GOVERNMENT OF GUAM
CIVIL SERVICE COMMISSION
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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.


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.


VICENTE P. PEREZ EDWARD P. MENDIOLA
Chairperson Vice Chairperson

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