
CHAPTER 5

POSITION CLASSIFICATION SYSTEM AND COMPENSATION PLAN

STATEMENT OF POLICY

This policy is to develop and maintain a system, for the objective, consistent, and timely classification of all classified positions and for the reasonable and consistent assignment of classes of positions to pay grades.

Compensation of position classes shall be based on Know-How, Problem-Solving, and Accountability. Where not otherwise specified by laws, pay relationships shall take into consideration prevailing wage in the primary area of recruitment for the same or related classes of positions.

905.000 POSITION CLASSIFICATION SYSTEM

905.001 The Official Classification Plan

Title 4, Chapter 6 of the Guam Code Annotated established the "Uniform Position Classification and Salary Administration Act of 1991."

905.002 Preparation and Publication of Classification Standards

Classification standards established by the Civil Service Commission placed positions in their proper classes and pay grades to:

- A. define the various classes of positions that exist in the classified service in terms of duties, responsibilities and qualification requirements. Standards may be created, amended or abolished;
- B. establish the official class titles; and
- C. set forth the pay grades.