

CIVIL SERVICE COMMISSION  
GOVERNMENT OF GUAM

R E S O L U T I O N  
No. 80-3

PORT AUTHORITY OF GUAM'S PROPOSED  
CLASSIFICATION AND COMPENSATION PLAN

WHEREAS, in November 1979, the Port Authority General Manager established a Joint Compensation Committee comprising of members of the Personnel Division of the Authority and members of the Guam Federation of Teachers and Operating Engineers, Local Union 3, "to develop a comparative analysis between the positions currently being occupied by Port employees and their federal counterparts based on the nature or complexity of duties, responsibilities, knowledge, abilities and skills required for each position and the compensation rates."; and

WHEREAS, in April 18, 1980, the Board of Directors, Port Authority of Guam, approved the Port's Compensation Plan as provided in the Joint Compensation Committee Report entitled, "Comparative Analysis of the Compensation Rates of the Port Authority of Guam's employees with their federal counterparts"; and

WHEREAS, in April 24, 1980, the Chairman, Board of Directors, Port Authority of Guam, transmitted the Port's Joint Compensation Committee Report to the Civil Service Commission via the Governor for approval of the Port's Compensation Plan; and

WHEREAS, the Civil Service Commission on May 9, 1980 received Port Authority's proposed Compensation Plan; and

WHEREAS, on June 5, 1980, a public hearing was held by the Civil Service Commission relevant to Port Authority's proposed Compensation Plan; and

WHEREAS, the Government of Guam Salary Survey and Compensation Study was completed and approved by Executive Order No. 78-41 on December 12, 1979; and

WHEREAS, the 1978 Salary Survey and Classification Study covered classified positions in the Port Authority of Guam; and

WHEREAS, the Fifteenth Guam Legislature has for its consideration Bill No. 955, an Act authorizing the implementation of the 1978 Salary Survey and Classification Study; and

WHEREAS, the Federal Government has recently noted significant problems in the way the federal white and blue collar compensation rates are established and efforts to change the comparability principle are in the mill. Only private businesses are surveyed; state and local governments are excluded, therefore the comparability is considered to have been distorted. Further, it has been noted that because pay rates for white collar jobs are applicable nation-wide, federal pay rates are significantly higher in some geographical areas than local prevailing rates; in others, rates are below the local level; and

WHEREAS, the Civil Service Commission has the responsibility of maintaining an equitable Classification and Pay Plan government-wide; and

WHEREAS, the Port Authority's proposed Compensation Plan of establishing pay comparability exclusively with the local federal government would result in the internal distortion and inequity of the Government of Guam's Classification and Pay system.

NOW, THEREFORE, Be it Resolved, that the Civil Service Commission Board in its meeting on June 26, 1980, by virtue of the Authority pursuant to Section 4116 of the Government Code of Guam, voted to disapprove Port Authority's proposed Classification and Compensation Plan. The Board, however, approved the pay range reassignments for unique positions situated solely at the Port Authority. The approved classes of positions and respective pay ranges are listed in Attachment A. All other positions excluded from Attachment A shall be governed upon enactment of Bill No. 955 which is now pending before the Fifteenth Guam Legislature.

IMPLEMENTATION of the approved classes of positions shall be governed as follows:

A. Reallocation of positions shall be in accordance with the Port Authority's Reallocation List (Attachment B) as prepared by the Commission and Port Authority Personnel.

B. Method of Implementation

1. All employees occupying positions that are being reallocated to a class with a higher maximum salary rate (step 10) than their current positions's pay range shall retain their-current step in the new pay range upon reallocation.

2. All employees occupying positions that are being reallocated to a class with the same pay range as their current pay range shall receive a one-step pay adjustment within the pay range upon reallocation.

3. All employees occupying positions that are being reallocated to a class with a lower maximum salary rate (step 10) than their position's current pay range shall continue to serve in such position titles without loss in pay or change of position titles until such employees vacate their positions.

4. The new and/or revised minimum qualification requirements for all classes of positions shall not apply to the employees now occupying "classified" positions, but shall be applied for all initial recruitment, and subsequent promotion, transfer, reclassification and other personnel actions upon implementation of the Port's Classification and Pay Plan.


5. Implementation of the reallocation of positions shall not change the employee's salary increment anniversary dates.

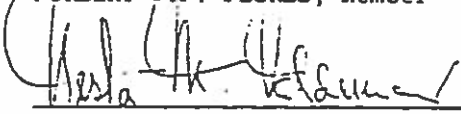
6. Implementation of the approved reallocation of positions listed in Attachments A and B shall be no earlier than July 1, 1980.

  
\_\_\_\_\_  
HARRY D. GUTIERREZ, Chairman

  
\_\_\_\_\_  
LUCIA A. VALENTIN, Member

  
\_\_\_\_\_  
NORBERT J.P. FLORES, Member

  
\_\_\_\_\_  
BERNADITA S. SAN AGUSTIN, Member

  
\_\_\_\_\_  
NESTOR M. VALDEMORO, Member

JUL 15 1980

\_\_\_\_\_  
DATE

Attachments