



**MERIT**



**CSC RESOLUTION NO. 89-011**

**RELATIVE TO EXPRESSING APPRECIATION TO JEFF MOYLAN,  
GMHA BUDGET OFFICER, FOR ASSISTING IN THE  
PUBLICATION OF THE FINAL REPORT  
OF THE TASK FORCE ON NURSES SALARIES.**

**WHEREAS**, the Civil Service Commission formed a Task Force to conduct a comprehensive salary study on all nursing positions in GovGuam to address the Governor's request dated March 22, 1989, to the Commission; and

**WHEREAS**, the Task Force completed its study on May 30, 1989, and submitted the final report for publication and packaging to the Civil Service Commission; and

**WHEREAS**, it is the Civil Service Commission's desire to present the final report on nurses salaries in a professional and attractive form befitting the professional quality of the contents of the report as formulated by the Task Force; and

**WHEREAS**, the Civil Service Commission, with the cooperation of the Guam Memorial Hospital Authority (GMHA), engaged the services of Jeff Moylan, GMHA Budget Officer, to assist the Executive Director of the Commission in the publication and packaging of the final report; and

**WHEREAS**, Jeff Moylan, through his knowledge and expertise in computer programming, programmed the typesetting and organization of the final report, as well as the graphics, tables, and charts set forth in the final report; and

**WHEREAS**, with the skilled assistance of Jeff Moylan, the final report on nurses salaries is nothing less than an artfully crafted document which effectively highlights the findings of the Task Force; now, therefore, be it

**RESOLVED**, the Civil Service Commission hereby extends its deepest appreciation and highest commendation to Jeff Moylan for his outstanding contribution through his creative and technical craftsmanship; be it further

**RESOLVED**, the Civil Service Commission further extends its appreciation to the Guam Memorial Hospital Authority for its cooperation and assistance; and be it further

**RESOLVED**, that this Resolution be presented to Jeff Moylan, a copy be placed in his personnel file, and copies be transmitted to the Governor, the Speaker, and the Guam Memorial Hospital Authority.

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

*Maria S. Connelley*

**MARIA S. CONNELLEY**  
Chairperson

*Willis S. Cannon*

**WILLIS S. CANNON**  
Vice-Chairperson

*Manuel S. Chargualaf*

**MANUEL S. CHARGUALAF**  
Commissioner

*Debra R. Cruz*

**DEBRA R. CRUZ**  
Commissioner

*John D. Ishmael*

**JOHN D. ISHMAEL**  
Commissioner

*Edward P. Mendiola*

**EDWARD P. MENDIOLA**  
Commissioner

*Vicente P. Perez*

**VICENTE P. PEREZ**  
Commissioner



JAN 20 1989

**CSC NO. 88-178**

**MEMORANDUM**

**TO:** The Adjutant General  
Department of Military Affairs

**FROM:** Executive Director

**SUBJECT:** Position Classification Review

In response to your request of January 8, 1988, the Civil Service Commission submits its classification findings and recommendations as follows:

| <u>Name</u>               | <u>Current Position</u>        | <u>Recommended Reallocation</u>                                  |
|---------------------------|--------------------------------|--|
| 1. Antonio B. Taltingfong | Executive Services Coordinator | Status Quo   |
| 2. John A.M. Cepeda, Jr.  | Protocol Aide                  | Administrative Aide  |
| 3. Norbert J.P. Flores    | Quartermaster                  | Administrative Services Chief (Military Affairs) (to be created) |
| 4. Mary J. Sebastian      | Administrative Staff Officer   | Administrative Services Officer                                  |
| 5. Lourdes R. Catangay    | Accountant I                   | Accounting Tech. III   |
| 6. Annette S. Aninzo      | Clerk Typist                   | Clerk Typist III   |
| 7. Michael R. Aguon       | Contracting Officer            | Buyer II   |
| 8. Rafael H. Delos Santos | Facilities Superintendent      | Building Maintenance Superintendent                              |
| 9. Scott E. Cruz          | Draftsman                      | Engineering Tech. I  |
| 10. Pio B. Binondo        | Maintenance Worker II          | Building Maintenance Leader                                      |

| <u>Name</u>                | <u>Current Position</u> | <u>Recommended<br/>Reallocation</u> |
|----------------------------|-------------------------|-------------------------------------|
| 11. Joseph I. Castro       | Maintenance Worker I    | Maintenance Custodian               |
| 12. John B. Aquino         | Security Supervisor     | Security Guard Supervisor           |
| 13. Fernando Bongato       | Security Guard          | Security Guard (armed)              |
| 14. Richard Stein          | Security Guard          | Security Guard (armed)              |
| 15. Carolyn San Agustin    | Security Guard          | Security Guard (armed)              |
| 16. Peter L.G. Santos      | Security Guard          | Security Guard (armed)              |
| 17. Francisco C. Cepeda    | Building Custodian      | Maintenance Custodian               |
| 18. Rodney T. Sablan       | Building Custodian      | Maintenance Custodian               |
| 19. Rosalina T. Iglesias   | Clerk Typist            | Clerk Typist III                    |
| 20. Ramon Aguon, Jr.       | Maintenance Specialist  | Maintenance Specialist              |
| 21. Manuel T. Paulino, Jr. | Maintenance Worker I    | Maintenance Worker                  |
| 22. Vonlester K. Olinger   | Building Custodian      | Maintenance Worker                  |

We apologize for the delay in releasing our findings, but our heavy caseloads and limited resources hindered our ability to live up to our verbal commitment to you. Attached for your information and guidance is the staff report prepared by our personnel management analysts. Please feel free to call us if you need to discuss any aspect of the report.

*N. J. Aflague*  
NORMA J. AFLAGUE

Attachment

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COMPARISON OF POSITIONS  
SUMMARY OF RECOMMENDATIONS

| DEPARTMENT OF MILITARY AFFAIRS |                                |        | CIVIL SERVICE COMMISSION   |           |         |         |
|--------------------------------|--------------------------------|--------|--|-----------|---------|---------|
| EMPLOYEE                       | POSITION TITLE                 | SALARY | POSITION TITLE   | PAY SCALE | SALARY  |         |
|                                |                                |        |  |           | MINIMUM | MAXIMUM |
| Antonio B. Tellingfong         | Executive Services Coordinator | 21,344 | Status Quo   |           |         |         |
| Alfred A.M. Cepeda, Jr.        | Protocol Aide                  | 17,000 | Administrative Aide  | PR-23     | 13,393  | 17,137  |
| Norbert J.P. Flores            | Quartermaster                  | 29,328 | *Administrative Services Chief (Military Affairs) (NON-EXISTING) | PR-30     | 29,617  | 40,381  |
| Mary J. Sebastian              | Administrative Staff Officer   | 22,557 | Administrative Services Officer                                  | PR-40     | 21,817  | 28,837  |
| Lourdes R. Catangay            | Accountant I                   | 16,617 | Accounting Techn. III  | PR-31     | 16,617  | 21,817  |
| Annette S. Aninzo              | Clerk Typist                   | 12,062 | Clerk Typist III   | PR-23     | 13,393  | 17,137  |
| Michael R. Agnon               | Contracting Officer            | 20,800 | Buyer II   | PR-30     | 16,097  | 21,167  |
| Isabel H. De los Santos        | Facilities Superintendent      | 19,764 | Building Maintenance Superintendent                              | PR-45     | 25,717  | 33,767  |
| Scott E. Cruz                  | Draftsman                      | 12,662 | Engineering Tech. I  | PR-27     | 14,797  | 19,217  |
| Pio B. Binondo                 | Maintenance Worker II          | 16,644 | Building Maint. Leader   | W-36      | 23,377  | 26,897  |
| Joseph I. Castro               | Maintenance Worker I           | 13,520 | Maintenance Custodian  | W-18      | 14,407  | 16,097  |
| John B. Aquino                 | Security Supervisor            | 14,747 | Security Guard Supervisor  | PR-27     | 14,797  | 19,217  |
| Fernando Bengato               | Security Guard                 | 12,488 | Security Guard (armed)   | PR-29     | 12,481  | 15,577  |

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COMPARISON OF POSITIONS  
SUMMARY OF RECOMMENDATIONS

| DEPARTMENT OF MILITARY AFFAIRS |                        | CIVIL SERVICE COMMISSION |                        |           |         |         |
|--------------------------------|------------------------|--------------------------|------------------------|-----------|---------|---------|
| EMPLOYEE                       | POSITION TITLE         | SALARY                   | POSITION TITLE         | PAY SCALE | SALARY  |         |
|                                |                        |                          |                        |           | MINIMUM | MAXIMUM |
| Richard Stein                  | Security Guard         | 12,880                   | Security Guard (armed) | PR-20     | 12,881  | 15,577  |
| Clyde San Agustin              | Security Guard         | 12,880                   | Security Guard (armed) | PR-20     | 12,881  | 15,577  |
| Peter L.G. Santos              | Security Guard         | 12,880                   | Security Guard (armed) | PR-20     | 12,881  | 15,577  |
| Francisco C. Cepeda            | Building Custodian     | 10,096                   | Maintenance Custodian  | W-18      | 10,097  | 16,097  |
| Rodney T. Sablan               | Building Custodian     | 10,096                   | Maintenance Custodian  | W-18      | 10,097  | 16,097  |
| Rosalina T. Iglesias           | Clerk Typist           | 13,360                   | Clerk Typist III       | PR-23     | 13,393  | 17,137  |
| Ramon Agason, Jr.              | Maintenance Specialist | 15,747                   | Maintenance Specialist | W-32      | 21,017  | 28,917  |
| Maguel T. Paullino, Jr.        | Maintenance Worker I   | 13,520                   | Maintenance Worker     | W-27      | 18,697  | 21,167  |
| Vester K. Ollinger             | Building Custodian     | 10,096                   | Maintenance Worker     | W-27      | 18,697  | 21,167  |
|                                |                        |                          |                        |           |         |         |
|                                |                        |                          |                        |           |         |         |
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