

A BILL FOR AN ACT

To further amend title 52 of the Code of the Federated States of Micronesia, as amended, by repealing section 205 in its entirety and adding a new section 205 in lieu thereof and by amending section 509, and for other purposes.

BE IT ENACTED BY THE CONGRESS OF THE FEDERATED STATES OF MICRONESIA:

1 Section 1. Section 205 of title 52 of the Code of the Federated  
 2 States of Micronesia is hereby repealed in its entirety.

3 Section 2. Title 52 of the Code of the Federated States of  
 4 Micronesia, as amended, is hereby further amended by adding a new  
 5 section 205 to read as follows:

6	<b>PAY LEVEL 1</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
	HOURLY BASE							
7	SALARY	2.28075	2.33075	2.38075	2.43075	2.49075	2.55075	2.61075
	B/W OFFICIAL							
8	BASE SALARY	102.46	106.46	110.46	114.46	119.26	124.06	128.86
	COST OF LIVING							
9	ADJUSTMENT	80	80	80	80	80	80	80
	ADJUSTED							
10	BASE	182.46	186.46	190.46	194.46	199.26	204.06	208.86
	ADJUSTED							
11	BASE	4743.96	4847.96	4951.96	5055.96	5180.75	5305.56	5430.36
12	<b>PAY LEVEL 2</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
	HOURLY BASE							
13	SALARY	2.33075	2.38075	2.43075	2.49075	2.55075	2.61075	2.68075
	B/W OFFICIAL							
14	BASE SALARY	106.46	110.46	114.46	119.26	124.06	128.86	134.46
	COST OF LIVING							
15	ADJUSTMENT	80	80	80	80	80	80	80
	ADJUSTED							
16	BASE	186.46	190.46	194.46	199.26	204.06	208.86	214.46
	ADJUSTED							
17	BASE	4847.96	4951.96	5055.96	5180.75	5305.56	5430.36	5575.96

1	<b>PAY LEVEL 3</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
	HOURLY BASE							
2	SALARY	2.38075	2.43075	2.49075	2.55075	2.61075	2.68075	2.75075
	B/W OFFICIAL							
3	BASE SALARY	110.46	114.46	119.26	124.06	128.86	134.46	140.06
	COST OF LIVING							
4	ADJUSTMENT	80	80	80	80	80	80	80
	ADJUSTED							
5	BASE	190.46	194.46	199.26	204.06	208.86	214.46	220.06
	ADJUSTED							
6	BASE	4951.96	5055.96	5180.75	5305.56	5430.36	5575.96	5721.56
7	<b>PAY LEVEL 4</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
	HOURLY BASE							
8	SALARY	2.43075	2.49075	2.55075	2.61075	2.68075	2.75075	2.83075
	B/W OFFICIAL							
9	BASE SALARY	114.46	119.26	124.06	128.86	134.46	140.06	146.06
	COST OF LIVING							
10	ADJUSTMENT	80	80	80	80	80	80	80
	ADJUSTED							
11	BASE	194.46	199.26	204.06	208.86	214.46	220.06	226.46
	ADJUSTED							
12	BASE	5055.96	5180.75	5305.56	5430.36	5575.96	5721.56	5887.96
13	<b>PAY LEVEL 5</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
	HOURLY BASE							
14	SALARY	2.49075	2.55075	2.61075	2.68075	2.75075	2.83075	2.91075
	B/W OFFICIAL							
15	BASE SALARY	119.26	124.06	128.86	134.46	140.06	146.06	152.86
	COST OF LIVING							
16	ADJUSTMENT	80	80	80	80	80	80	80
	ADJUSTED							
17	BASE	199.26	204.06	208.86	214.46	220.06	226.46	232.86
	ADJUSTED							
18	BASE	5180.75	5305.56	5430.36	5575.96	5721.56	5887.96	6054.36
19	<b>PAY LEVEL 6</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
	HOURLY BASE							
20	SALARY	2.55075	2.61075	2.68075	2.75075	2.83075	2.91075	3.00075
	B/W OFFICIAL							
21	BASE SALARY	124.06	128.86	134.46	140.06	146.06	152.86	160.06
	COST OF LIVING							
22	ADJUSTMENT	80	80	80	80	80	80	80
	ADJUSTED							
23	BASE	204.06	208.86	214.46	220.06	226.46	232.86	240.06

24	ADJUSTED BASE	5305.56	5430.36	5575.96	5721.56	5887.96	6054.36	6241.56
1	<b>PAY LEVEL 7</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
	HOURLY BASE							
2	SALARY	2.61075	2.68075	2.75075	2.83075	2.91075	3.00075	3.09075
	B/W OFFICIAL							
3	BASE SALARY	128.86	134.46	140.06	146.06	152.86	160.06	167.26
	COST OF LIVING							
4	ADJUSTMENT	80	80	80	80	80	80	80
	ADJUSTED							
5	BASE	208.86	214.46	220.06	226.46	232.86	240.06	247.26
	ADJUSTED							
6	BASE	5430.36	5575.96	5721.56	5887.96	6054.36	6241.56	6428.76
7	<b>PAY LEVEL 8</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
	HOURLY BASE							
8	SALARY	2.68075	2.75075	2.83075	2.91075	3.00075	3.09075	3.19075
	B/W OFFICIAL							
9	BASE SALARY	134.46	140.06	146.46	152.86	160.06	167.26	175.26
	COST OF LIVING							
10	ADJUSTMENT	80	80	80	80	80	80	80
	ADJUSTED							
11	BASE	214.46	220.06	226.46	232.86	240.06	247.26	255.26
	ADJUSTED							
12	BASE	5575.96	5721.56	5887.96	6054.36	6241.56	6428.76	6636.76
13	<b>PAY LEVEL 9</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
	HOURLY BASE							
14	SALARY	2.75075	2.83075	2.91075	3.00075	3.09075	3.19075	3.29075
	B/W OFFICIAL							
15	BASE SALARY	140.06	146.46	152.86	160.06	167.26	175.26	183.26
	COST OF LIVING							
16	ADJUSTMENT	80	80	80	80	80	80	80
	ADJUSTED							
17	BASE	220.06	226.46	232.86	240.06	247.26	255.26	263.26
	ADJUSTED							
18	BASE	5721.56	5887.96	6054.36	6241.56	6428.76	6636.76	6844.76
19	<b>PAY LEVEL 10</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
	HOURLY BASE							
20	SALARY	2.83075	2.91075	3.00075	3.09075	3.19075	3.29075	3.40075
	B/W OFFICIAL							
21	BASE SALARY	146.46	152.86	160.06	167.26	175.26	183.26	192.06
	COST OF LIVING							
22	ADJUSTMENT	80	80	80	80	80	80	80
	ADJUSTED							
23	BASE	226.46	232.86	240.06	247.26	255.26	263.26	272.06

24	ADJUSTED BASE	5887.96	6054.36	6241.56	6428.76	6636.76	6844.76	7073.56
1	<b>PAY LEVEL 11</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
2	HOURLY BASE SALARY	2.91075	3.00075	3.09075	3.19075	3.29075	3.40075	3.52075
3	B/W OFFICIAL BASE SALARY	152.86	160.06	167.26	175.26	183.26	192.06	201.66
4	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
5	ADJUSTED BASE	232.86	240.06	247.26	255.26	263.26	272.06	281.66
6	ADJUSTED BASE	6054.36	6241.56	6428.76	6636.76	6844.76	7073.56	7323.16
7	<b>PAY LEVEL 12</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
8	HOURLY BASE SALARY	3.00075	3.09075	3.19075	3.29075	3.40075	3.52075	3.64075
9	B/W OFFICIAL BASE SALARY	160.06	167.26	175.26	183.26	192.06	201.66	211.26
10	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
11	ADJUSTED BASE	240.06	247.26	255.26	263.26	272.06	281.66	291.26
12	ADJUSTED BASE	6241.56	6428.76	6636.76	6844.76	7073.56	7323.16	7572.76
13	<b>PAY LEVEL 13</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
14	HOURLY BASE SALARY	3.09075	3.19075	3.29075	3.40075	3.52075	3.64075	3.77075
15	B/W OFFICIAL BASE SALARY	167.26	175.26	183.26	192.06	201.66	211.26	221.66
16	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
17	ADJUSTED BASE	247.26	255.26	263.26	272.06	281.66	291.26	301.66
18	ADJUSTED BASE	6428.76	6636.76	6844.76	7073.56	7323.16	7572.76	7843.16
19	<b>PAY LEVEL 14</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
20	HOURLY BASE SALARY	3.19075	3.29075	3.40075	3.52075	3.64075	3.77075	3.91075
21	B/W OFFICIAL BASE SALARY	175.26	183.26	192.06	201.66	211.26	221.66	232.86
22	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
23	ADJUSTED BASE	255.26	263.26	272.06	281.66	291.26	301.66	312.86

24	ADJUSTED BASE	6636.76	6844.76	7073.56	7323.16	7572.76	7843.16	8134.36
1	<b>PAY LEVEL 15</b>							
	STEP 1							
	STEP 2							
	STEP 3							
	STEP 4							
	STEP 5							
	STEP 6							
	STEP 7							
2	HOURLY BASE SALARY	3.29075	3.40075	3.52075	3.64075	3.77075	3.91075	4.06075
3	B/W OFFICIAL BASE SALARY	183.26	192.06	201.66	211.26	221.66	232.86	244.86
4	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
5	ADJUSTED BASE	263.26	272.06	281.66	291.26	301.66	312.86	324.86
6	ADJUSTED BASE	6844.76	7073.56	7323.16	7572.76	7843.16	8134.36	8446.36
7	<b>PAY LEVEL 16</b>							
	STEP 1							
	STEP 2							
	STEP 3							
	STEP 4							
	STEP 5							
	STEP 6							
	STEP 7							
8	HOURLY BASE SALARY	3.40075	3.52075	3.64075	3.77075	3.91075	4.06075	4.21075
9	B/W OFFICIAL BASE SALARY	192.06	201.66	211.26	221.66	232.86	244.86	256.86
10	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
11	ADJUSTED BASE	272.06	281.66	291.26	301.66	312.86	324.86	336.86
12	ADJUSTED BASE	7073.56	7323.16	7572.76	7843.16	8134.36	8446.36	8758.36
13	<b>PAY LEVEL 17</b>							
	STEP 1							
	STEP 2							
	STEP 3							
	STEP 4							
	STEP 5							
	STEP 6							
	STEP 7							
14	HOURLY BASE SALARY	3.52075	3.64075	3.77075	3.91075	4.06075	4.21075	4.37075
15	B/W OFFICIAL BASE SALARY	201.66	211.26	221.66	232.86	244.86	256.86	269.66
16	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
17	ADJUSTED BASE	281.66	291.26	301.66	312.86	324.86	336.86	349.66
18	ADJUSTED BASE	7323.16	7572.76	7843.16	8134.36	8446.36	8758.36	9091.16
19	<b>PAY LEVEL 18</b>							
	STEP 1							
	STEP 2							
	STEP 3							
	STEP 4							
	STEP 5							
	STEP 6							
	STEP 7							
20	HOURLY BASE SALARY	3.64075	3.77075	3.91075	4.06075	4.21075	4.37075	4.54075
21	B/W OFFICIAL BASE SALARY	211.26	221.66	232.86	244.86	256.86	269.66	283.26
22	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
23	ADJUSTED BASE	291.26	301.66	312.86	324.86	336.86	349.66	363.26

24	ADJUSTED BASE	7572.76	7843.16	8134.36	8446.36	8758.36	9091.16	9444.76
1	<b>PAY LEVEL 19</b>							
	STEP 1							
	STEP 2							
	STEP 3							
	STEP 4							
	STEP 5							
	STEP 6							
	STEP 7							
2	HOURLY BASE SALARY	3.77075	3.91075	4.06075	4.21075	4.37075	4.54075	4.72075
3	B/W OFFICIAL BASE SALARY	221.66	232.86	244.86	256.86	269.66	283.26	297.66
4	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
5	ADJUSTED BASE	301.66	312.86	324.86	336.86	349.66	363.26	377.66
6	ADJUSTED BASE	7843.16	8134.36	8446.36	8758.36	9091.16	9444.76	9819.16
7	<b>PAY LEVEL 20</b>							
	STEP 1							
	STEP 2							
	STEP 3							
	STEP 4							
	STEP 5							
	STEP 6							
	STEP 7							
8	HOURLY BASE SALARY	3.91075	4.06075	4.21075	4.37075	4.54075	4.72075	4.91075
9	B/W OFFICIAL BASE SALARY	232.86	244.86	256.86	269.66	283.26	297.66	312.86
10	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
11	ADJUSTED BASE	312.86	324.86	336.86	349.66	363.26	377.66	392.86
12	ADJUSTED BASE	8134.36	8446.36	8758.36	9091.16	9444.76	9819.16	10214.36
13	<b>PAY LEVEL 21</b>							
	STEP 1							
	STEP 2							
	STEP 3							
	STEP 4							
	STEP 5							
	STEP 6							
	STEP 7							
14	HOURLY BASE SALARY	4.06075	4.21075	4.37075	4.54075	4.72075	4.91075	5.21075
15	B/W OFFICIAL BASE SALARY	244.86	256.86	269.66	283.26	297.66	312.86	329.66
16	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
17	ADJUSTED BASE	324.86	336.86	349.66	363.26	377.66	392.86	409.66
18	ADJUSTED BASE	8446.36	8758.36	9091.16	9444.76	9819.16	10214.36	10651.16
19	<b>PAY LEVEL 22</b>							
	STEP 1							
	STEP 2							
	STEP 3							
	STEP 4							
	STEP 5							
	STEP 6							
	STEP 7							
20	HOURLY BASE SALARY	4.21075	4.37075	4.54075	4.72075	4.91075	5.12075	5.34075
21	B/W OFFICIAL BASE SALARY	256.86	269.66	283.26	297.66	312.86	329.66	347.26
22	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
23	ADJUSTED BASE	336.86	349.66	363.26	377.66	392.86	409.66	427.26

24	ADJUSTED BASE	8758.36	9091.16	9444.76	9819.16	10214.36	10651.16	11108.76
1	<b>PAY LEVEL 23</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
2	HOURLY BASE SALARY	4.37075	4.54075	4.72075	4.91075	5.12075	5.34075	5.57075
3	B/W OFFICIAL BASE SALARY	269.66	283.26	297.66	312.86	329.66	347.26	365.66
4	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
5	ADJUSTED BASE	349.66	363.26	377.66	392.86	409.66	427.26	445.66
6	ADJUSTED BASE	9091.16	9444.76	9819.16	10214.36	10651.16	11108.76	11587.16
7	<b>PAY LEVEL 24</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
8	HOURLY BASE SALARY	4.54075	4.72075	4.91075	5.12075	5.34075	5.57075	5.82075
9	B/W OFFICIAL BASE SALARY	283.26	297.66	312.86	329.66	347.26	365.66	385.66
10	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
11	ADJUSTED BASE	363.26	377.66	392.86	409.66	427.26	445.66	465.66
12	ADJUSTED BASE	9444.76	9819.16	10214.36	10651.16	11108.76	11587.16	12107.16
13	<b>PAY LEVEL 25</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
14	HOURLY BASE SALARY	4.72075	4.91075	5.12075	5.34075	5.57075	5.82075	6.08075
15	B/W OFFICIAL BASE SALARY	297.66	312.86	329.66	347.26	365.66	385.66	406.46
16	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
17	ADJUSTED BASE	377.66	392.86	409.66	427.26	445.66	465.66	486.46
18	ADJUSTED BASE	9819.16	10214.36	10651.16	11108.76	11587.16	12107.16	12647.96
19	<b>PAY LEVEL 26</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
20	HOURLY BASE SALARY	4.91075	5.12075	5.34075	5.57075	5.82075	6.08075	6.36075
21	B/W OFFICIAL BASE SALARY	312.86	329.66	347.26	365.66	385.66	406.46	428.86
22	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
23	ADJUSTED BASE	392.86	409.66	427.26	445.66	465.66	486.46	508.86

24	ADJUSTED BASE	10214.36	10651.16	11108.76	11587.16	12107.16	12647.96	13230.36
1	<b>PAY LEVEL 27</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
	HOURLY BASE							
2	SALARY	5.12075	5.34075	5.57075	5.82075	6.08075	6.36075	6.65075
	B/W OFFICIAL							
3	BASE SALARY	329.66	347.26	365.66	385.66	406.46	428.86	452.06
	COST OF LIVING							
4	ADJUSTMENT	80	80	80	80	80	80	80
	ADJUSTED							
5	BASE	409.66	427.26	445.66	465.66	486.46	508.86	532.06
	ADJUSTED							
6	BASE	10651.16	11108.76	11587.16	12107.16	12647.96	13230.36	13833.56
7	<b>PAY LEVEL 28</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
	HOURLY BASE							
8	SALARY	5.34075	5.57075	5.82075	6.08075	6.36075	6.65075	6.96075
	B/W OFFICIAL							
9	BASE SALARY	347.26	365.66	385.66	406.46	428.86	452.06	476.86
	COST OF LIVING							
10	ADJUSTMENT	80	80	80	80	80	80	80
	ADJUSTED							
11	BASE	427.26	445.66	465.66	486.46	508.86	532.06	556.86
	ADJUSTED							
12	BASE	11108.76	11587.16	12107.16	12647.96	13230.36	13833.56	14478.36
13	<b>PAY LEVEL 29</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
	HOURLY BASE							
14	SALARY	5.57075	5.82075	6.08075	6.36075	6.65075	6.96075	7.29075
	B/W OFFICIAL							
15	BASE SALARY	365.66	385.66	406.46	428.86	452.06	476.86	503.26
	COST OF LIVING							
16	ADJUSTMENT	80	80	80	80	80	80	80
	ADJUSTED							
17	BASE	445.66	465.66	486.46	508.86	532.06	556.86	583.26
	ADJUSTED							
18	BASE	11587.16	12107.16	12647.96	13230.36	13833.56	14478.36	15164.76
19	<b>PAY LEVEL 30</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
	HOURLY BASE							
20	SALARY	5.82075	6.08075	6.36075	6.65075	6.96075	7.29075	7.64075
	B/W OFFICIAL							
21	BASE SALARY	385.66	406.46	428.86	452.06	476.86	503.26	531.26
	COST OF LIVING							
22	ADJUSTMENT	80	80	80	80	80	80	80
	ADJUSTED							
23	BASE	465.66	486.46	508.86	532.06	556.86	583.26	611.26



24	ADJUSTED BASE	12107.16	12647.96	13230.36	13833.56	14478.36	15164.76	15892.76
1	<b>PAY LEVEL 31</b>							
	STEP 1							
	STEP 2							
	STEP 3							
	STEP 4							
	STEP 5							
	STEP 6							
	STEP 7							
2	HOURLY BASE SALARY	6.08075	6.36075	6.65075	6.96075	7.29075	7.64075	8.01075
3	B/W OFFICIAL BASE SALARY	406.46	428.86	452.06	476.86	503.26	531.26	560.86
4	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
5	ADJUSTED BASE	486.46	508.86	532.06	556.86	583.26	611.26	640.86
6	ADJUSTED BASE	12647.96	13230.36	13833.56	14478.36	15164.76	15892.76	16662.36
7	<b>PAY LEVEL 32</b>							
	STEP 1							
	STEP 2							
	STEP 3							
	STEP 4							
	STEP 5							
	STEP 6							
	STEP 7							
8	HOURLY BASE SALARY	6.36075	6.65075	6.96075	7.29075	7.64075	8.01075	8.40075
9	B/W OFFICIAL BASE SALARY	428.86	452.06	476.86	503.26	531.26	560.86	592.06
10	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
11	ADJUSTED BASE	508.86	532.06	556.86	583.26	611.26	640.86	672.06
12	ADJUSTED BASE	13230.36	13833.56	14478.36	15164.76	15892.76	16662.36	17473.56
13	<b>PAY LEVEL 33</b>							
	STEP 1							
	STEP 2							
	STEP 3							
	STEP 4							
	STEP 5							
	STEP 6							
	STEP 7							
14	HOURLY BASE SALARY	6.65075	6.96075	7.29075	7.64075	8.01075	8.40075	8.82075
15	B/W OFFICIAL BASE SALARY	452.06	476.86	503.26	531.26	560.86	592.06	625.66
16	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
17	ADJUSTED BASE	532.06	556.86	583.26	611.26	640.86	672.06	705.66
18	ADJUSTED BASE	13833.56	14478.36	15164.76	15892.76	16662.36	17473.56	18347.16
19	<b>PAY LEVEL 34</b>							
	STEP 1							
	STEP 2							
	STEP 3							
	STEP 4							
	STEP 5							
	STEP 6							
	STEP 7							
20	HOURLY BASE SALARY	6.96075	7.29075	7.64075	8.01075	8.40075	8.82075	9.26075
21	B/W OFFICIAL BASE SALARY	476.86	503.26	531.26	560.86	592.06	625.66	660.86
22	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
23	ADJUSTED BASE	556.86	583.26	611.26	640.86	672.06	705.66	740.86

24	ADJUSTED BASE	14478.36	15164.76	15892.76	16662.36	17473.56	18347.16	19262.36
1	<b>PAY LEVEL 35</b>							
	STEP 1							
	STEP 2							
	STEP 3							
	STEP 4							
	STEP 5							
	STEP 6							
	STEP 7							
2	HOURLY BASE SALARY	7.29075	7.64075	8.01075	8.40075	8.82075	9.26075	9.73075
3	B/W OFFICIAL BASE SALARY	503.26	531.26	560.86	592.06	625.66	660.86	698.46
4	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
5	ADJUSTED BASE	583.26	611.26	640.86	672.06	705.66	740.86	778.46
6	ADJUSTED BASE	15164.7	15892.76	16662.36	17473.56	18347.16	19262.36	20239.96
7	<b>PAY LEVEL 36</b>							
	STEP 1							
	STEP 2							
	STEP 3							
	STEP 4							
	STEP 5							
	STEP 6							
	STEP 7							
8	HOURLY BASE SALARY	7.64075	8.01075	8.40075	8.82075	9.26075	9.73075	10.23075
9	B/W OFFICIAL BASE SALARY	531.26	560.86	592.06	625.66	660.86	698.46	738.46
10	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
11	ADJUSTED BASE	611.26	640.86	672.06	705.66	740.86	778.46	818.46
12	ADJUSTED BASE	15892.7	16662.36	17473.56	18347.16	19262.36	20239.96	21279.96
13	<b>PAY LEVEL 37</b>							
	STEP 1							
	STEP 2							
	STEP 3							
	STEP 4							
	STEP 5							
	STEP 6							
	STEP 7							
14	HOURLY BASE SALARY	8.01075	8.40075	8.82075	9.26075	9.73075	10.23075	10.76075
15	B/W OFFICIAL BASE SALARY	560.86	592.06	625.66	660.86	698.46	738.46	780.86
16	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
17	ADJUSTED BASE	640.86	672.06	705.66	740.86	778.46	818.46	860.86
18	ADJUSTED BASE	16662.36	17473.56	18347.16	19262.36	20239.96	21279.96	22382.36
19	<b>PAY LEVEL 38</b>							
	STEP 1							
	STEP 2							
	STEP 3							
	STEP 4							
	STEP 5							
	STEP 6							
	STEP 7							
20	HOURLY BASE SALARY	8.40075	8.82075	9.26075	9.73075	10.23075	10.76075	11.32075
21	B/W OFFICIAL BASE SALARY	592.06	625.66	660.86	698.46	738.46	780.86	825.66
22	COST OF LIVING ADJUSTMENT	80	80	80	80	80	80	80
23	ADJUSTED BASE	672.06	705.66	740.86	778.46	818.46	860.86	905.66

24	ADJUSTED BASE	17473.56	18347.16	19262.36	20239.96	21279.96	22382.36	23547.16
1	<b>PAY LEVEL 39</b>							
	STEP 1							
	STEP 2							
	STEP 3							
	STEP 4							
	STEP 5							
	STEP 6							
	HOURLY BASE							
2	SALARY	8.82075	9.26075	9.73075	10.23075	10.76075	11.32075	
	B/W OFFICIAL							
3	BASE SALARY	625.66	660.86	698.46	738.46	780.86	825.66	
	COST OF LIVING							
4	ADJUSTMENT	80	80	80	80	80	80	
	ADJUSTED							
5	BASE	705.66	740.86	778.46	818.46	860.86	905.66	
	ADJUSTED							
6	BASE	18347.16	19262.36	20239.96	21279.96	22382.36	23547.16	
7	<b>PAY LEVEL 40</b>							
	STEP 1							
	STEP 2							
	STEP 3							
	STEP 4							
	STEP 5							
	HOURLY BASE							
8	SALARY	9.26075	9.73075	10.23075	10.76075	11.32075		
	B/W OFFICIAL							
9	BASE SALARY	660.86	698.46	738.46	780.86	825.66		
	COST OF LIVING							
10	ADJUSTMENT	80	80	80	80	80		
	ADJUSTED							
11	BASE	740.86	778.46	818.46	860.86	905.66		
	ADJUSTED							
12	BASE	19262.36	20239.96	21279.96	22382.36	23547.16		
13	<b>PAY LEVEL 41</b>							
	STEP 1							
	STEP 2							
	STEP 3							
	STEP 4							
	HOURLY BASE							
14	SALARY	9.73075	10.23075	10.76075	11.32075			
	B/W OFFICIAL							
15	BASE SALARY	698.46	738.46	780.86	825.66			
	COST OF LIVING							
16	ADJUSTMENT	80	80	80	80			
	ADJUSTED							
17	BASE	778.46	818.46	860.86	905.66			
	ADJUSTED							
18	BASE	20239.96	21279.96	22382.36	23547.16			
19	<b>PAY LEVEL 42</b>							
	STEP 1							
	STEP 2							
	STEP 3							
	HOURLY BASE							
20	SALARY	10.23075	10.76075	11.32075				
	B/W OFFICIAL							
21	BASE SALARY	738.46	780.86	825.66				
	COST OF LIVING							
22	ADJUSTMENT	80	80	80				
	ADJUSTED							
23	BASE	818.46	860.86	905.66				

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24           ADJUSTED  
              BASE 21279.96 22382.36 23547.16

1           Section 3. Section 509 of title 52 of the Code of the Federated  
2 States of Micronesia, as amended by Public Laws Nos. 10-62, 10-118,  
3 10-151, 11-41 and 11-52, is hereby further amended to read as  
4 follows:

5           "Section 509. Freeze on salary increases; compensatory  
6 time and overtime compensation; cost of living exception.

7           Notwithstanding any other applicable law, there is hereby  
8 enacted:

9           (1) A freeze on annual salary step increases of all  
10 employees in the public service system; and

11           (2) Compensatory time, with which employees in the public  
12 service system shall be credited in lieu of receiving  
13 overtime compensation as otherwise authorized under the  
14 National Public Service System Act and regulations  
15 promulgated thereunder. Compensatory time means those  
16 hours authorized in advance and worked by an employee  
17 outside established work hours and for which the employee  
18 is credited with one hour in the form of leave with pay for  
19 each hour of work an employee is directed to work and  
20 performs in excess of the regular 40 hour workweek as  
21 provided by law. Compensatory time shall be accrued by  
22 National Government public service employees and shall be  
23 included in the compensation received by a program

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1 participant pursuant to subsection (4) (c) of section 506 of  
2 this chapter; except that any accumulation of time in  
3 excess of 280 hours shall be forfeited unless taken before  
4 the end of the calendar year in which the excess was  
5 accumulated. For purposes of computing whether a program  
6 employee's accrued compensatory and/or annual leave hours  
7 are in excess of 280 hours, accrued compensatory time and  
8 annual leave shall be included in computing the 280-hour  
9 ceiling.

10 (3) Notwithstanding the provisions of this section, an  
11 employee shall be entitled to receive overtime  
12 differential, retroactive to the effective date of Public  
13 Law No. 9-155, as authorized under the National Public  
14 Service System Act, for:

15 (a) time worked in the event that the National  
16 Government would be entitled to compensation for payment of  
17 such differential under section 115 of title 50 and section  
18 416 of title 22;

19 (b) time worked in the event that the National  
20 Government would be entitled to compensation for payment of  
21 such differential through a written agreement with a legal  
22 entity that seeks to provide relief from emergency  
23 conditions, as long as the time worked is directly related  
24 to efforts to provide emergency relief, in accordance with  
25 an emergency declared by the President under article X,

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1 section 9, of the Constitution of the Federated States of  
2 Micronesia;

3 (c) time worked in the event that the National  
4 Government would be entitled to compensation for payment of  
5 such differential through a written agreement with the  
6 Water Users Corporation, as long as the time worked is  
7 directly related to management and maintenance of the  
8 Capital Water System; or

9 (d) time worked as follows:

10 (i) by personnel within the Division of Budget  
11 in preparation of the annual budget submission at the  
12 discretion of the Secretary of the Department of Finance  
13 and Administration;

14 (ii) by accounting personnel within the Division  
15 of Treasury in preparing the annual financial statements  
16 for the FSM National Government, at the discretion of the  
17 Secretary of the Department of Finance and Administration;

18 (iii) by accounting personnel within the Division  
19 of Treasury in preparing reports pursuant to section 226 of  
20 title 55 of the Code of the Federated States of Micronesia,  
21 or a successor provision, at the discretion of the  
22 Secretary of the Department of Finance and Administration.  
23 Notwithstanding section 164 of this title, persons working  
24 hours entitling them to overtime differential pursuant to

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1 paragraph (d) of subsection (3) of this section shall  
2 receive compensation at straight time for those hours.

3 (4) Notwithstanding the foregoing, the Congress may amend  
4 the base salary schedule in section 205 to account for  
5 cost-of-living adjustments, upon its satisfaction that such  
6 adjustments are warranted."

7 Section 4. This act shall become law upon approval by the  
8 President of the Federated States of Micronesia or upon its becoming  
9 law without such approval.

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11 Date: 11/11/02

Introduced by: /s/ Joseph J. Urusemal  
Joseph J. Urusemal  
(by request)

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