



MERIT



CSC RESOLUTION NO. 89-009

RELATIVE TO COMMENDING MARIA C.R. SUDO, LUIS R. BAZA, MARIE R. DIAZ, PEDRO C. TORRES, AND DANNY P. ASTORGA, COMPRISING THE TASK FORCE ON NURSES SALARIES, FOR PROFESSIONAL EXCELLENCE IN THE CONDUCT OF THE SALARY STUDY AND THE PREPARATION OF THE FINAL REPORT.

WHEREAS, the Territory of Guam is suffering from an acute shortage of qualified nurses that seriously endangers the health and welfare of the people of Guam; and

WHEREAS, Governor Joseph F. Ada has given the crisis top priority and on March 22, 1989, assigned the Civil Service Commission to conduct a 60-day comprehensive salary study for all GovGuam nursing positions so that GovGuam may recruit and retain sufficient qualified nurses; and

WHEREAS, with the assistance of the Governor and the cooperation of the Department of Administration, the University of Guam, and the Guam Power Authority, the Civil Service Commission formed a Task Force to conduct the salary study; and

WHEREAS, the Task Force was composed of the following members:

1. Maria C.R. Sudo - Project Coordinator
and Personnel Management Analyst III
Civil Service Commission
2. Luis R. Baza
Personnel Management Analyst II
Civil Service Commission
3. Marie R. Diaz
Personnel Specialist IV
University of Guam
4. Pedro C. Torres
Personnel Specialist III
Guam Power Authority
5. Danny P. Astorga
Personnel Specialist III
Department of Administration; and

WHEREAS, with the capable guidance of the Executive Director of the Civil Service Commission, the competent leadership of Maria C.R. Sudo, and the professional and technical expertise of Maria C.R. Sudo, Luis R. Baza, Marie R. Diaz, Pedro C. Torres, and Danny P. Astorga, the Task Force undertook a project of major proportions under the most pressing time frame, often working long hours of overtime and on weekends; and

WHEREAS, the Task Force produced its final report on June 7, 1989; and

WHEREAS, the final report, entitled: IS THE ANSWER SALARIES? A REPORT TO THE GOVERNOR OF GUAM ON NURSES COMPENSATION, fully and incisively analyzes the problems surrounding the nursing crisis and presents viable, creative, and realistic short and long term solutions; and

WHEREAS, the final report reflects the professional excellence of the Task Force and should be a source of pride to the Government of Guam; now, therefore, be it

RESOLVED, that the Civil Service Commission further acknowledges the Legislature's concern over the nursing shortage, and is hopeful that the Legislature will finally recognize the technical knowledge required and complexity involved in determining position salaries, and will abandon the discriminatory and piecemeal approach to salary setting that is so damaging to the classification and pay plan and the public interest; be it further

RESOLVED, that the Governor and the Legislature, through retroactive compensation, correct the gross inequities generated by the piecemeal and selctive application of Options 1 and 2 so that all GovGuam employees who did not enjoy the full benefits accorded to a select and favored group of employees, shall so begin to reap their just compensation they so deserve; be it further

RESOLVED, the Civil Service Commission takes pride in the final report of the Task Force and further extends the highest commendation for professional excellence to the Task Force and each member thereof, Maria C.R. Sudo, Luis R. Baza, Marie R. Diaz, Pedro C. Torres, and Danny P. Astorga; be it further

RESOLVED, the Civil Service Commission extends its appreciation to the Department of Administration, the University of Guam, and the Guam Power Authority for their cooperation in permitting their respective employees to participate as Task Force members; be it further


RESOLVED, that an original of this Resolution be presented each to Maria C.R. Sudo, Luis R. Baza, Marie R. Diaz, Pedro C. Torres, and Danny P. Astorga, and that copies be filed in their respective personnel files; and be it further

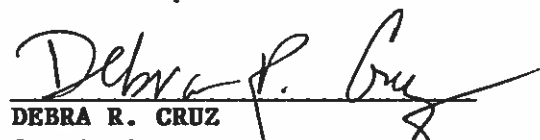
RESOLVED, that copies be transmitted to the Governor, the Speaker, the Executive Director of the Civil Service Commission, the Director of Administration, the President of the University of Guam, and the General Manager of the Guam Power Authority.

DULY AND REGULARLY ADOPTED THIS 22nd DAY OF June 1989.


MARIA S. CONNELLEY
Chairperson



WILLIS S. CANNON
Vice-Chairperson


MANUEL S. CHARGUALAF
Commissioner


DEBRA R. CRUZ
Commissioner


JOHN D. ISHMAEL
Commissioner


EDWARD P. MENDIOLA
Commissioner


VICENTE P. PEREZ
Commissioner