA
Governor of Guam

Date: SEP 27 1991

with the exceptions
noted in the attached

TWENTY-FIRST GUAM LEGISLATURE
1991 (FIRST) Regular Session

Bill No. 319 (COR)
As Substituted by Committee on Rules
9/12/91

Introduced by:

- Committee on Ways and Means
- C.T.C. Gutierrez
- M.D.A. Manibusan
- J.T. San Agustin
- A.C. Blaz
- M.C. Ruth
- J.G. Bamba
- H.D. Dierking
- J.P. Aguon
- E.P. Arriola
- D.F. Brooks
- E.M. Espaldon
- D. Parkinson
- M.J. Reidy
- D.L.G. Shimizu
- M.Z. Bordallo
- P.C. Lujan
- G. Mailloux
- F.R. Santos
- E.R. Duenas
- T.V.C. Tanaka
- A.R. Unpingco

AN ACT TO APPROPRIATE THIRTY THOUSAND DOLLARS FOR THE EXPENSES OF THE 12TH ISLAND CONFERENCE ON PUBLIC ADMINISTRATION; TO AMEND SECTION 31 OF CHAPTER III OF THE EXECUTIVE BRANCH BUDGET ACT OF 1992 (THE "BUDGET ACT"), TO INCLUDE THE TERM "LUMP SUM" FOR THE COST OF LIVING ADJUSTMENT TO RETIREES; TO AMEND SECTION 55 OF CHAPTER III OF THE BUDGET ACT TO CHANGE "FISCAL YEAR" TO "CALENDAR YEAR"; TO AMEND SECTION 2 OF THE BUDGET ACT TO ADD A NEW SUBSECTION (U) ON OPERATING EXPENSES OF THE SUPERIOR COURT; TO ALLOW SIX MILLION DOLLARS (\$6,000,000) INTEREST EARNED FROM THE HIGHWAY BONDS TO BE UTILIZED FOR FURTHER HIGHWAY CONSTRUCTION; TO AMEND SECTION 25 (a) OF CHAPTER IV OF THE BUDGET ACT TO CHANGE THE REFERENCE ON LINE 20 FROM P.L. 20-31 TO P.L. 20-

201; AND TO AMEND SECTION 13 OF CHAPTER V OF THE BUDGET ACT TO REDUCE THE SALARIES OF SENATORS AND TO FUND A REVIEW AND REEVALUATION OF THE HAY STUDY.

1 BE IT ENACTED BY THE PEOPLE OF THE TERRITORY OF GUAM: *J. F. Fada*

2 **Section 1. Appropriation For Conference.** *FIVE THOUSAND DOLLARS*
3 *(45,500)* *J. F. Fada* ~~Thirty Thousand Dollars~~

4 ~~(\$30,000)~~ are appropriated from the General Fund to the University of Guam,
5 College of Business and Public Administration, for expenses to be incurred for the
6 12th Island Conference on Public Administration with the theme "Managing
7 Growth and Change in Guam and Micronesia" to be held on November 14, 1991.

8 **Section 2. Retirement Fund.** Section 31 of Chapter III of the public law
9 resulting from enactment of the Executive Branch Budget Act of 1992, passed
10 August 30, 1991 (the "Budget Act"), is amended to read:

11 "Section 31. Twenty Four Million One Hundred Eighty Five Thousand
12 Two Hundred Sixty Dollars (\$24,185,260) are appropriated from the
13 General Fund to the Government of Guam Retirement Fund to continue
14 the provisions of:

- 15 (i) the One Thousand Two Hundred Dollar (\$1,200) annuity benefits;
16 (ii) the One Thousand Five Hundred Dollar (\$1,500) supplemental
17 annuity benefits;
18 (iii) the Seven Hundred Dollar (\$700) supplemental annuity benefits;
19 (iv) the Eight Hundred Thirty-Eight Dollar (\$838) annuity benefits;
20 (v) Governor and Lieutenant Governor pensions;
21 (vi) the Retiree group health, dental, life insurance premiums;
22 (vii) the Retiree life insurance subsidy;
23 (viii) the lump sum Cost of Living Allowance to be paid to those government of
24 Guam retired employees or survivors consisting of One Thousand Eight
Hundred Dollars (\$1,800)

1 all for the fiscal year ending September 30, 1992."

2 Section 3. Football League. Section 55 of Chapter III of the Budget Act is
3 amended to read:

4 "Section 55. ^{ONE HUNDRED FORTY-SEVEN THOUSAND FIVE HUNDRED DOLLARS (\$147,500)} ~~Two Hundred Thirty Five Thousand Dollars (\$235,000)~~ are
5 appropriated from the General Fund to the Department of Parks and Recreation
6 to fund activities of the Guam Youth Football League, to be allocated as follows:

7 COST OF OFF-ISLAND

8 TEAM	FOOTBALL EQUIPMENT	COMPETITION
9 (a) Hal's Angels	\$15,000	\$17,500 \$35,000 <i>J. F. Adams</i>
10 (b) Southern Cowboys	\$15,000	\$17,500 \$35,000 <i>J. F. Adams</i>
11 (c) Guam Eagles	\$15,000	\$17,500 \$35,000 <i>J. F. Adams</i>
12 (d) Guam Marauders	\$15,000	\$17,500 \$35,000 <i>J. F. Adams</i>
13 (e) Guam Chiefs (previously appropriated)		\$17,500 \$35,000 <i>J. F. Adams</i>

14 During calendar Year 1992, only the winner of on-island competition in each
15 division shall be eligible for public funding for off-island competition."

16 Section 4. Superior Court budget. Section 2 of the Budget Act is amended
17 by adding a new subsection (u) to read:

18 "(u) 'Operating Expenses' includes Contractual Services,
19 Equipment, and Supplies and Materials."

20 Section 5. (a) Legislative Intent. Six Million Dollars (\$6,000,000) have
21 been realized as interest earned on the 1985 Highway Bonds, and these additional
22 funds are declared available for additional highway construction as provided in this
23 Section.

24 (b) The item contained in Section 2 of Public Law 19-02 reading "85-
25 05 Reconstruction of Route 2, (from Agat to Umatac) \$4.5 Million" is amended to
26 read:

1 "85-05 Reconstruction of Route 2, (from Agat to Umatac) \$6.0 Million"

2 (c) The following two items are added at the end of Section 2 of
3 Public Law 19-02 to read:

4 "Overlay of anti-skid paving, traffic signs, reflective
5 markings and guardrail installation from Umatac
6 (Toguan Bridge) to Merizo. \$2.5 Million

7 Harmon Loop Intersection and Harmon Cold Storage road
8 reconstruction, the cost to include drainage design of
9 stormwater runoff for the Harmon area access road to
10 Route 16. \$2.0 Million"

11 **Section 6. Correction of public law reference.** The reference to Public Law
12 20-31, contained on line 20 of Subsection (a) of Section 25 of Chapter IV of the
13 Budget Act, is amended by deleting the reference to Public Law 20-31 and inserting
14 instead Public Law 20-201, so that the line reads:

15 "to fund five positions (5.0 FTE) created pursuant to Public Law 20-201
16 and to add two positions (2.0)"

17 **Section 7. (a) Legislative history and statement of intent.** The
18 government of Guam received the results of a study of government
19 personnel salaries and job classifications, known as the Hay Study (the
20 "Study"), in 1990, and a bill was subsequently introduced into the Legislature
21 proposing to implement the Study's personnel classification methodology.
22 The contents of such bill, which received extensive public hearing, were then
23 added to the Budget Act as Section 13 of Chapter V.

24 Subsequent to the passage of the Budget Act on August 30, 1991, much
25 criticism of the Study has been received by the Legislature, both publicly
26 through the news media and privately through contacts with Guam's

1 residents. This criticism revealed to the Legislature possible problems in the
2 data gathering process which occurred during the making of the Study and
3 other potential problems which would be introduced into the government of
4 Guam's personnel practices if the Study be implemented as set out in the
5 Budget Act. For example, the senatorial salary increase was inadvertently set
6 above the 5.5% increase recommended in the Study.

7 The Legislature therefore finds that while the Study should be
8 implemented, provisions must be added to the Study implementation section
9 of the Budget Act to correct the erroneous senatorial salary increase and to
10 make it possible for the other potential problems caused by the
11 implementation of the Study to be rapidly cured.

12 (b) Amendment to Budget Act. Section 13 (Implementation of Hay
13 Study) of Chapter V (Miscellaneous Provisions) of the Budget Act, including
14 Attachment 1 of the Budget Act accompanying said Section 13, is amended to
15 read as follows:

16 "Section 13. (a) Legislative Statement. It is the intent of the
17 Legislature to adopt and implement a uniform and unified system of position
18 classification, and salary administration for public employees. More
19 importantly, the Legislature is committed to providing fiscal control,
20 financial stability, administrative efficiency, and equity, among the various
21 position classifications, inclusive of all public instrumentalities.

22 (b) §§6101, 6102, and 6103, of Title 4, Guam Code Annotated, are
23 hereby repealed and reenacted to read as follows:

24 §6101. Title. This Chapter may be cited or referred to as the
25 Uniform Position Classification and Salary Administration Act of 1991.

1 §6102. **Purpose.** The purpose of this Chapter is to provide a
2 uniform and unified system of position classification and
3 compensation.

4 §6103. **Scope.** Unless otherwise specified, this Chapter shall
5 apply to all positions, officers and employees, classified and
6 unclassified, inclusive of the Executive and Judicial Branches,
7 autonomous and semi-autonomous and semi-autonomous agencies,
8 public corporations, and other public instrumentalities of the
9 government of Guam.

10 (c) §§6201, 6202, 6203, 6204, 6205, and 6206, of Title 4, Guam Code
11 Annotated, are hereby repealed and reenacted to read as follows:

12 §6201. **Compensation Schedule.** There is hereby established a
13 unified pay schedule for positions identified in Volume III, Table II of the Hay
14 Report, dated September 1990, and other such positions as may be
15 subsequently determined, consisting of 19 Pay Grades A through V with Steps
16 1 through 10 per Pay Grade, and Pay Grades L6 through L1, an increment
17 schedule consisting of at least Steps 11 through 20. The unified pay schedule
18 identified as Attachment 1 to the Executive Branch Budget Act of 1992 is
19 hereby incorporated herein.

20 §6202. **Salary Increments.** Every classified employee in Pay Grades A
21 through V shall be entitled to one step salary increment for satisfactory
22 performance. Employees at Steps 1 through 6 shall be entitled to an
23 increment after twelve (12) months of satisfactory performance. Employees at
24 Steps 7 through 9 shall be entitled to an increment after eighteen (18) months
25 of satisfactory performance. Employees at Step 10 shall be entitled to an
26 increment equivalent to 3.5% of an employee's based salary after twenty-four

1 (24) months of satisfactory performance; the Commission shall prepare an
2 increment schedule consisting of at least Steps 11 to 20 to implement the 3.5%
3 increment policy.

4 §6203. **Merit Bonus.** Superior performance by a classified employee in
5 Grades A through V shall be rewarded by a lump sum bonus based on an
6 amount equivalent to 3.5% of the employee's based salary. The merit bonus
7 shall be automatic upon a superior rating evaluation conducted for
8 increment purposes. The merit bonus is in addition to the increment
9 provided under §6102 and is limited to the fiscal year in which superior
10 performance is rendered.

11 §6204. **Cost of Living Adjustments.** The Governor may institute a cost
12 of living adjustment ("COLA"). The COLA shall not be a part of the
13 employee's base salary and shall be non-taxable; provided, however, that the
14 COLA shall be considered as part of the base pay for retirement purposes. The
15 Governor may defer, uniformly reduce, or uniformly increase the COLA
16 adjustments according to economic conditions. The Commission shall
17 consult with the Department of Commerce in determining the appropriate
18 methodology to be applied. The feasibility of adopting the federal COLA
19 system, in whole or in part, shall be considered by the Commission.

20 §6205. **Recruitment above-Step.** Step 1 of the Pay Grade assigned to a
21 classified position shall be the regular rate for initial employment in any
22 department or agency. The appointing authority may petition the
23 Commission, or the Judicial Council (as to Judicial Branch employment), for
24 recruitment at a higher step not to exceed Step 10, because of recruitment
25 difficulty or exceptional qualifications. This petition shall be made before an
26 applicant is hired. Every petition shall be scrutinized and amply justified

1 before being approved. The Commission and the Judicial Council may
2 establish policies to administer this section. Increment schedule consisting of
3 Steps 11 through 20 shall not be used for recruitment above-step.

4 §6206. **Step to Step Upon Promotion.** Classified employees in Grades A
5 through V who are promoted competitively or by reclassification, or
6 temporarily, to a higher Pay Grade shall receive a salary increase closest to a
7 one (1) step increase in the pay grade held prior to promotion.

8 (d) §6210 and §§6301 through 6310 of Title 4, Guam Code Annotated,
9 are hereby repealed and new §§6301, 6302, 6303, and 6304 are enacted as
10 follows:

11 §6301. **Compensation Policy.** (1) Employee compensation shall
12 be based on internal equity and external competitiveness.

13 (2) To the extent practical, compensation will be targeted at
14 the U.S. National Average levels compared to the appropriate labor
15 markets and account taken of the relevant economic factors.

16 (3) Internal equity should be reviewed annually and external
17 competitiveness at least every three (3) years.

18 (4) Compensation structures and administrative policies
19 should also recognize and reward individual employees
20 commensurate with performance.

21 (5) All aspects of compensation (base salaries, benefits, pay
22 differentials, and other factors) will be considered as a total reward and
23 incentive package for employees and shall be consistent and uniformly
24 administered through the government.

25 (6) A program of ongoing communications and training shall be
26 a critical component of compensation administration.

1 §6302. **Administration.** (a) The Commission shall adopt and
2 apply the unified pay schedule and the Hay methodology of positions
3 classification and salary administration to the extent and manner it
4 deems appropriate. The Hay methodology and unified pay schedule
5 shall be administered by the Judicial Council for the Judicial Branch
6 with assistance from the Personnel Office of the Superior Court of
7 Guam.

8 (b) The Commission and the Judicial Council may reassign
9 Pay Grades as they deem necessary. Reassignment shall be based upon
10 the calculation of the Hay points performed by the technical staff
11 trained in the Hay evaluation system. The Commission and the
12 Judicial Council are strongly encouraged to work closely in the
13 administration of the Hay System for the sake of consistency and
14 uniformity of results. The technical staffs of the Commission and the
15 Judicial Council (Personnel Office) shall coordinate their efforts in
16 implement the Hay methodology.

17 (c) The Commission and the Judicial Council shall establish
18 appropriate policies and procedures for implementing the provisions
19 under this Article for their respective jurisdictions.

20 §6303. **Creation of Positions.** (a) New positions may be created
21 by the Governor, or the Presiding Judge of the Superior Court for the
22 Judicial Branch, when necessary for the efficient performance of the
23 duties and functions of the government. The Governor shall submit
24 to the Commission, and the Presiding Judge to the Judicial Council, the
25 position descriptions for the positions within thirty (30) calendar days
26 after creation. The positions shall be terminated unless approved by

1 the Commission or the Judicial Council, as the case may be, within
2 ninety (90) days after submission. No newly created position shall be
3 filled in the absence of appropriations to pay the salary of the proposed
4 position.

5 (b) This section shall not apply to positions required by law to
6 be filled by persons confirmed by the Legislature.

7 §6304. **Differential Pay.** The Commission and the Judicial
8 Council shall establish and implement uniform differential pay
9 policies. All statutes, rules, regulations, and policies which are not
10 covered by or inconsistent with the policies set forth herein, are hereby
11 repealed upon establishment of uniform pay policies.

12 (e) A new Article 4 is hereby added to Chapter 6, Title 4, Guam Code
13 Annotated, and the following §§6213 (Off-Island Employees, Transportation
14 of.); 6213.1 (Off-Island Employees: Return Transportation.); 6214 (Education
15 and Employment of Resident Citizens: Transportation Allowances.); 6215
16 (Uniform.); 6216 (Prohibition.); 6216.1 (Dual Employment Prohibited.); 6311
17 (Absence for Jury Service: Continuation of Compensation: Jury Fee: Payable
18 to government of Guam.); and 6312 (Student Employment; Annual Plan.); are
19 transferred to Article 4 and renumbered correspondingly as: §§6401, 6401.1,
20 6402, 6403, 6404, 6404.1, 6405, and 6406.

21 (f) Offices and positions whose salaries are specifically set by statute
22 may be converted to the Hay Plan if the salaries provided under the Hay Plan
23 are greater; provided, however, that no employee whose position is to be
24 converted to the Hay Plan shall receive a salary reduction or be deprived of
25 benefits. The Commission shall determine the appropriate conversion
26 methodology.

1 (g) All statutes, including enabling acts of autonomous and semi-
2 autonomous agencies, public corporations, and other public
3 instrumentalities, and any rule or regulations that are inconsistent with the
4 provisions of this Act are hereby repealed to the extent of inconsistency. This
5 includes provisions of law relating to contract employment.

6 (h) The Commission and the Compiler of Laws shall report to the
7 Speaker of the Legislature, within sixty (60) days of the effective date of this
8 Section, any specific changes in existing statutes which may be necessary for
9 the successful implementation of the provisions herein.

10 (i) ~~Two Hundred Fifty Thousand Dollars (\$250,000)~~ ^{ONE HUNDRED TWENTY-FIVE THOUSAND DOLLARS (\$125,000)} are hereby
11 appropriated from the General Fund, which shall be allocated as follows:

- 12 (1) ~~Two Hundred Thousand Dollars (\$200,000)~~ ^{ONE HUNDRED TWENTY-FIVE THOUSAND DOLLARS (\$125,000)} to the Civil
13 Service Commission; and
14 (2) ~~Fifty Thousand Dollars (\$50,000)~~ ^{ZERO DOLLARS} to the Judicial Branch.

15 The funds appropriated shall be allocated for equipment,
16 training, and for other costs which may be necessary for the
17 implementation of the Hay Plan. A training schedule and a list of
18 essential inventory shall be prepared by the Commission and the
19 Judicial Council.

20 (j) In order that the new classification and compensation system be
21 allowed to function effectively without external interference, and as a show of
22 good faith on the part of the Legislature to permit the system to work, the
23 Legislature hereby imposes a five (5) year moratorium on changes in the new
24 classification and pay system unless the changes are recommended by the
25 Commission or the Judicial Council.

1 (k) Transition and conversion to the Hay Plan shall become
2 effective October 1, 1991.

3 (l) The Bureau of Budget shall determine the amount needed to
4 implement the Hay Plan, as provided in this Section, for departments and
5 agencies funded by the General Fund and shall report to the Legislature no
6 later than sixty (60) days after the enactment of this Section.

7 (m) All references to "Pay Ranges" or "Pay Range" in provisions of
8 the previous classification and compensation laws which continue in effect
9 shall mean "Pay Grade" or Pay Grades", whichever is appropriate.

10 (n) Section 7 of Public Law 20-218 as amended by Section 37 of Public
11 Law 20-221 is further amended by adding the following positions after the line
12 reading:

13	"Coastal Program Administrator	55	58"
14	"Environmental Health Specialist I (GEPA)	34	40
15	Environmental Health Specialist II (GEPA)	40	46
16	Environmental Health Specialist III (GEPA)	46	52
17	Air and Land Administrator		60"

18 (o) (i) In order to resolve possible inequities and recruiting
19 difficulties for departments and agencies of the government of Guam caused
20 by the implementation of the Hay Study as set out in this Section 13 of this
21 Act, the Civil Service Commission, (the "Commission") is hereby directed to
22 forthwith commence a re-study and re-evaluation of the Hay Study,
23 including the revised pay schedule set out in Attachment 1 to this Section 13.
24 The Commission, in making such re-evaluation, shall take evidence from
25 those departments and agencies and from those employees that claim to be
26 adversely affected by the implementation of the Hay Study, and the

1 Commission shall, in addition, determine salary levels and other benefits for
2 those employees of agencies and departments not covered in the Hay Study.
3 Those provisions of the Administrative Adjudication Law governing
4 hearings conducted by agencies of the Government of Guam shall not apply
5 to the study and re-evaluation required of the Commission in this subsection.
6 The Commission shall conclude its re-evaluation and submit to the
7 Legislature its written report setting out any changes and additions to the
8 implementation of the Hay Study as set out in the preceding paragraphs of
9 this Section 13 within sixty (60) days after the effective date of this Act. The
10 Legislature shall have forty-five (45) days after its receipt of the Commission's
11 report to approve, modify or reject the same, failing which the report shall be
12 deemed approved and its recommendations shall go into effect. All salary
13 and other adjustments resulting from the Commission's re-evaluation of the
14 Hay Study and determination of benefits for positions not covered by the Hay
15 Study as set out in the Commission's report shall become effective
16 retroactively to October 1, 1991.

17 (ii) Fifty Thousand Dollars (\$50,000) are appropriated from the General
18 Fund to the Commission to undertake the immediate study and re-
19 evaluation as required by subsection (i) of subparagraph (s) of this Section 13.
20 The Commission is authorized to contract for the use of outside experts in
21 carrying out its study. The Commission is also directed to review and include
22 in its report recommended salaries and benefits for the judges of the Superior
23 Court of Guam, and for justices of a Supreme Court, in case the same be
24 established."

GOVGUAM UNIFIED PAY SCHEDULE

	STEP-11	STEP-12	STEP-13	STEP-14	STEP-15	STEP-16	STEP-17	STEP-18	STEP-19	STEP-20
A	2,721	22481	23268	24082	24925	25797	26700	27635	28602	29603
B	2,855	23355	24172	25018	25894	26800	27738	28709	29714	30754
C	2,993	24316	25167	26048	26959	27903	28879	29890	30936	32019
D	2,592	25452	26343	27265	28219	29207	30229	31287	32382	33516
E	25858	26763	27700	28670	29673	30712	31787	32899	34051	35242
F	27379	28337	29329	30355	31418	32517	33656	34834	36053	37315
G	29068	30085	31138	32228	33356	34524	35732	36983	38277	39617
H	31011	32096	33219	34382	35585	36831	38120	39454	40835	42264
I	33206	34368	35571	36816	38105	39438	40819	42247	43726	45256
J	35518	36865	38155	39491	40873	42304	43784	45317	46903	48544
K	38278	39618	41005	42440	43925	45463	47054	48701	50405	52170
L	41172	42613	44105	45648	47246	48900	50611	52383	54216	56114
M	44124	46082	47695	49364	51092	52880	54731	56646	58629	60681
N	48127	49915	51662	53470	55341	57278	59283	61358	63506	65728
O	52192	54329	56231	58199	60236	62344	64526	66785	69122	71541
P	57109	59211	61283	63428	65648	67946	70324	72785	75333	77965
Q	62146	64839	67108	69457	71888	74404	77009	79704	82493	85381
R	68187	71091	73579	76154	78820	81578	84434	87389	90447	93613
S	75176	78221	80959	83792	86725	89760	92902	96153	99519	103002
T	83100	86319	89340	92467	95704	99053	102520	106108	109822	113666
U	92127	95248	98582	102032	105603	109299	113125	117084	121182	125423
V	101175	105441	109131	112951	116904	120996	125230	129614	134150	138845

21-59

TWENTY-FIRST GUAM LEGISLATURE
1991 (FIRST) Regular Session

Date: 11/8/91

VOTING SHEET

Bill No. 319

Resolution No. _____

Question: Amend on Sec. 1 PL 21-59

	<u>AYE</u>	<u>NO</u>	<u>NOT VOTING</u>	<u>ABSENT/ OUT DURING ROLL CALL</u>
<u>AGUON, John P.</u>	✓			
<u>ARRIOLA, Elizabeth P.</u>	✓			
<u>BAMBA, J. George</u>	✓			
<u>BLAZ, Anthony C. 11</u>	✓			
<u>BORDALLO, Madeleine Z.</u>	✓			
<u>BROOKS, Doris F. 11</u>	✓			
<u>DIERKING, Herminia D. 1</u>	✓			
<u>DUENAS, Edward R.</u>	✓			
<u>ESPALDON, Ernesto M. 1</u>	✓			
<u>GUTIERREZ, Carl T.C.</u>	✓			
<u>LUJAN, Pilar C.</u>	✓			
<u>MAILLOUX, Gordon 1</u>	✓			
<u>MANIBUSAN, Marilyn D.A.</u>	✓			
<u>PARKINSON, Don</u>	✓			
<u>REIDY, Michael J. 1</u>	✓			
<u>RUTH, Martha C.</u>	✓			
<u>SAN AGUSTIN, Joe T. 1</u>	✓			
<u>SANTOS, Francisco R.</u>	✓			
<u>SHIMIZU, David L.G.</u>	✓			
<u>TANAKA, Thomas V.C.</u>	✓			
<u>UNPINGCO, Antonio R.</u>	✓			

TWENTY-FIRST GUAM LEGISLATURE
1991 (FIRST) Regular Session

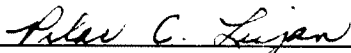
CERTIFICATION TO THE GOVERNOR OF PASSAGE OF AN
ITEM-VETOED SECTION OF AN ACT

This is to certify that Section 1 of Substitute Bill No. 319 (COR), "AN ACT TO APPROPRIATE THIRTY THOUSAND DOLLARS FOR THE EXPENSES OF THE 12TH ISLAND CONFERENCE ON PUBLIC ADMINISTRATION; TO AMEND SECTION 31 OF CHAPTER III OF THE EXECUTIVE BRANCH BUDGET ACT OF 1992 (THE "BUDGET ACT"), TO INCLUDE THE TERM "LUMP SUM" FOR THE COST OF LIVING ADJUSTMENT TO RETIREES; TO AMEND SECTION 55 OF CHAPTER III OF THE BUDGET ACT TO CHANGE "FISCAL YEAR" TO "CALENDAR YEAR"; TO AMEND SECTION 2 OF THE BUDGET ACT TO ADD A NEW SUBSECTION (U) ON OPERATING EXPENSES OF THE SUPERIOR COURT; TO ALLOW SIX MILLION DOLLARS (\$6,000,000) INTEREST EARNED FROM THE HIGHWAY BONDS TO BE UTILIZED FOR FURTHER HIGHWAY CONSTRUCTION; TO AMEND SECTION 25 (a) OF CHAPTER IV OF THE BUDGET ACT TO CHANGE THE REFERENCE ON LINE 20 FROM P.L. 20-31 TO P.L. 20-201; AND TO AMEND SECTION 13 OF CHAPTER V OF THE BUDGET ACT TO REDUCE THE SALARIES OF SENATORS AND TO FUND A REVIEW AND REEVALUATION OF THE HAY STUDY," returned to the Legislature as having been item vetoed or modified by the Governor was, in accordance with the Organic Act of Guam, reconsidered by the Legislature and after such reconsideration, the Legislature did, on the 8th day of November, 1991, agree to pass said Section 1 notwithstanding the objection of the Governor by a vote of two-thirds or more of all the members thereof, to wit: Twenty-One.



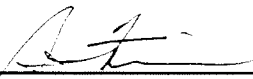
JOE T. SAN AGUSTIN
Speaker

Attested:



PILAR C. LUJAN
Senator and Legislative Secretary

This Act was received by the Governor this 15th day of November,
1991, at 4:30 o'clock P.M.



Assistant Staff Officer
Governor's Office

Public Law No. 21-59

TWENTY-FIRST GUAM LEGISLATURE
1991 (FIRST) Regular Session

Bill No. 319 (COR)
As Substituted by Committee on Rules
9/12/91

Introduced by:

Committee on Ways and Means
C.T.C. Gutierrez
M.D.A. Manibusan
J.T. San Agustin
A.C. Blaz
M.C. Ruth
J.G. Bamba
H.D. Dierking
J.P. Aguon
E.P. Arriola
D.F. Brooks
E.M. Espaldon
D. Parkinson
M.J. Reidy
D.L.G. Shimizu
M.Z. Bordallo
P.C. Lujan
G. Mailloux
F.R. Santos
E.R. Duenas
T.V.C. Tanaka
A.R. Unpingco

AN ACT TO APPROPRIATE THIRTY THOUSAND DOLLARS FOR THE EXPENSES OF THE 12TH ISLAND CONFERENCE ON PUBLIC ADMINISTRATION; TO AMEND SECTION 31 OF CHAPTER III OF THE EXECUTIVE BRANCH BUDGET ACT OF 1992 (THE "BUDGET ACT"), TO INCLUDE THE TERM "LUMP SUM" FOR THE COST OF LIVING ADJUSTMENT TO RETIREES; TO AMEND SECTION 55 OF CHAPTER III OF THE BUDGET ACT TO CHANGE "FISCAL YEAR" TO "CALENDAR YEAR"; TO AMEND SECTION 2 OF THE BUDGET ACT TO ADD A NEW SUBSECTION (U) ON OPERATING EXPENSES OF THE SUPERIOR COURT; TO ALLOW SIX MILLION DOLLARS (\$6,000,000) INTEREST EARNED FROM THE HIGHWAY BONDS TO BE UTILIZED FOR FURTHER HIGHWAY CONSTRUCTION; TO AMEND SECTION 25 (a) OF CHAPTER IV OF THE BUDGET ACT TO CHANGE THE REFERENCE ON LINE 20 FROM P.L. 20-31 TO P.L. 20-

201; AND TO AMEND SECTION 13 OF CHAPTER V OF THE BUDGET ACT TO REDUCE THE SALARIES OF SENATORS AND TO FUND A REVIEW AND REEVALUATION OF THE HAY STUDY.

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

2 **Section 1. Appropriation For Conference.** Thirty Thousand Dollars
3 (\$30,000) are appropriated from the General Fund to the University of Guam,
4 College of Business and Public Administration, for expenses to be incurred for the
5 12th Island Conference on Public Administration with the theme "Managing
6 Growth and Change in Guam and Micronesia" to be held on November 14, 1991.

7 **Section 2. Retirement Fund.** Section 31 of Chapter III of the public law
8 resulting from enactment of the **Executive Branch Budget Act of 1992**, passed
9 August 30, 1991 (the "Budget Act"), is amended to read:

10 "Section 31. Twenty Four Million One Hundred Eighty Five Thousand
11 Two Hundred Sixty Dollars (\$24,185,260) are appropriated from the
12 General Fund to the Government of Guam Retirement Fund to continue
13 the provisions of:

14 (i) the One Thousand Two Hundred Dollar (\$1,200) annuity benefits;

15 (ii) the One Thousand Five Hundred Dollar (\$1,500) supplemental
16 annuity benefits;

17 (iii) the Seven Hundred Dollar (\$700) supplemental annuity benefits;

18 (iv) the Eight Hundred Thirty-Eight Dollar (\$838) annuity benefits;

19 (v) Governor and Lieutenant Governor pensions;

20 (vi) the Retiree group health, dental, life insurance premiums;

21 (vii) the Retiree life insurance subsidy;

22 (viii) the lump sum Cost of Living Allowance to be paid to those government of

23 Guam retired employees or survivors consisting of One Thousand Eight

24 Hundred Dollars (\$1,800)

1 all for the fiscal year ending September 30, 1992."

2 Section 3. Football League. Section 55 of Chapter III of the Budget Act is
3 amended to read:

4 "Section 55. ~~Two Hundred Thirty Five Thousand Dollars (\$235,000)~~ ^{ONE HUNDRED FORTY-SEVEN THOUSAND FIVE HUNDRED DOLLARS (\$147,500)} are
5 appropriated from the General Fund to the Department of Parks and Recreation
6 to fund activities of the Guam Youth Football League, to be allocated as follows:

7 COST OF OFF-ISLAND

8 TEAM	FOOTBALL EQUIPMENT	COMPETITION
9 (a) Hal's Angels	\$15,000	\$17,500 \$35,000 <i>J. F. ...</i>
10 (b) Southern Cowboys	\$15,000	\$17,500 \$35,000 <i>J. F. ...</i>
11 (c) Guam Eagles	\$15,000	\$17,500 \$35,000 <i>J. F. ...</i>
12 (d) Guam Marauders	\$15,000	\$17,500 \$35,000 <i>J. F. ...</i>
13 (e) Guam Chiefs (previously appropriated)		\$17,500 \$35,000 <i>J. F. ...</i>

14 During calendar Year 1992, only the winner of on-island competition in each
15 division shall be eligible for public funding for off-island competition."

16 Section 4. Superior Court budget. Section 2 of the Budget Act is amended
17 by adding a new subsection (u) to read:

18 "(u) 'Operating Expenses' includes Contractual Services,
19 Equipment, and Supplies and Materials."

20 Section 5. (a) Legislative Intent. Six Million Dollars (\$6,000,000) have
21 been realized as interest earned on the 1985 Highway Bonds, and these additional
22 funds are declared available for additional highway construction as provided in this
23 Section.

24 (b) The item contained in Section 2 of Public Law 19-02 reading "85-
25 05 Reconstruction of Route 2, (from Agat to Umatac) \$4.5 Million" is amended to
26 read:

1 "85-05 Reconstruction of Route 2, (from Agat to Umatac) \$6.0 Million"

2 (c) The following two items are added at the end of Section 2 of
3 Public Law 19-02 to read:

4 "Overlay of anti-skid paving, traffic signs, reflective
5 markings and guardrail installation from Umatac
6 (Toguan Bridge) to Merizo. \$2.5 Million

7 Harmon Loop Intersection and Harmon Cold Storage road
8 reconstruction, the cost to include drainage design of
9 stormwater runoff for the Harmon area access road to
10 Route 16. \$2.0 Million"

11 **Section 6. Correction of public law reference.** The reference to Public Law
12 20-31, contained on line 20 of Subsection (a) of Section 25 of Chapter IV of the
13 Budget Act, is amended by deleting the reference to Public Law 20-31 and inserting
14 instead Public Law 20-201, so that the line reads:

15 "to fund five positions (5.0 FTE) created pursuant to Public Law 20-201
16 and to add two positions (2.0)"

17 **Section 7. (a) Legislative history and statement of intent.** The
18 government of Guam received the results of a study of government
19 personnel salaries and job classifications, known as the Hay Study (the
20 "Study"), in 1990, and a bill was subsequently introduced into the Legislature
21 proposing to implement the Study's personnel classification methodology.
22 The contents of such bill, which received extensive public hearing, were then
23 added to the Budget Act as Section 13 of Chapter V.

24 Subsequent to the passage of the Budget Act on August 30, 1991, much
25 criticism of the Study has been received by the Legislature, both publicly
26 through the news media and privately through contacts with Guam's

1 residents. This criticism revealed to the Legislature possible problems in the
2 data gathering process which occurred during the making of the Study and
3 other potential problems which would be introduced into the government of
4 Guam's personnel practices if the Study be implemented as set out in the
5 Budget Act. For example, the senatorial salary increase was inadvertently set
6 above the 5.5% increase recommended in the Study.

7 The Legislature therefore finds that while the Study should be
8 implemented, provisions must be added to the Study implementation section
9 of the Budget Act to correct the erroneous senatorial salary increase and to
10 make it possible for the other potential problems caused by the
11 implementation of the Study to be rapidly cured.

12 (b) **Amendment to Budget Act.** Section 13 (Implementation of Hay
13 Study) of Chapter V (Miscellaneous Provisions) of the Budget Act, including
14 Attachment 1 of the Budget Act accompanying said Section 13, is amended to
15 read as follows:

16 "Section 13. (a) **Legislative Statement.** It is the intent of the
17 Legislature to adopt and implement a uniform and unified system of position
18 classification, and salary administration for public employees. More
19 importantly, the Legislature is committed to providing fiscal control,
20 financial stability, administrative efficiency, and equity, among the various
21 position classifications, inclusive of all public instrumentalities.

22 (b) §§6101, 6102, and 6103, of Title 4, Guam Code Annotated, are
23 hereby repealed and reenacted to read as follows:

24 §6101. **Title.** This Chapter may be cited or referred to as the
25 **Uniform Position Classification and Salary Administration Act of 1991.**

1 §6102. **Purpose.** The purpose of this Chapter is to provide a
2 uniform and unified system of position classification and
3 compensation.

4 §6103. **Scope.** Unless otherwise specified, this Chapter shall
5 apply to all positions, officers and employees, classified and
6 unclassified, inclusive of the Executive and Judicial Branches,
7 autonomous and semi-autonomous and semi-autonomous agencies,
8 public corporations, and other public instrumentalities of the
9 government of Guam.

10 (c) §§6201, 6202, 6203, 6204, 6205, and 6206, of Title 4, Guam Code
11 Annotated, are hereby repealed and reenacted to read as follows:

12 §6201. **Compensation Schedule.** There is hereby established a
13 unified pay schedule for positions identified in Volume III, Table II of the Hay
14 Report, dated September 1990, and other such positions as may be
15 subsequently determined, consisting of 19 Pay Grades A through V with Steps
16 1 through 10 per Pay Grade, and Pay Grades L6 through L1, an increment
17 schedule consisting of at least Steps 11 through 20. The unified pay schedule
18 identified as Attachment 1 to the Executive Branch Budget Act of 1992 is
19 hereby incorporated herein.

20 §6202. **Salary Increments.** Every classified employee in Pay Grades A
21 through V shall be entitled to one step salary increment for satisfactory
22 performance. Employees at Steps 1 through 6 shall be entitled to an
23 increment after twelve (12) months of satisfactory performance. Employees at
24 Steps 7 through 9 shall be entitled to an increment after eighteen (18) months
25 of satisfactory performance. Employees at Step 10 shall be entitled to an
26 increment equivalent to 3.5% of an employee's based salary after twenty-four

1 (24) months of satisfactory performance; the Commission shall prepare an
2 increment schedule consisting of at least Steps 11 to 20 to implement the 3.5%
3 increment policy.

4 §6203. **Merit Bonus.** Superior performance by a classified employee in
5 Grades A through V shall be rewarded by a lump sum bonus based on an
6 amount equivalent to 3.5% of the employee's based salary. The merit bonus
7 shall be automatic upon a superior rating evaluation conducted for
8 increment purposes. The merit bonus is in addition to the increment
9 provided under §6102 and is limited to the fiscal year in which superior
10 performance is rendered.

11 §6204. **Cost of Living Adjustments.** The Governor may institute a cost
12 of living adjustment ("COLA"). The COLA shall not be a part of the
13 employee's base salary and shall be non-taxable; provided, however, that the
14 COLA shall be considered as part of the base pay for retirement purposes. The
15 Governor may defer, uniformly reduce, or uniformly increase the COLA
16 adjustments according to economic conditions. The Commission shall
17 consult with the Department of Commerce in determining the appropriate
18 methodology to be applied. The feasibility of adopting the federal COLA
19 system, in whole or in part, shall be considered by the Commission.

20 §6205. **Recruitment above-Step.** Step 1 of the Pay Grade assigned to a
21 classified position shall be the regular rate for initial employment in any
22 department or agency. The appointing authority may petition the
23 Commission, or the Judicial Council (as to Judicial Branch employment), for
24 recruitment at a higher step not to exceed Step 10, because of recruitment
25 difficulty or exceptional qualifications. This petition shall be made before an
26 applicant is hired. Every petition shall be scrutinized and amply justified

1 before being approved. The Commission and the Judicial Council may
2 establish policies to administer this section. Increment schedule consisting of
3 Steps 11 through 20 shall not be used for recruitment above-step.

4 §6206. **Step to Step Upon Promotion.** Classified employees in Grades A
5 through V who are promoted competitively or by reclassification, or
6 temporarily, to a higher Pay Grade shall receive a salary increase closest to a
7 one (1) step increase in the pay grade held prior to promotion.

8 (d) §6210 and §§6301 through 6310 of Title 4, Guam Code Annotated,
9 are hereby repealed and new §§6301, 6302, 6303, and 6304 are enacted as
10 follows:

11 §6301. **Compensation Policy.** (1) Employee compensation shall
12 be based on internal equity and external competitiveness.

13 (2) To the extent practical, compensation will be targeted at
14 the U.S. National Average levels compared to the appropriate labor
15 markets and account taken of the relevant economic factors.

16 (3) Internal equity should be reviewed annually and external
17 competitiveness at least every three (3) years.

18 (4) Compensation structures and administrative policies
19 should also recognize and reward individual employees
20 commensurate with performance.

21 (5) All aspects of compensation (base salaries, benefits, pay
22 differentials, and other factors) will be considered as a total reward and
23 incentive package for employees and shall be consistent and uniformly
24 administered through the government.

25 (6) A program of ongoing communications and training shall be
26 a critical component of compensation administration.

1 **§6302. Administration.** (a) The Commission shall adopt and
2 apply the unified pay schedule and the Hay methodology of positions
3 classification and salary administration to the extent and manner it
4 deems appropriate. The Hay methodology and unified pay schedule
5 shall be administered by the Judicial Council for the Judicial Branch
6 with assistance from the Personnel Office of the Superior Court of
7 Guam.

8 (b) The Commission and the Judicial Council may reassign
9 Pay Grades as they deem necessary. Reassignment shall be based upon
10 the calculation of the Hay points performed by the technical staff
11 trained in the Hay evaluation system. The Commission and the
12 Judicial Council are strongly encouraged to work closely in the
13 administration of the Hay System for the sake of consistency and
14 uniformity of results. The technical staffs of the Commission and the
15 Judicial Council (Personnel Office) shall coordinate their efforts in
16 implement the Hay methodology.

17 (c) The Commission and the Judicial Council shall establish
18 appropriate policies and procedures for implementing the provisions
19 under this Article for their respective jurisdictions.

20 **§6303. Creation of Positions.** (a) New positions may be created
21 by the Governor, or the Presiding Judge of the Superior Court for the
22 Judicial Branch, when necessary for the efficient performance of the
23 duties and functions of the government. The Governor shall submit
24 to the Commission, and the Presiding Judge to the Judicial Council, the
25 position descriptions for the positions within thirty (30) calendar days
26 after creation. The positions shall be terminated unless approved by

1 the Commission or the Judicial Council, as the case may be, within
2 ninety (90) days after submission. No newly created position shall be
3 filled in the absence of appropriations to pay the salary of the proposed
4 position.

5 (b) This section shall not apply to positions required by law to
6 be filled by persons confirmed by the Legislature.

7 §6304. **Differential Pay.** The Commission and the Judicial
8 Council shall establish and implement uniform differential pay
9 policies. All statutes, rules, regulations, and policies which are not
10 covered by or inconsistent with the policies set forth herein, are hereby
11 repealed upon establishment of uniform pay policies.

12 (e) A new Article 4 is hereby added to Chapter 6, Title 4, Guam Code
13 Annotated, and the following §§6213 (Off-Island Employees, Transportation
14 of.); 6213.1 (Off-Island Employees: Return Transportation.); 6214 (Education
15 and Employment of Resident Citizens: Transportation Allowances.); 6215
16 (Uniform.); 6216 (Prohibition.); 6216.1 (Dual Employment Prohibited.); 6311
17 (Absence for Jury Service: Continuation of Compensation: Jury Fee: Payable
18 to government of Guam.); and 6312 (Student Employment; Annual Plan.); are
19 transferred to Article 4 and renumbered correspondingly as: §§6401, 6401.1,
20 6402, 6403, 6404, 6404.1, 6405, and 6406.

21 (f) Offices and positions whose salaries are specifically set by statute
22 may be converted to the Hay Plan if the salaries provided under the Hay Plan
23 are greater; provided, however, that no employee whose position is to be
24 converted to the Hay Plan shall receive a salary reduction or be deprived of
25 benefits. The Commission shall determine the appropriate conversion
26 methodology.

1 (g) All statutes, including enabling acts of autonomous and semi-
2 autonomous agencies, public corporations, and other public
3 instrumentalities, and any rule or regulations that are inconsistent with the
4 provisions of this Act are hereby repealed to the extent of inconsistency. This
5 includes provisions of law relating to contract employment.

6 (h) The Commission and the Compiler of Laws shall report to the
7 Speaker of the Legislature, within sixty (60) days of the effective date of this
8 Section, any specific changes in existing statutes which may be necessary for
9 the successful implementation of the provisions herein.

10 (i) ~~Two Hundred Fifty Thousand Dollars (\$250,000)~~ ^{ONE HUNDRED TWENTY-FIVE THOUSAND DOLLARS (\$125,000)} are hereby
11 appropriated from the General Fund, which shall be allocated as follows:

- 12 (1) ~~Two Hundred Thousand Dollars (\$200,000)~~ ^{ONE HUNDRED TWENTY-FIVE THOUSAND DOLLARS (\$125,000)} to the Civil
13 Service Commission; and
- 14 (2) ~~Fifty Thousand Dollars (\$50,000)~~ ^{ZERO DOLLARS} to the Judicial Branch.

15 The funds appropriated shall be allocated for equipment,
16 training, and for other costs which may be necessary for the
17 implementation of the Hay Plan. A training schedule and a list of
18 essential inventory shall be prepared by the Commission and the
19 Judicial Council.

20 (j) In order that the new classification and compensation system be
21 allowed to function effectively without external interference, and as a show of
22 good faith on the part of the Legislature to permit the system to work, the
23 Legislature hereby imposes a five (5) year moratorium on changes in the new
24 classification and pay system unless the changes are recommended by the
25 Commission or the Judicial Council.

1 (k) Transition and conversion to the Hay Plan shall become
2 effective October 1, 1991.

3 (l) The Bureau of Budget shall determine the amount needed to
4 implement the Hay Plan, as provided in this Section, for departments and
5 agencies funded by the General Fund and shall report to the Legislature no
6 later than sixty (60) days after the enactment of this Section.

7 (m) All references to "Pay Ranges" or "Pay Range" in provisions of
8 the previous classification and compensation laws which continue in effect
9 shall mean "Pay Grade" or "Pay Grades", whichever is appropriate.

10 (n) Section 7 of Public Law 20-218 as amended by Section 37 of Public
11 Law 20-221 is further amended by adding the following positions after the line
12 reading:

13	"Coastal Program Administrator	55	58"
14	"Environmental Health Specialist I (GEPA)	34	40
15	Environmental Health Specialist II (GEPA)	40	46
16	Environmental Health Specialist III (GEPA)	46	52
17	Air and Land Administrator		60"

18 (o) (i) In order to resolve possible inequities and recruiting
19 difficulties for departments and agencies of the government of Guam caused
20 by the implementation of the Hay Study as set out in this Section 13 of this
21 Act, the Civil Service Commission, (the "Commission") is hereby directed to
22 forthwith commence a re-study and re-evaluation of the Hay Study,
23 including the revised pay schedule set out in Attachment 1 to this Section 13.
24 The Commission in making such re-evaluation, shall take evidence from
25 those departments and agencies and from those employees that claim to be
26 adversely affected by the implementation of the Hay Study, and the

1 Commission shall, in addition, determine salary levels and other benefits for
2 those employees of agencies and departments not covered in the Hay Study.
3 Those provisions of the Administrative Adjudication Law governing
4 hearings conducted by agencies of the Government of Guam shall not apply
5 to the study and re-evaluation required of the Commission in this subsection.
6 The Commission shall conclude its re-evaluation and submit to the
7 Legislature its written report setting out any changes and additions to the
8 implementation of the Hay Study as set out in the preceding paragraphs of
9 this Section 13 within sixty (60) days after the effective date of this Act. The
10 Legislature shall have forty-five (45) days after its receipt of the Commission's
11 report to approve, modify or reject the same, failing which the report shall be
12 deemed approved and its recommendations shall go into effect. All salary
13 and other adjustments resulting from the Commission's re-evaluation of the
14 Hay Study and determination of benefits for positions not covered by the Hay
15 Study as set out in the Commission's report shall become effective
16 retroactively to October 1, 1991.

17 (ii) Fifty Thousand Dollars (\$50,000) are appropriated from the General
18 Fund to the Commission to undertake the immediate study and re-
19 evaluation as required by subsection (i) of subparagraph (s) of this Section 13.
20 The Commission is authorized to contract for the use of outside experts in
21 carrying out its study. The Commission is also directed to review and include
22 in its report recommended salaries and benefits for the judges of the Superior
23 Court of Guam, and for justices of a Supreme Court, in case the same be
24 established."

GOVGUAM UNIFIED PAY SCHEDULE

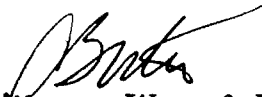
GRADE	STEP-11	STEP-12	STEP-13	STEP-14	STEP-15	STEP-16	STEP-17	STEP-18	STEP-19	STEP-20
A	20721	22481	23268	24082	24925	25797	26700	27635	28602	29603
B	21565	23355	24172	25018	25894	26800	27738	28709	29714	30754
C	22493	24316	25167	26048	26959	27903	28879	29890	30936	32019
D	23592	25452	26343	27265	28219	29207	30229	31287	32382	33516
E	25858	26763	27700	28670	29673	30712	31787	32899	34051	35242
F	27379	28337	29329	30355	31418	32517	33656	34834	36053	37315
G	29068	30085	31138	32228	33356	34524	35732	36983	38277	39617
H	31011	32096	33219	34382	35585	36831	38120	39454	40835	42264
I	33206	34368	35571	36816	38105	39438	40819	42247	43726	45256
J	35518	36865	38155	39491	40873	42304	43784	45317	46903	48544
K	38278	39618	41005	42440	43925	45463	47054	48701	50405	52170
L	41172	42613	44105	45648	47246	48900	50611	52383	54216	56114
M	44124	46082	47695	49364	51092	52880	54731	56646	58629	60681
N	48127	49915	51662	53470	55341	57278	59283	61358	63506	65728
O	52192	54329	56231	58199	60236	62344	64526	66785	69122	71541
P	57109	59211	61283	63428	65648	67946	70324	72785	75333	77969
Q	62146	64839	67108	69457	71888	74404	77009	79704	82493	85381
R	68187	71091	73579	76154	78820	81578	84434	87389	90447	93613
S	75176	78221	80959	83792	86725	89760	92902	96153	99519	103002
T	83100	86319	89340	92467	95704	99053	102520	106108	109822	113666
U	92127	95248	98582	102032	105603	109299	113125	117084	121182	125423
V	101175	105441	109131	112951	116904	120996	125230	129614	134150	138845

**TWENTY-FIRST GUAM LEGISLATURE
1991 (FIRST) Regular Session**

APR 30 '91

Bill No. 319 (cor)

Introduced by:


Committee on Ways & Means

AN ACT TO APPROPRIATE THIRTY THOUSAND DOLLARS (\$30,000) FROM THE GENERAL FUND TO THE UNIVERSITY OF GUAM COLLEGE OF BUSINESS AND PUBLIC ADMINISTRATION FOR THE EXPENSES TO BE INCURRED FOR THE 12TH ISLAND CONFERENCE ON PUBLIC ADMINISTRATION.

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

2 **Section 1.** Thirty Thousand Dollars (\$30,000) are hereby
3 appropriated from the General Fund to the University of Guam, College of
4 Business and Public Administration for expenses to be incurred for the
5 12th Island conference on Public Administration with the theme "Managing
6 Growth and Change in Guam and Micronesia" to be held on November 14,
7 1991.