



GOVERNMENT OF GUAM

**CIVIL SERVICE COMMISSION
KUMISION I SETBISION SIBIT**

Century Plaza, 2nd Floor, Upper Tamuning
P.O. Box 3156, Agana, Guam 96910
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**CIVIL SERVICE COMMISSION
RESOLUTION NO. 94-078**

**RELATIVE TO THE RE-EVALUATION OF THE
MAYOR AND VICE-MAYOR POSITIONS**

- WHEREAS,** the Mayor and Vice-Mayors salaries were set by statute; and
- WHEREAS,** the Civil Service Commission by Resolution No. 91-001, endorsed the Hay concept and methodology of classification and pay to the extent appropriate for the GovGuam; and
- WHEREAS,** Chapter V, Section 13 of Public Law 21-42 first implemented the Uniform Position Classification & Salary Administration Act of 1991, which incorporated the Hay Study and unified the Government of Guam pay schedule; and
- WHEREAS,** Section 7 of Public Law 21-59, amended Chapter V, Section 13 of Public Law 21-42 and re-enacted the Uniform Position Classification and Salary Administration Act of 1991, to be effective October 1, 1991, and further designated the Civil Service Commission as the administrator of the new pay plan for the Executive Branch and the Judicial Council for the Judiciary; and
- WHEREAS,** the statute (Title 4 Guam Code Annotated, Section 6206) that establishes the salaries for the Mayor and Vice-Mayor was repealed by Public Law 21-59; and
- WHEREAS,** Section 6302 (b) states, "The Commission and the Judicial Council may reassign Pay Grades as they deem necessary. Reassignment shall be based upon the calculation of the Hay points performed by the technical staff trained in the Hay evaluation system."; and
- WHEREAS,** On October 1, 1991, the Mayor and Vice-Mayor positions were slotted to Pay Grades K and J respectively with the utilization of Steps 1 through 10; and
- WHEREAS,** On August 6, 1993, the Commission provided testimony on Bill 324 - An Act to amend item (e) of §40102 and the second sentence of §40105; to repeal and reenact §40107; and to amend the last sentence of §40108; to repeal and reenact §40109 and 40110, all of Title 5, Guam Code Annotated; and
- WHEREAS,** the Commission did not support passage of Section 5 (b) §40109 Compensation -- *"Notwithstanding any other provision of law, the compensation of the Mayors and Vice-Mayors shall be as follows: (a) For all Mayors, the compensation shall be fifty percent (50%) of the compensation paid to the Governor; and (b) For all Vice-Mayors, the compensation shall be fifty percent (50%) of the compensation paid to the Lieutenant Governor. The salaries established herein for the Mayor and Vice-Mayor shall be subject to a review by the Elected Officials Compensation Commission established pursuant to law."*; and

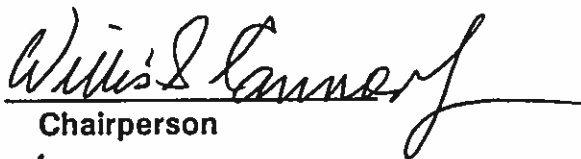
WHEREAS, the Committee on General Governmental Operations and Micronesian Affairs and the Commission agreed that a Re-evaluation be conducted and findings be presented to the Committee within thirty (30) days; and

WHEREAS, the Mayor and Vice-Mayor positions were re-evaluated using the Hay Guide Chart-Profile Method. Hay-Xpert questionnaires were completed by seventeen (17) Mayors and five (5) Vice-Mayors, and points were determined by both the manual evaluations and the Hay-Xpert Computer Aided Software in terms of Know-How (KH), Problem Solving (PS), and Accountability (AC); and

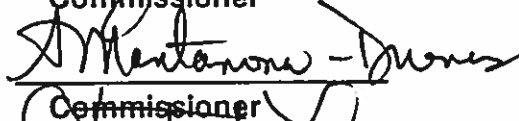
WHEREAS, On October 5, 1993, the Commission approved a new pay schedule for the Mayors and Vice-Mayors -- M1 (\$46,062.00) and M2 (\$42,264.00) respectively. The incumbents earning below the salary rate of the new "M" pay schedule assigned shall receive the new pay rate retroactive to October 5, 1993, subject to the availability of funds; and

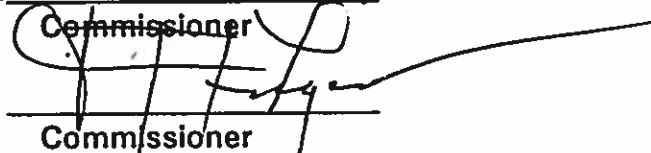
RESOLVED, that the Civil Service Commission hereby formally transmits the decision of the Civil Service Commission to the Legislature, on the Mayors and Vice Mayors salaries, with a copy to the Committee on General Governmental Operations and Micronesian Affairs.

DULY AND REGULARLY ADOPTED THIS 9th DAY OF November, 1993.


Chairperson


Commissioner

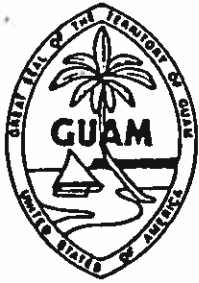

Commissioner


Commissioner


Vice-Chairperson


Commissioner


Commissioner



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CSC NO. 94-102

The Honorable Joe T. San Agustin
Speaker
TWENTY-SECOND GUAM LEGISLATURE
155 Hesler Street
Agana, Guam 96910

Reference: RESOLUTION RELATIVE TO THE RE-EVALUATION OF THE
MAYOR AND VICE-MAYOR POSITIONS.

Dear Mr. Speaker:

Enclosed please find the Civil Service Commission's Resolution No. 94-078 Relative to the Re-evaluation of the Mayor and Vice-Mayor Positions duly and regularly adopted by the Commission on November 9, 1993.

On October 5, 1993, the Commission approved a new pay schedule for the Mayors and Vice-Mayors at M1 (\$46,062.00) and M2 (\$42,264.00) respectively. The incumbents earning below the salary rate of the new "M" pay schedule assigned shall receive the new pay rate retroactive to October 5, 1993, subject to the availability of funds.

The Civil Service Commission hereby formally transmits its decision to the Legislature on the Mayor and Vice-Mayor salaries, with a copy to the Committee on General Governmental Operations and Micronesian Affairs.

Sincerely,

JAMES D. MacINTYRE
Acting Executive Director

Enclosure

cc: Senator Ted Nelson, Chairman
Committee on General Governmental
Operations and Micronesian Affairs

JDM:csds



Commonwealth Now!

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