



GOVERNMENT OF GUAM

CIVIL SERVICE COMMISSION KUMISION I SETBISION SIBIT

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CSC RESOLUTION NO. 91-001

RELATIVE TO THE COMPREHENSIVE CLASSIFICATION AND COMPENSATION STUDY: THE HAY PLAN.

BE IT RESOLVED BY THE CIVIL SERVICE COMMISSION:

WHEREAS, the Civil Service Commission is responsible for the administration of the classification and compensation program under 4 GCA Chapter 5; and

WHEREAS, since the inception of the classification and compensation program, various departments and agencies have been authorized to develop and administer separate compensation or pay plans; and

WHEREAS, the separate pay plans have resulted in gross internal pay inequities within GovGuam throughout the years so that GovGuam employees are performing equal work for unequal pay; and

WHEREAS, the internal pay inequities have generated serious political and morale problems; and

WHEREAS, to preserve the principle and legal requirement of equal pay for equal work, public officials have been compelled to apply temporary or "band-aid" solutions to the pay problems, such as Option 1 and "\$5440", with tremendous impact upon the public treasury; and

WHEREAS, the present pay system is in a state of flux and it is a practical impossibility for the Civil Service Commission to effectively and fairly manage the present pay system; and

WHEREAS, the Governor and the Legislature have recognized the critical pay problems; and

WHEREAS, the Legislature had appropriated \$500,000.00 for a comprehensive classification and pay study; and

WHEREAS, the Civil Service Commission, after evaluating competing proposals, on May 1990, engaged the services of the Hay Group of Washington D.C., to conduct the study and recommend a unified pay scale and a more effective classification and pay methodology; and

WHEREAS, the study was generally completed on or about September 30, 1990; and

WHEREAS, departments, agencies, and employees were invited to submit their comments on the Hay Plan; and

WHEREAS, the Civil Service Commission recognizes that the Hay Plan is generally sound but subject to further review for adaptation to GovGuam; now therefore, be it

RESOLVED, the Civil Service Commission hereby endorses the Hay concept and methodology of classification and pay to the extent appropriate for the GovGuam; be it further

RESOLVED, that the Executive Director of the Civil Service Commission, after consultation with the CSC Legal Counsel and technical staff, prepare and transmit to the Governor and the Legislature proposed legislation addressing the following:

1. Endorsement of the Hay concept and application of the Hay methodology to the extent appropriate for GovGuam, with the objective of unifying the GovGuam pay system for internal equity, external competitiveness, and long-term stability.
2. Revision or repeal of current classification and compensation laws as needed for the effective and orderly administration of the classification and pay system.
3. Prohibition of any salary reduction or deprivation of benefits as a result of the implementation of the Hay plan.
4. Provisions for the Civil Service Commission to develop administrative policies for the administration of the Hay plan. Such policies will include a review process for those employees who contest the Hay findings regarding their positions.
5. Equitable salary increment provisions which will not encroach upon pay grade assignments of other positions as evident by the so-called "x", "xx", "xxx", etc. present approach to increments.
6. Viable cost-of-living provision.
7. Sufficient funding for training and equipment.
8. A transitional phase, up to one year, before the Hay plan is to become operational.
9. Other matters which may be deemed appropriate for inclusion in the proposed legislation.

DULY AND REGULARLY ADOPTED ON THE 17th DAY OF
MAY, 1991.



VICENTE P. PEREZ
Chairperson



EDWARD P. MENDIOLA
Vice Chairperson



MANUEL R. PINAUIIN
Commissioner



GERALD A. TAITANO
Commissioner



WILLIS CANNON
Commissioner