CSC RESOLUTION NO. 89-005

RELATIVE TO THE CIVIL SERVICE COMMISSION'S
POSITION ON PIECEMEAL SALARY LEGISLATIONS
AND REQUEST TO APPROPRIATE FUNDS FOR A
COMPREHENSIVE SALARY STUDY; AND TO SEEK
THE SUPPORT OF THE GOVERNOR IN THIS ENDEAVOR.

WHEREAS, 4 GCA §6305 empowers the Civil Service Commission to allocate positions to
their proper classes and pay ranges in the interest of preserving uniformity,
consistency, equality, and equity in the classification and pay plan; and

WHEREAS, piecemeal salary legislations reassigning positions to higher pay ranges, often
without sufficient consideration of the negative impact upon the civil service
pay plan, are a common occurrence; and

WHEREAS, these piecemeal salary legislations are usually in response to the external pressures
of employee interest groups; and

WHEREAS, such piecemeal salary legislations have adversely and seriously undermined the
integrity and stability of the classification and pay plan, causing widespread
salary inequities among benchmarked classes of positions excluded by piecemeal
legislations, forcing the Commission to adopt a band-aid approach to control
the hemorrhaging of the classification and pay plan; and

WHEREAS, the Commission is unable to keep up with the incoming tide of piecemeal salary
legislations without parallel adequate resources; and

WHEREAS, piecemeal salary legislations have significantly contributed to the explosion
of the pay range schedule to the point that GovGuam may be operating with
at least 100 pay ranges in the foreseeable future; and

WHEREAS, in the continuing tragedy of piecemeal legislations, the Guam Memorial Hospital
Authority is proposing legislation for parochial pay range reassignments for all
nurses which will directly impact upon other positions within GMH, as well as
other health care & professional positions in other departments and agencies,
thereby perpetuating the disruptive influence of piecemeal legislations; and

WHEREAS, the Superior Court, in a recent decision involving piecemeal salary legislations, viewed
with disfavor piecemeal salary legislations which deprive employees the
equal protection of the law; and

WHEREAS, the Government of Guam is in dire need of a comprehensive salary study to return
and maintain the classification and pay plan in synchronization and to devise
a single, uniform salary structure for GovGuam, to include all classified and
unclassified positions; now, therefore, be it

RESOLVED, that the Civil Service Commission respectfully appeals to the Legislature to
join in partnership in carrying out the mandate of 4 GCA §6305, to refrain from
enacting piecemeal salary legislations, and to authorize and appropriate funds
for a comprehensive salary study in the interest of a good and responsible
government; be it further

RESOLVED, that the Civil Service Commission respectfully seeks the support of the Governor
in this endeavor; and be it further

RESOLVED, that copies of this Resolution be transmitted to the Speaker of the Twentieth
Guam Legislature and the Governor of Guam.

DURY AND REGULARLY ADOPTED this 28th day of February, 1989.

WILLIS S. CANNON, Acting Chairperson

DEBRA R. CRUZ, Commissioner

EDWARD F. MENDOLA, Commissioner

VICENTE P. PEREZ, Commissioner