



COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS LEGISLATURE  
*House of Representatives*  
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June 18, 1991

The Honorable Lorenzo I. Guerrero  
Governor  
Office of the Governor  
Capitol Hill, Saipan MP  
96950

Dear Gov. Guerrero:

I reviewed the salary schedule incorporated into Section 4(a) of House Bill No. 7-206, H.D. 2, S.D.4, C.C. S. 1 and have determined that in order to conform to the 14% across the board pay raise over the salary schedule contained in P.L. 6-23, mandated by the bill, **it is necessary to make certain minor corrections to the salary schedule.** These corrections have been made and the corrected schedule is attached herewith. Please note that this is in accordance with Section 4(b) of the Conference Committee Report to H.B. No. 7-206 which states:

"In the event that the salary schedule conflicts with the fourteen (14%) percent across the board salary increase, **it is the intent of the Conference Committee that the percentage increase should prevail.**"

Thank you for your kind attention to this matter.

Very truly yours,

Rep. Jesus T. Attao  
Chairman, House Conferees  
on H.B. 7-206

Sen. Paul A. Manglona  
Chairman, Senate Conferees  
on H.B. 7-206

concurring by:

Rep. Luis C. Benavente  
Acting Speaker of the House

Sen. Joseph S. Inos  
President of the Senate

COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS  
CIVIL SERVICE SALARY SCHEDULE  
H.B. 7-206, H.D. 1, S.D. 1, C.C.S. 1

PAY LEVEL	MINIMUM RATE			INTERMEDIATE RATE							MAXIMUM RATE	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1 HOURLY	2.843	2.985	3.133	3.289	3.453	3.625	3.806	3.995	4.195	4.404	4.623	4.853
BI-WEEKLY	227.45	235.77	250.62	263.10	276.22	289.98	304.47	319.60	335.57	352.29	369.85	388.26
ANNUAL	5,913.77	6,208.09	6,516.15	6,840.72	7,181.79	7,539.37	7,916.21	8,309.54	8,724.88	9,159.47	9,616.20	10,094.68
2 HOURLY	2.985	3.133	3.289	3.453	3.625	3.806	3.995	4.195	4.404	4.623	4.853	5.095
BI-WEEKLY	238.77	250.62	263.10	276.22	289.98	304.47	319.60	335.57	352.29	369.85	388.26	407.62
ANNUAL	6,208.09	6,516.15	6,840.72	7,181.79	7,539.37	7,916.21	8,309.54	8,724.88	9,159.47	9,616.20	10,094.68	10,598.03
3 HOURLY	3.133	3.289	3.453	3.625	3.806	3.995	4.195	4.404	4.623	4.853	5.095	5.349
BI-WEEKLY	250.62	263.10	276.22	289.98	304.47	319.60	335.57	352.29	369.85	388.26	407.62	427.93
ANNUAL	6,516.15	6,840.72	7,181.79	7,539.37	7,916.21	8,309.54	8,724.88	9,159.47	9,616.20	10,094.68	10,598.03	11,126.15
4 HOURLY	3.289	3.453	3.625	3.806	3.995	4.195	4.404	4.623	4.853	5.095	5.349	5.616
BI-WEEKLY	263.10	276.22	289.98	304.47	319.60	335.57	352.29	369.85	388.26	407.62	427.93	449.30
ANNUAL	6,840.72	7,181.79	7,539.37	7,916.21	8,309.54	8,724.88	9,159.47	9,616.20	10,094.68	10,598.03	11,126.15	11,681.76
5 HOURLY	3.453	3.625	3.806	3.995	4.195	4.404	4.623	4.853	5.095	5.349	5.616	5.897
BI-WEEKLY	276.22	289.98	304.47	319.60	335.57	352.29	369.85	388.26	407.62	421.93	449.30	471.73
ANNUAL	7,181.79	7,539.37	7,916.21	8,309.54	8,724.88	9,159.47	9,616.20	10,094.68	10,598.03	11,126.15	11,681.76	12,264.90
6 HOURLY	3.625	3.806	3.995	4.195	4.404	4.623	4.853	5.095	5.349	5.616	5.897	6.190
BI-WEEKLY	289.98	304.47	319.60	335.57	352.29	369.85	388.26	407.62	427.93	449.30	471.73	495.21
ANNUAL	7,539.37	7,916.21	8,309.54	8,724.88	9,159.47	9,616.20	10,094.68	10,598.03	11,126.15	11,681.76	12,264.90	12,875.52
7 HOURLY	3.806	3.995	4.195	4.404	4.623	4.853	5.095	5.349	5.616	5.897	6.190	6.500
BI-WEEKLY	304.47	319.60	335.57	352.29	369.85	388.26	407.62	427.93	449.30	471.73	495.21	519.97
ANNUAL	7,916.21	8,309.54	8,724.88	9,159.47	9,616.20	10,094.68	10,598.03	11,126.15	11,681.76	12,264.90	12,875.52	13,519.16
8 HOURLY	3.995	4.195	4.404	4.623	4.853	5.095	5.349	5.616	5.897	6.190	6.500	6.824
BI-WEEKLY	319.60	335.57	352.29	369.85	388.26	407.62	427.93	449.30	471.13	495.21	519.97	545.89
ANNUAL	8,309.54	8,724.88	9,159.47	9,616.20	10,094.68	10,598.03	11,126.15	11,681.76	12,264.90	12,875.52	13,519.16	14,193.06
9 HOURLY	4.195	4.404	4.623	4.853	5.095	5.349	5.616	5.897	6.190	6.500	6.824	7.165
BI-WEEKLY	335.57	352.29	369.85	388.26	407.62	427.93	449.30	471.73	495.21	519.97	545.89	573.18
ANNUAL	8,724.88	9,159.47	9,616.20	10,094.68	10,598.03	11,126.15	11,681.76	12,264.90	12,875.52	13,519.16	14,193.06	14,902.71
10 HOURLY	4.404	4.623	4.853	5.095	5.349	5.616	5.897	6.190	6.500	6.824	7.165	7.522
BI-WEEKLY	352.29	369.85	388.26	407.62	427.93	449.30	471.73	495.21	519.97	545.89	573.18	601.75
ANNUAL	9,159.47	9,616.20	10,094.68	10,598.03	11,126.15	11,681.76	12,264.90	12,875.52	13,519.16	14,193.06	14,902.71	15,645.37

COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS  
 CIVIL SERVICE SALARY SCHEDULE  
 H.B. 7-206, H.D.1, S.D.1, C.C.S.1

PAY LEVEL	MINIMUM RATE			INTERMEDIATE RATE							MAXIMUM RATE	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
11 HOURLY	4.623	4.853	5.095	5.349	5.616	5.891	6.190	6.500	6.824	7.165	7.522	7.625
BI-WEEKLY	369.85	<b>388.26</b>	407.62	427.93	449.30	471.73	495.21	519.97	545.89	573.18	601.75	610.00
ANNUAL	9,616.20	10,094.68	10,598.03	11,126.15	11,681.76	12,264.90	12,875.52	13,519.16	14,193.06	14,902.71	15,645.37	15,860.10
12 HOURLY	4.853	5.095	5.349	5.616	5.897	6.190	6.500	6.824	7.165	7.522	7.625	8.006
BI-WEEKLY	388.26	407.62	427.93	449.30	471.73	495.21	519.97	545.89	573.18	601.75	610.00	640.44
ANNUAL	10,094.68	10,598.03	11,126.15	11,681.76	12,264.90	12,875.52	13,519.16	14,193.06	14,902.71	15,645.37	15,860.10	16,651.51
13 HOURLY	4.92	5.165	5.423	5.693	5.977	6.275	6.588	6.918	7.262	7.625	8.006	8.405
BI-WEEKLY	393.56	413.17	433.81	455.46	478.14	502.04	527.06	553.42	581.00	610.00	640.44	672.41
ANNUAL	10,232.58	10,742.48	11,278.94	11,841.97	12,431.54	13,052.98	13,703.64	14,388.82	15,105.87	15,860.10	16,651.51	17,482.77
14 HOURLY	5.165	5.423	5.693	5.977	6.275	6.588	6.918	7.262	7.625	8.006	8.405	8.825
BI-WEEKLY	413.17	433.81	455.46	478.14	502.04	527.06	553.42	581.00	610.00	640.44	672.41	706.02
ANNUAL	10,742.48	11,278.94	11,841.97	12,431.54	13,052.98	13,703.64	14,388.82	15,105.87	15,860.10	16,651.51	17,482.77	18,356.51
15 HOURLY	5.423	5.693	5.977	6.275	6.588	6.918	7.262	7.625	8.006	8.405	8.825	9.266
BI-WEEKLY	433.81	455.46	478.14	502.04	527.06	553.42	581.00	610.00	640.44	672.41	706.02	741.26
ANNUAL	11,278.94	11,841.97	12,431.54	13,052.98	13,703.64	14,388.82	15,105.87	15,860.10	16,651.51	17,482.77	18,356.51	19,272.74
16 HOURLY	5.693	5.977	6.275	6.588	6.918	7.262	7.625	8.006	8.405	8.825	9.266	9.728
BI-WEEKLY	455.46	478.14	502.04	527.06	553.42	581.00	610.00	640.44	672.41	706.02	741.26	778.24
ANNUAL	11,841.97	12,431.54	13,052.98	13,703.64	14,388.82	15,105.87	15,860.10	16,651.51	17,482.77	18,356.51	19,272.74	20,234.11
17 HOURLY	5.977	6.275	6.588	6.918	7.262	7.625	8.006	8.405	8.825	9.266	9.728	10.213
BI-WEEKLY	478.14	502.04	527.06	553.42	581.00	610.00	640.44	672.41	706.02	741.26	778.24	817.05
ANNUAL	12,431.54	13,052.98	13,703.64	14,388.82	15,105.87	15,860.10	16,651.51	17,482.77	18,356.51	19,272.74	20,234.11	21,243.30
18 HOURLY	6.275	6.588	6.918	7.262	7.625	8.006	8.405	8.825	9.266	9.728	10.213	10.723
BI-WEEKLY	502.04	527.06	553.42	581.00	610.00	640.44	672.41	706.02	741.26	778.24	817.05	857.81
ANNUAL	13,052.98	13,703.64	14,388.82	15,105.87	15,860.10	16,651.51	17,482.77	18,356.51	19,272.74	20,234.11	21,243.30	22,302.94
19 HOURLY	6.588	6.918	7.262	7.625	8.006	8.405	8.825	9.266	9.728	10.213	10.723	11.256
BI-WEEKLY	527.06	553.42	581.00	610.00	640.44	672.41	706.02	741.26	778.24	817.05	857.81	900.51
ANNUAL	13,703.64	14,388.82	15,105.87	15,860.10	16,651.51	17,482.77	18,356.51	19,272.74	20,234.11	21,243.30	22,302.94	23,413.14

COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS  
 CIVIL SERVICE SALARY SCHEDULE  
**H.B. 7-206, H.D. 1, S.D. 1, C.C.S. 1**

PAY LEVEL	MINIMUM RATE				INTERMEDIATE RATE						MAXIMUM RATE	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
20 HOURLY	6.918	7.262	7.625	8.006	8.405	8.825	9.266	9.728	10.213	10.723	11.256	11.819
BI-WEEKLY	553.42	581.00	610.00	640.44	672.41	706.02	741.26	778.24	817.05	857.81	<b>900.51</b>	945.55
ANNUAL	14,388.82	<b>15,105.87</b>	15,860.10	<b>16,651.51</b>	17,482.77	<b>18,356.51</b>	19,272.74	20,234.11	<b>21,243.30</b>	<b>22,302.94</b>	23,413.14	<b>24,584.23</b>
21 HOURLY	7.262	7.625	8.006	8.405	8.825	<b>9,266</b>	9.728	10.213	10.723	11.256	11.819	12.409
BI-WEEKLY	<b>581.00</b>	610.00	640.44	672.41	706.02	741.26	778.24	817.05	857.81	900.51	945.55	992.74
ANNUAL	<b>15,105.87</b>	15,860.10	16,651.51	17,482.77	18,356.51	19,272.74	20,234.11	<b>21,243.30</b>	22,302.94	23,413.14	<b>24,584.23</b>	25,811.17
22 HOURLY	7.625	8.006	8.405	8.825	<b>9,266</b>	9.728	10.213	10.723	11.256	11.819	12.409	12.563
BI-WEEKLY	610.00	640.44	672.41	706.02	741.26	778.24	817.05	857.81	900.51	945.55	992.74	1,005.05
ANNUAL	<b>15,860.10</b>	16,651.51	17,482.77	18,356.51	19,272.74	20,234.11	21,243.30	<b>22,302.94</b>	<b>23,413.14</b>	<b>24,584.23</b>	25,811.17	26,131.39
23 HOURLY	<b>8.006</b>	8.405	8.825	9.266	9.728	10.213	10.723	11.256	11.819	12.409	12.563	13.191
BI-WEEKLY	640.44	672.41	706.02	741.26	778.24	817.05	857.81	900.51	945.55	992.74	1,005.05	1,055.29
ANNUAL	16,651.51	17,482.77	18,356.51	<b>19,272.74</b>	20,234.11	21,243.30	22,302.94	<b>23,413.14</b>	24,584.23	25,811.17	<b>26,131.39</b>	<b>27,437.44</b>
24 HOURLY	<b>8.105</b>	8.51	8.935	9.381	9.848	10.34	10.854	11.397	11.966	12.563	13.191	13.85
BI-WEEKLY	648.40	680.80	714.79	750.44	787.87	827.17	868.34	911.78	957.28	<b>1,005.05</b>	1,055.29	1,107.98
ANNUAL	<b>16,858.38</b>	17,700.92	18,584.42	19,511.46	<b>20,484.60</b>	21,506.41	22,576.96	23,706.21	24,889.35	26,131.39	<b>27,437.44</b>	<b>28,807.51</b>
25 HOURLY	8.51	8.935	9.381	9.848	10.34	10.854	11.397	11.966	12.563	13.191	13.85	14.542
BI-WEEKLY	680.80	714.79	750.44	787.87	827.17	868.34	911.78	957.28	1,005.05	1,055.29	1,107.98	1,163.34
ANNUAL	17,700.92	18,584.42	19,511.46	20,484.60	21,506.41	<b>22,576.96</b>	23,706.21	24,889.35	26,131.39	27,437.44	28,807.51	<b>30,246.74</b>
26 HOURLY	8.935	9.381	9.848	10.34	10.854	11.397	11.966	12.563	13.191	13.85	14.542	15.268
BI-WEEKLY	714.79	750.44	787.87	827.17	868.34	911.78	957.28	1,005.05	<b>1,055.29</b>	1,107.98	1,163.34	1,221.45
ANNUAL	<b>18,584.42</b>	19,511.46	20,484.60	21,506.41	22,576.96	23,706.21	24,889.35	26,131.39	27,437.44	28,807.51	30,246.74	<b>31,757.68</b>
27 HOURLY	9.381	9.848	10.34	10.854	11.397	11.966	12.563	13.191	13.85	14.542	<b>15.268</b>	16.031
BI-WEEKLY	750.44	787.87	827.17	868.34	911.78	957.28	1,005.05	1,055.29	<b>1,107.98</b>	<b>1,163.34</b>	1,221.45	1,282.52
ANNUAL	19,511.46	20,484.60	21,506.41	22,576.96	23,706.21	24,889.35	26,131.39	27,437.44	28,807.51	<b>30,246.74</b>	<b>31,757.68</b>	33,345.42
28 HOURLY	9.848	10.34	10.854	11.397	11.966	12.563	13.191	13.85	14.542	<b>15.268</b>	16.031	16.833
BI-WEEKLY	787.87	827.17	868.34	911.78	957.28	1,005.05	1,055.29	1,107.98	<b>1,163.34</b>	1,221.45	1,282.52	<b>1,346.64</b>
ANNUAL	<b>20,484.60</b>	21,506.41	22,576.96	23,706.21	24,889.35	26,131.39	27,437.44	28,807.51	30,246.74	<b>31,757.65</b>	33,345.42	<b>35,012.57</b>
29 HOURLY	10.34	10.854	11.397	11.966	12.563	13.191	13.85	14.542	<b>15.268</b>	16.031	16.833	17.675
BI-WEEKLY	827.17	868.34	911.78	957.28	1,005.05	1,055.29	1,107.98	1,163.34	<b>1,221.45</b>	<b>1,282.52</b>	1,346.64	1,413.97
ANNUAL	21,506.41	22,576.96	23,706.21	24,889.35	26,131.39	27,437.44	<b>28,807.51</b>	30,246.74	31,757.68	33,345.42	35,012.57	36,763.20

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 CIVIL SERVICE SALARY SCHEDULE  
 H.B. 7-206, H.D.1, S.D.1, C.C.S.1

PAY LEVEL	MINIMUM RATE					INTERMEDIATE RATE					MAXIMUM RATE	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
30 HOURLY	10.854	11.397	11.966	12.563	13.191	13.85	14.542	15.268	16.031	16.833	17.675	18.558
BI-WEEKLY	868.34	911.78	957.28	1,005.05	1,055.29	1,107.98	1,163.34	1,221.45	1,282.52	1,346.64	1,413.97	1,484.67
ANNUAL	22,576.96	23,706.21	24,889.35	26,131.39	27,437.44	28,807.51	30,246.74	31,757.68	33,345.42	35,012.57	36,763.20	38,601.36
31 HOURLY	11.397	11.966	12.563	13.191	13.85	14.542	15.268	16.031	16.833	17.675	18.558	19.486
BI-WEEKLY	911.78	957.28	1,005.05	1,055.29	1,107.98	1,163.34	1,221.45	1,282.52	1,346.64	1,413.97	1,484.67	1,558.90
ANNUAL	23,706.21	24,889.35	26,131.39	27,437.44	28,807.51	30,246.74	31,757.68	33,345.42	35,012.57	36,763.20	38,601.36	40,531.43
32 HOURLY	11.966	12.563	13.191	13.85	14.542	15.268	16.031	16.833	17.675	18.558	19.486	20.461
BI-WEEKLY	957.28	1,005.05	1,055.29	1,107.98	1,163.34	1,221.45	1,282.52	1,346.64	1,413.97	1,484.67	1,558.90	1,636.85
ANNUAL	24,889.35	26,131.39	27,437.44	28,807.51	30,246.74	31,757.68	33,345.42	35,012.57	36,763.20	38,601.36	40,531.43	42,558.00
33 HOURLY	12.563	13.191	13.85	14.542	15.268	16.031	16.833	17.675	18.558	19.486	20.461	21.481
BI-WEEKLY	1,005.05	1,055.29	1,107.98	1,163.34	1,221.45	1,282.52	1,346.64	1,413.97	1,484.67	1,558.90	1,636.85	1,718.69
ANNUAL	26,131.39	27,437.44	28,807.51	30,246.74	31,757.68	33,345.42	35,012.57	36,763.20	38,601.36	40,531.43	42,558.00	44,685.90
34 HOURLY	13.191	13.85	14.542	15.268	16.031	16.833	17.675	18.558	19.486	20.461	21.484	22.558
BI-WEEKLY	1,055.29	1,107.98	1,163.34	1,221.45	1,282.52	1,346.64	1,413.97	1,484.67	1,558.90	1,636.85	1,718.69	1,804.62
ANNUAL	27,437.44	28,807.51	30,246.74	31,757.68	33,345.42	35,012.57	36,763.20	38,601.36	40,531.43	42,558.00	44,685.90	46,920.20
35 HOURLY	13.85	14.542	15.268	16.031	16.833	17.675	18.558	19.486	20.461	21.484	22.558	23.686
BI-WEEKLY	1,107.98	1,163.34	1,221.45	1,282.52	1,346.64	1,413.97	1,484.67	1,558.90	1,636.85	1,718.69	1,804.62	1,894.85
ANNUAL	28,807.51	30,246.74	31,757.68	33,345.42	35,012.57	36,763.20	38,601.36	40,531.43	42,558.00	44,685.90	46,920.20	49,266.21

## AN ACT

To increase the salary of the Governor, Lieutenant Governor, Representative to the United States, Mayors, Legislators, and Judges: to enact a new base salary schedule for classified government employees and to set new salary levels for certain unclassified and appointed positions with the CNMI Government; and for other purposes.

BE IT ENACTED BY THE NORTHERN MARIANAS COMMONWEALTH LEGISLATURE:

3           Section 1. Short Title. This Act may be cited as "The  
2 Commonwealth Compensation Adjustment and Salary Act of 1991".

3           Section 2. Purpose. Pursuant to Article 11, Section 10  
4 (Legislative Salaries); Article III, Section 5 (Salary of  
5 Governor and Lieutenant Governor); Article IV, Section 5  
6 (Judicial Salaries); Article V, Section 5 (Salary of the  
7 Representative to the United States); and Article VI, Section  
8 4 (Mayor's Salaries) of the Commonwealth Constitution, the  
9 Seventh Northern Marianas Commonwealth Legislature enacted  
10 Public Law 7-8 which became effective July 27, 1990. Public  
11 Law 7-8 established the Advisory Commission on the  
12 Compensation of the Governor, Lieutenant Governor,  
13 Representative to the United States, Legislators, and Judges.  
14 The Commission transmitted its report to the Legislature on  
15 November 19, 1990. The purpose of this Act is to make  
16 statutory changes in order to reflect, among others, the  
17 recommendations of the Advisory Commission.

18           Furthermore, it is also the purpose of this Act to  
19 establish a new base salary schedule, and to provide a uniform  
20 salary schedule from which shall be derived the base salary to  
21 be paid to all employees of the Government of the Commonwealth

1 except those exempted from the Civil Service system by 1 CMC  
2 Section 8131. It is further the purpose of this Act to  
3 establish the basic annual compensation of appointed and  
4 certain unclassified positions within the Commonwealth  
5 Government.

6 Section 3. Amendments.

7 (a) 1 CMC, Section 1271 (Public Law 4-32, Section 3  
8 (c)) is hereby amended to read:

9 "Section 1271. Legislator's Salaries. The  
10 members of the Legislature shall receive an annual  
11 salary of \$39,300.00 and no official representation  
12 allowance as formerly provided in 1 CMC, Section  
13 1202 through 1203."

14 (b) 1 CMC, Sections 3304 (a), (b), (c), and (d)  
15 (Public Law 6-25, Section 3) are hereby amended to read:

16 "Section 3304. Compensation of Judges.

17 (a) The salary of the Chief Justice of the  
18 Supreme Court shall be \$82,200.00 per annum.

19 (b) The salary of each full time Associate  
20 Justice of the Supreme Court shall be \$79,000.00  
21 per annum.

22 (c) The salary of the Presiding Judge of the  
23 Superior Court shall be \$76,000.00 per annum.

24 (d) The salary of each Associate Judge of the  
25 Superior Court shall be \$72,400.00 per annum."

26 (c) 1 CMC Section 8244 (Public Law 4-32, Section 3  
27 and Public Law 6-23, Section 7) is hereby amended to  
28 read:

1           "Section 8244.   Compensation of Certain Elected  
2   Officials.

3           (a) The Governor shall receive an annual  
4   salary of \$70,000.00 and the Lieutenant Governor an  
5   annual salary of \$60,000.00.

6           (b) The Representative to the United States  
7   shall receive an annual salary of \$60,000.00.

8           (c) The mayors of an island or group of  
9   islands shall receive an annual salary of  
10   \$43,200.00 .

11   Section 4.   Repealer and Reenactment.

12           (a) Title 1 CMC, Division 8, Sections 8213, 8214  
13   and 8215, are hereby repealed and reenacted to read as  
14   follows:

15           "Section 8213.   Salary Schedule.   The schedule  
16   set forth in this Section provides the official  
17   annual, bi-weekly and hourly base salary for all  
18   employees not specifically exempted by law.   The  
19   applicable amount set forth shall be paid to each  
20   employee who works or accumulates pay status for at  
21   least 80 hours within the pay period.   To determine  
22   the hourly rate for all employees who work less  
23   than 80 hours within the pay period, or to  
24   determine the hourly rate for overtime and  
25   applicable differentials, the applicable bi-weekly  
26   base salary shall be divided by 80, but this  
27   procedure shall be used only for these stated  
28   purposes.   For the purposes of compensation for



1 actual hours worked, the hourly rate shall be paid.  
2 No other salary schedule shall be implemented  
3 except that which is established pursuant to  
4 Sections 5 and 7, Article II of the Commonwealth of  
5 the Northern Marianas Constitution. Provided,  
6 however, any salary adjustment pursuant to this Act  
7 shall not effect or alter the waiting period  
8 required for qualifying for the next within-grade  
9 step increase. Notwithstanding any other provision  
10 of Commonwealth law, this salary schedule is hereby  
11 made applicable to Autonomous Agencies implementing  
12 the schedule established pursuant to Public Law 6-  
13 23, and all Commonwealth government employees in  
14 federally funded positions applying the  
15 Commonwealth Civil Service classification and  
16 compensation scales, provided, however, if federal  
17 funds are unavailable for said salary adjustments  
18 this Act shall authorize expenditures for such.  
19 Notwithstanding any other provisions of  
20 Commonwealth law, the Board of all autonomous  
21 agencies not implementing the schedule established  
22 pursuant to Public Law 6-23 shall submit a  
23 classification and compensation plan to the  
24 Legislature for approval by Joint Resolution within  
25 thirty days of the effective date of this Act. The  
26 Salary Schedule shall be as follows:

27 //

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1                   Section 8214.       Salary Adjustment and  
2       Conversion. The salary schedule established in the  
3       previous section shall be implemented by  
4       substituting the annual, bi-weekly and hourly rates  
5       in each pay level and step for those annual, bi-  
6       weekly and hourly rates in the pay levels and steps  
7       established pursuant to Public Law 6-23. Step 11  
8       is established and shall be granted to those  
9       employees who have been frozen in step 10 for at  
10       least two years prior to the effective date of this  
11       Act. Step 12 is established and will only be  
12       granted as a within-grade or merit increase  
13       pursuant to Section 8215 to those employees in step  
14       11 for a period of one year following the effective  
15       date of this Act. Employees may be converted to a  
16       higher pay level at the step whose annual  
17       compensation is equivalent to the adjusted salary  
18       for the level and step said employee occupies as of  
19       the effective date of this Act. Provided, however,  
20       no such conversion will be effected until a  
21       Personnel Audit finds said conversion is justified  
22       under Civil Service regulations. For the purpose  
23       of this Section, "equivalent" shall mean the same  
24       dollar amount but if said amount is not available  
25       in the converted pay level at any step, the step  
26       having the closest higher amount shall be awarded.  
127       For the purpose of conversion under this Section, a  
28       Personnel Audit of all Civil Service System

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1 positions shall be conducted within one hundred and  
2 twenty (120) days of the effective date of this Act  
3 and no conversions shall be awarded until said  
4 Personnel Audit is adopted by the Civil Service  
5 Commission."

6 Section 8215. Within-Grade and Merit  
7 Increase. An employee shall be granted a one step,  
8 within grade increase upon completion of fifty-two  
9 (52) consecutive calendar weeks of sustained  
10 satisfactory work performance. An employee shall be  
11 awarded in addition a merit increase (not exceeding  
12 one (1) step increase in the base salary) by  
13 achieving an overall performance appraisal average  
14 score equivalent to "Outstanding/Exceptional" upon  
15 completion of fifty-two (52) consecutive calendar  
16 weeks of sustained superior work performance. Such  
17 additional merit increase shall not alter the  
18 waiting period required for qualifying for the next  
19 within-grade step increase. No employee shall be  
20 compensated above the maximum step prescribed for  
21 the employee's pay level. All requests for within  
22 grade and merit increases shall be acted upon  
23 within ninety (90) working days after submitting  
24 the request and all supporting documents to the  
25 Office of Personnel. All such requests not acted  
26 upon within ninety (90) working days shall be  
27 deemed granted upon availability of funds."

1 (b) Title 1 CMC, Division 8, Section 8245 (Public  
2 Law 6-23, Section 2) is hereby repealed and re-enacted as  
3 follows:

4 "Section 8245. Compensation of Certain  
5 Appointed—Officials. The following appointed  
6 positions within the CNMI government shall be paid  
7 base annual salaries as follows:

8 (a) Department Director/Activitv Heads.

9 Title	Annual Salary not to <u>exceed:</u>
10 Director, Community and	
11 Cultural Affairs	\$48,000.00
12 Director, Commerce and Labor	\$48,000.00
13 Director, Public Safety	\$54,000.00
14 Director, Finance	\$54,000.00
15 Director, Public Works	\$48,000.00
16 Director, Public Health and	
17 Environmental Services	\$54,000.00
18 Director, Natural Resources	\$48,000.00
19 Attorney General	\$54,000.00
20 Public Defender	\$52,800.00
21 Public Auditor	\$54,000.00

22 (b) The annual compensation for Department deputy  
23 directors shall be not more than \$42,000.000.

24 (c) The annual compensation for resident department  
25 heads shall not be more than \$36,000.00.

26 (d) The annual compensation for unclassified  
27 division chiefs, and special assistants of the principal  
28 executive departments shall be not more than \$40,800.00.

1 (e) The annual compensation for private secretaries  
2 to the Governor and Lieutenant Governor shall be not more  
3 than \$30,000.00.

4 (f) Governor's Special Assistants.

5 <b>Title</b>	<u>Annual Salary Not to Exceed:</u>
6 Disaster Control Officer	\$36,000.00
7 Hawaii/Guam Liaison Officers	\$43,200.00
8 Special Assistant for	
9 Programs and	
10 Legislative Review	\$43,200.00
11 Public Information and	
12 Protocol Officer	\$43,200.00
13 Special Assistant for	
14 Planning and Budgeting	\$48,000.00
15 Special Assistant for	
16 Administration	\$48,000.00
17 Governor's Legal Counsel	\$48,000.00

18 (g) Constitutional Offices

19 <b>Title</b>	<u>Annual Salary Not to</u>
	<u>Exceed</u>
20	
21 Special Assistant for	
22 Women's Affairs	\$43,200.00
23 Resident Executive for	
24 Indigenous Affairs	\$43,200.00
25 Executive Assistant for	
26 Carolinian Affairs	\$48,000.00

27 (h) Directors of any other executive  
28 department established after the effective date of

1 this Act shall receive an annual salary not greater  
2 than \$48,000.00.

3 (i) Any Commonwealth government employee shall  
4 take a leave of absence from his Commonwealth  
5 government position immediately upon certification  
6 of his candidacy by the Board of Elections until  
7 such time that he is no longer a candidate for  
8 public office.

9 (j) The annual salary for the Coastal  
10 Resources Administrator and the Energy  
11 Administrator shall not exceed \$43,200.00. However,  
12 no additional funds shall be appropriated out of  
13 the General Fund for such salary adjustment."

14 (c) Title 1 CMC, Division 8, Section 8246 (Public  
15 Law 6-23, Section 3) is hereby repealed and reenacted to  
16 read as follows:

17 "Section 8246. Compensation of the Executive  
18 Directors of Government Corporations, Semi- and  
19 Autonomous Agencies.

20 (a) The Executive Directors (the top  
21 administrative officer) of government  
22 corporations, as defined in 1 CMC, Section  
23 7103(n), and of other agencies, commissions  
24 and offices shall receive an annual salary of  
25 not more than \$48,000.00 as determined by the  
26 applicable boards."

1 (d) Title 1 CMC, Division 8, Section 8248 (Public  
2 Law 6-23, Section 4) is hereby repealed and reenacted to  
3 read as follows:

4 **"Section 8248. Government Salary Ceiling.**

5 (a) Except as provided by this law, no  
6 employee of the Commonwealth Government shall  
7 receive an annual salary of more than  
8 \$50,000.00.

9 (b) Medical doctors and dentists, whose  
10 primary responsibilities include giving  
11 professional medical advice; and U.S. or  
12 Commonwealth licensed engineers and architects  
13 whose primary responsibilities include  
14 practice within their profession; and  
15 professionals employed by the Legislative  
16 Branch may receive an annual salary in excess  
17 of \$50,000.00. For the Executive Branch, such  
18 salaries must be requested by the Governor and  
19 approved by the Chairmen of the respective  
20 fiscal committees of the Legislature. For the  
21 Legislative Branch, such salaries must be  
22 approved by the official with expenditure  
23 authority.

24 (c) In the event the incumbent of any  
25 position within the government, agency or  
26 corporation is receiving annual compensation  
27 in excess of that authorized by this Act, upon  
28 the effective date of this Act, that incumbent

1                   shall continue to receive that amount as long  
2                   as such salary is authorized under applicable  
3                   Commonwealth law prior to the enactment of  
4                   this Act. The compensation shall be frozen at  
5                   that level.

6           Section 5. Applicability. The salary increases set  
7 forth by this Act shall be effective as follows:

8                   (a) Governor and Lieutenant Governor. In accordance  
9                   with Article 111, Section 5 of the Commonwealth  
10                  Constitution, neither the salary of the Governor nor  
11                  Lieutenant Governor may be changed during a term of  
12                  office.

13                  (b) Resident Representative. In accordance with  
14                  Article V, Section 5 of the Commonwealth Constitution,  
15                  the Resident Representative's salary may not be changed  
16                  during a term of office.

17                  (c) Mayors. The Mayors salary increase shall take  
18                  effect on January 10, 1992.

19                  (d) Legislator's Salaries. In accordance with  
20                  Article **II**, Section 10 of the Commonwealth Constitution,  
21                  an increase in salary may not apply to the Legislature  
22                  that enacted it.

23                  (e) Judiciary. Any increase in the salaries of the  
24                  members of the judiciary shall take effect on January 10,  
25                  1992.

26                  (f) All others. All other salary increases  
27                  authorized by this Act shall take effect on the first day  
28                  of the pay period commencing May 19, 1991.

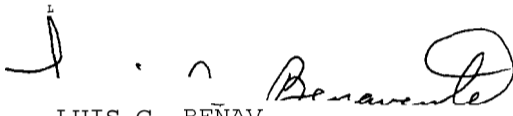


1 Section 6. Authorization. There is hereby authorized to  
2 be appropriated out of the General Fund of the Commonwealth of  
3 the Northern Mariana Islands such sums as may be necessary to  
4 implement the provisions of this Act.

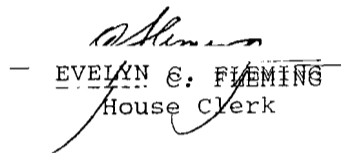
5 Section 7. Severability. If any section of this Act  
6 should be declared invalid by a court of competent  
7 jurisdiction, the remainder of this Act shall not be affected  
8 thereby.

9 Section 8. Effective Date. Subject to the limitations  
10 set out in Section 5, this Act shall take effect upon its  
11 approval by the Governor or upon its becoming law without such  
12 approval.

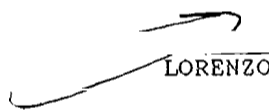
CERTIFIED BY:

  
LUIS C. BENAVAL  
Acting Speaker  
House of Representatives

ATTESTED BY:

  
EVELYN G. FLEMING  
House Clerk

APPROVED this 19<sup>th</sup> day of JUNE, 1991

  
LORENZO I. DE'LEON GUERRERO  
Governor  
Commonwealth of the Northern Mariana Islands