

**GOVERNMENT OF GUAM**

**CIVIL SERVICE COMMISSION  
KUMISION I SETBISION SIBIT**

490 Chalan Palasyo, Agana Heights  
P.O. Box 3156 Agana, Guam 96910  
Tel: 475-1300/01 Fax: 477-3301



**CIVIL SERVICE COMMISSION  
RESOLUTION NO. 2003-005**

**RESOLUTION BY THE CIVIL SERVICE COMMISSION RELATING TO AN  
ACROSS THE BOARD PAY ADJUSTMENT**

*Whereas*, the government of Guam employee compensation is determined by 4 GCA Section 6301 et.seq., which provides that employee compensation shall be based on internal equity and external competitiveness; and

*Whereas*, the Guam Civil Service Commission is charged with the adoption of and application of the unified pay schedule and the Hay methodology to establish the government of Guam employee compensation through the unified pay schedule; and

*Whereas*, the Hay methodology does provide the opportunity for classes of employees to have an adjustment of salaries to accommodate the existing difficulties of recruitment or retention that may exist and still be within the Hay methodology, and

*Whereas*, Bill 57 was recently introduced which seeks to do an across the board pay adjustment for the government of Guam employees with a separate pay adjustment for the teachers and nurses; and

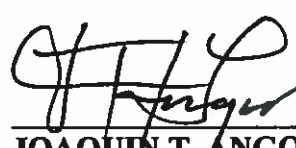
*Whereas*, this bill fails to identify why there shall be such a deviation for teachers and nurses from the Hay methodology;

**NOW THEREFORE**, be it resolved that the Civil Service Commission do hereby pass the following:

1. The Hay methodology provides the bases for determining the appropriate pay scale for all positions within the government of Guam.
2. Any deviation from the Hay methodology for any group of employees that did not go through the review of the Civil Service Commission is not supportable by facts.
3. The Civil Service Commission believes that for both internal equity and parity, an across the board pay adjustment is consistent with the Hay methodology and should be supported without deviation.
4. If there is any group of employees that the Governor or the Guam Legislature believes deserves a review of the existing pay scale based upon recruitment or retention difficulties, then the appropriate adjustment should be made by the Civil Service Commission which will use the Hay methodology to adjust appropriately this difficulty with either a specialty or incentive pay enhancement.
5. Any unauthorized deviation from the Unified Pay Plan by the Guam Legislature opens the door for groups to bypass the Hay methodology and reduces the policy of 4 GCA section 6301 and the intent of the Guam Legislature to ensure parity and fairness of salaries to all government of Guam employees.

DULY AND REGULARLY ADOPTED THIS 20<sup>th</sup> day of March, 2003.

  
MANUEL R. PINAUN  
Acting Chairperson

  
JOAQUIN T. ANGOCO  
Commissioner

  
PRISCILLA T. TUNCAP  
Commissioner

  
JOHN V. GERBER  
Commissioner



**ORIGINAL**