

EXECUTIVE ORDER NO. 80

Creating a Joint Task Force to Study Feasibility for and to Identify Sources of Funds Needed for Implementation of Wage and Salary Increase for the Government Employees, and to Review and Evaluate the Need for the Existing Authorities, Boards and Commissions.

WHEREAS, effective October 1, 1980, Public Law No. 7-7-3 authorized and granted a Thirty Six Dollars (\$36.00) bi-weekly salary increase for all public service system employees in the then Trust Territory Pay Plan and Base Salary Schedule and effectively established minimum hourly wage of \$1.25 to last until September 1981; and

WHEREAS, on October 2, 1981, the “Temporary Cost of Living and Adjustment Act of 1981” was approved into RPPL No. 1-12 allocating the following non-taxable cost-of-living allowances to public service employees:

- (1) \$55.00 per pay period for pay levels 1-15;
- (2) \$50.00 per pay period for pay levels 16-21;
- (3) \$25.00 per pay period for pay levels 22-30,

and with said COLA paid during entire Fiscal Year 1982 (October 1, 1981 - September 30, 1982); and

WHEREAS, on October 9, 1981, RPPL No. 1-15 was enacted to extend the Trust Territory Pay Plan and Base Salary Schedule for another year from October 1, 1981 through September 30, 1982; and

WHEREAS, on April 9, 1982, RPPL No. 1-29 was enacted to retroactively extend the COLA to all full time national government employees of the executive branch whose salaries were paid out of US Federal Program funds or from local revenues as well as to all employees of authorities, boards and commissions; and

WHEREAS, on August 23, 1982, RPPL No. 1-38 (33 PNC 701-703) was enacted setting forth a new Base Salary Schedule coinciding with new National Government Employee Job Classification as established on August 26, 1982 by Executive Order No. 7 and effectively raised the hourly minimum wage from \$1.25 to \$1.94; and

WHEREAS, established in August 23, 1982 by RPPL No. 1-37 (33 PNC 101-603), and as mandated therein, the National Civil Services Board engaged the professional services of the Micronesian Management Services, Inc., which produced in April 1987 a new position classification and compensation plan which would have cost the Executive Branch \$104,420.00 and the Judiciary \$2,310.00 respectively to implement; and

WHEREAS, on December 29, 1988, said April 1987 Republic of Palau Classification

and Pay Plan was officially adopted under Executive Order No. 75, but with the actual implementation of the Plan contingent upon availability of funds and as pursuant to appropriation by the Third Olbiil Era Kelulau; and

WHEREAS, that while no cost-of-living study has been conducted since the last wage and salary increase in 1982, it is the general consensus of the leadership of the three branches of the national government that prices of consumer goods have steadily increased causing the majority of the government employees a lot of hardship; and

WHEREAS, the leadership of all three branches of the National Government are in agreement that an across-the-board increase in wages and salaries is long overdue but austere financial constraints in the last seven years had prevented wage and salary raise to come about; and

WHEREAS, in order to effectuate any wage and salary rate increase, it is necessary to identify or ascertain the source of funds from which such salary increases shall be paid and as appropriated by law; and

WHEREAS, RPPL No. 3-2, Section 35 mandates a comprehensive study on all national government authorities, boards and commissions with the view toward terminating, reorganizing, consolidating or incorporating the same within appropriate or relevant national government agencies;

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

(1) There is established a Joint Task Force consisting of two members from the Executive Branch who shall be appointed by the President of the Republic of Palau; two members from Third Olbiil Era Kelulau with one appointed by the President of the Senate, and the other, by the Speaker of the House of Delegates and two members from the Judiciary appointed by the Chief Justice, and the seventh member from the National Civil Service Board appointed by its chairman. Appointed no later than five days after the effectiveness of this order, the Joint Task Force shall hold its organizational meeting within ten days thereafter to elect its own chairman and other officials if necessary and to select its supporting staff.

(2) The Joint Task Force shall have a dual responsibility:

(a) Study the feasibility for and ascertain or identify means or sources of revenues required for implementation of a wage and salary increase for all employees of three branches of the National Government, particularly those governed under the National Public Service System. Such review or study shall include, but not necessarily limited to, exploration of both external, financial assistances [sic] or locally raised revenues such as levying duties on luxury items, i.e. cigarettes, liquor, beverages, automobiles, outboard motorboats, etc.

(b) Conduct comprehensive study, review and evaluation of the usefulness of the

existing authorities, boards and commissions with the view towards elimination, consolidation, incorporation, or reorganization of the same in order to achieve cost effectiveness and government savings.

(3) The Joint Task Force shall submit a report of its findings and recommendations no later than September 30, 1989, to the President of the Republic of Palau; the President of the Senate and the Speaker of the House of Delegates, the Chief Justice of the Supreme Court of the Republic of Palau, and the Chairman of the National Service Board.

(4) Any member of the Joint Task Force, or official or personnel so assigned to provide staff support to the Joint Task Force, shall be placed on administrative leave from their regular duties or responsibilities within their respective employment or branch of the government and shall not be compensated from any other source. Should travels or per diems be required in the performance of the Joint Task Force work, expenses so incurred shall be borne by the agencies concerned.

(5) All officials, staff personnel and employees of the three branches of the National Government are expected to cooperate or assist the Joint Task Force to achieve the goals and objectives of its assignment.

This Executive Order takes effect immediately upon issuance and shall remain in full force and effect until September 30, 1989 unless otherwise earlier superseded by subsequent order, or rendered null and void by force of law enacted by the Olbiil Era Kelulau.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal this 9th day of August, 1989 at Koror State, Republic of Palau.

Ngiratkel Etpison
President
Republic of Palau