



MERIT!



CSC RESOLUTION NO. 88-008

**RELATIVE TO AN APPEAL TO THE GOVERNOR TO
SET THE BUDGET CEILING FOR CSC EQUIVALENT TO
ONE PERCENT (1%) OF THE PERSONNEL SERVICES
BUDGET FOR ALL DEPARTMENTS AND AGENCIES
UNDER THE JURISDICTION OF THE
CIVIL SERVICE COMMISSION.**

BE IT RESOLVED BY THE CIVIL SERVICE COMMISSION:

WHEREAS, the FY 1989 Budget Call for all executive departments and agencies was issued May 23, 1988; and

WHEREAS, the FY 1989 Budget Call mandates that all departments and agencies prepare a "Maintenance Level" budget for FY 1989; and

WHEREAS, a "Maintenance Level" budget is one in which the proposed departmental request is equivalent to the FY 1988 departmental appropriation with the exception of funding for additional personnel and full implementation of Option 1; and

WHEREAS, the FY 1988 budget of the Civil Service Commission is \$593,572 as appropriated in P.L. 19-10.

WHEREAS, the Civil Service Commission is given prime responsibility for the administration of the merit system to include implementation of the Classification and Compensation Plan, the Equal Employment Opportunity Program, the Ethics Program, the Political Activity Law, adverse action appeals, grievance appeals, discrimination appeals, ethics investigations and appeals, Sex Discrimination in Educational Institutions Law, post-audit functions, education programs, review and approval of departmental personnel rules and regulations, investigation of conditions of government employment, salary studies for elected officials and unclassified employees, and other programs to improve the administration of the merit system; and

WHEREAS, there are approximately forty-six executive departments and agencies under the jurisdiction of the Civil Service Commission, to one extent or another; and

WHEREAS, these departments and agencies together employ a total of approximately 9,265 employees, most of whom are classified or are career government employees who are covered by the merit system pursuant to the laws of Guam, primarily Title 4 of the Guam Code Annotated; and

WHEREAS, the time has come for all departments and agencies, including autonomous agencies, to realize that they are all a part of the Executive Branch, and all powers that are vested and exercised by each and every agency, and all benefits realized therefrom, derive from their status as executive departments and agencies; and

WHEREAS, public expectations and the public trust continue to require that government or civil service (classified) employment be based on a merit system, and that performance be as efficient and professional as possible; and

WHEREAS, there is a vast need to improve the administration of the merit system for the public good; and

WHEREAS, the present system of merit administration is severely inadequate to meet public expectation and the needs of departments and agencies; and

WHEREAS, each and every department and agency must assume its share of the financial burdens associated with the operation of the merit system; and

WHEREAS, the budget ceiling of FY 1989 limiting the Commission to an amount equivalent to the FY 1988 budget is grossly inadequate for the administration of the merit system for the Executive Branch; and

WHEREAS, from our understanding, the Civil Service Commission for the Commonwealth of the Northern Marianas is operating with a budget of approximately a million dollars;

WHEREAS, the Commission firmly believes that a budget of one percent (1%) of the personnel services budget of all executive departments and agencies is appropriate and would be sufficient to begin and maintain the drive for a progressive and professionally managed merit system; and

WHEREAS, the present Administration has professed a strong commitment to the merit system and has taken efforts to support this commitment; and

WHEREAS, the present Administration is fully aware of the importance of having a progressive and professionally managed civil service in our quest for commonwealth; NOW, THEREFORE, BE IT

RESOLVED, that the Civil Service Commission respectfully appeal to the Governor and Lt. Governor to allow the Civil Service Commission a budget ceiling equal to one percent (1%) of the personnel services budget of the executive departments and agencies; and be it further

RESOLVED, that this Resolution be transmitted to the Governor and Lt. Governor.

DULY AND REGULARLY ADOPTED this 7th day of June, 1988.




MARIA S. CONNELLEY
Chairperson



WILLIS S. CANNON
Vice-Chairperson



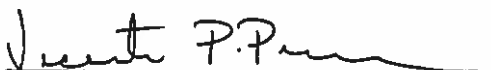
FELIX P. CAMACHO
Commissioner



DEBRA R. CRUZ
Commissioner

(ABSENT)
JOHN D. ISHMAEL
Commissioner

(OFF-ISLAND)
EDWARD P. MENDIOLA
Commissioner



VICENTE P. PEREZ
Commissioner



MERIT

Government of Guam



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JUN 10 1988

CSC NO. 88-821

MEMORANDUM

TO: The Governor

FROM: Executive Director
Civil Service Commission

SUBJECT: CSC Resolution No. 88-008

The Civil Service Commission Board, at its meeting on June 7, 1988, adopted CSC Resolution No. 88-008, which reads:

"RELATIVE TO AN APPEAL TO THE GOVERNOR TO SET THE BUDGET CEILING FOR CSC EQUIVALENT TO ONE PERCENT (1%) OF THE PERSONNEL SERVICES BUDGET FOR ALL DEPARTMENTS AND AGENCIES UNDER THE JURISDICTION OF THE CIVIL SERVICE COMMISSION."

Your favorable consideration is greatly appreciated.



NORMA J. AFLAGUE

Attachment

cc: All Departments and Agencies
Committee on General Governmental
Operations, 19th Guam Legislature