

**EXECUTIVE ORDER NO. 75**  
[repealed by Executive Order 238]  
*Provisional Implementation of the New Republic of Palau  
Classification and Compensation Plan*

**WHEREAS**, during its Seventh Regular Session in July, 1982, the First Olbiil Era Kelulau enacted the National Public Service System Act of the Republic of Palau" (RPPL No. 1-37), and established a new base salary schedule for a unified public service system (RPPL No. 1-38), which two public laws were duly codified as Title 33 of the Palau National Code, Sections 101-602, and Sections 701-703, respectively; and

**WHEREAS**, as mandated by 33 PNC 703(a)--RPPL No. 1-38(3)--, the late President Haruo I. Remeliik on August 26, 1982, issued and promulgated Executive Order No. 7 establishing a new national government employee job classification plan in compliance thereto; and

**WHEREAS**, by the term of said Executive Order No. 7, the then newly established job classification plan took effect on October 1, 1982, “. . . and shall remain in effect until otherwise superseded and/or replaced by a new position classification plan which has been approved and put into effect by the National Civil Service Board”; and

**WHEREAS**, in exercising its powers and carrying out its duties under 33 PNC 306(c) and Sections 406 and 408, the National Civil Service Board engaged the expert services of the Micronesian Management Services, Inc. to assist in reclassifying all the positions within the National Government Civil Service System; and

**WHEREAS**, by late April and early May 1987, a new position classification and con-comitant compensation plan had by then been formulated and duly approved by the National Civil Service Board, but such plan could not be implemented due to austere fiscal difficulties faced by the government of the Republic of Palau; and

**WHEREAS**, from January 12 through July 3, 1987, four executive orders were promulgated instituting certain government cost containment measures including imposition of an across-the-board freeze within the Executive Branch on “. . . all forms of promotions, all annual within grade increases and all new hiring . . .”; and

**WHEREAS**, on September 14, 1988, a new Executive Order No. 67 was promulgated lifting the freeze and authorizing management officials within the Executive Branch to grant meritorious promotions, regular annual] within grade increases or hiring of new employees subject to availability of funds and in compliance with national civil service rules and regulations; and

**WHEREAS**, by a letter of 20 September 1988, the President alerted the National Civil Service Board to the urgent need for reclassifying nurses and classroom teachers and assigning them salary levels equivalent or comparable to similar positions in the Federated States of

Micronesia, Commonwealth of the Northern Marianas, the Republic of the Marshalls, etc.; and

**WHEREAS**, in reviewing the newly approved Position Classification and Compensation Plan, the President noted that the salaries of the teachers and nurses are also addressed in the plan and as evidenced in the Board's recent December 20, 1988 approval for upgrading four nurse supervisory positions and by the notation in the plan that "pay level for classroom Teacher and School Counselor positions may be changed by appropriate official(s) in accordance with current official Special Guidelines for the classification of Academic and Vocational and School Counselor positions", but nonetheless, there is need to extend similar authority to appropriate health officials to change pay levels for nurses across-the-board; and

**WHEREAS**, by its December 9, 1988 transmittal of the new Position Classification and Compensation Plan, the Board pointed out that the national government would need approximately \$106,710.00 to implement the reclassification of national government employees;

**NOW, THEREFORE**, by virtue of the authority vested in me as the President of the Republic of Palau, it is hereby ordered, proclaimed and declared as follows:

1. The April 1987 REPUBLIC OF PALAU CLASSIFICATION AND COMPENSATION PLAN, PART I AND PART II, as the same has been duly approved according to law by the National Civil Service Board, is implemented contingent upon availability of funds appropriated by the Olbiil Era Kelulau within the Fiscal Year 1989 national unified budget as follows:

a. Executive Branch	\$104,420.00
b. Judiciary	2,310.00

2. The Office of the President, Vice President, Council of Chiefs, Palau Liaison Officers, each Ministry within the Executive Branch, and the Judiciary are requested to consult with the National Civil Service Board and the Bureau of National Treasury with regards to salary increases to be effectuated within their respective jurisdictions with the view towards submitting the same as supplemental appropriation request for enactment by the Olbiil Era Kelulau.

3. The third Olbiil Era Kelulau is duly requested to favorably consider a supplemental appropriation request for inclusion in the Fiscal Year 1989 unified national budget and thus providing funds necessary for actual implementation of the new Republic of Palau classification and Compensation Plan.

4. The National Civil Service is kindly requested to extend like authority to appropriate health officials to change pay levels for nurse positions across-the-board as it had done with respect to classroom teachers and student counselor positions within the Bureau of Education in recognition of their respective professions.

This Order shall take effect upon issuance with the actual implementation of the new classification and Compensation Plan contingent upon availability of needed funds by

appropriation law.

**IN WITNESS WHEREOF**, I have hereunto set my hand affixed my official seal this 29<sup>th</sup> day of December, 1988, at Koror State, Republic of Palau.

Thomas O. Remengesau  
President  
Republic of Palau