



**WEAT**



**CIVIL SERVICE COMMISSION**  
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**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.**

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

*Willis S. Cannon*  
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WILLIS S. CANNON, Acting Chairperson

*Debra R. Cruz*  
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DEBRA R. CRUZ, Commissioner

*Edward P. Mendiola*  
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EDWARD P. MENDIOLA, Commissioner

*Vicente P. Perez*  
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VICENTE P. PEREZ, Commissioner