## A BILL FOR AN ACT

To further amend title 52 of the Code of the Federated States of Micronesia, as amended, by amending section 163 thereof for the purpose of equalizing the compensation of professionals employed by the Government of the Federated States of Micronesia, and for other purposes.

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

- 1 Section 1. Section 163 of title 52 of the Code of the
- 2 Federated States of Micronesia, as amended by Public Law No. 11-
- 3 81, is hereby further amended to read as follows:
- 4 "Section 163. Premiums.
  - To recognize circumstances of employment which make it appropriate that consideration be given to labor market conditions outside the Federated States of Micronesia, and to recognize and reward the attainment of certain advanced professional [status] statuses, the following premiums are provided to public service employees:
    - (1) Market place premium. An employee who is recruited in a location outside the Federated States of Micronesia, who is a noncitizen of the Federated States of Micronesia, and at the time of original hire, a nonresident thereof, may be paid a premium based on labor market conditions in the place of recruitment and on the level of the base salary.
- 18 (2) Foreign service premium. An employee who is a

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citizen of the Federated States of Micronesia and who is 1 assigned to a permanent duty station outside the 3 Federated States of Micronesia may be paid a premium 4 based on the cost of living in the place of assignment. 5 (3) Professional premium. An employee who has achieved advanced professional status in one of the 6 7 following manners and who is employed in a position [which] that requires or, after a determination by the 8 Director of Personnel, directly utilizes such 9 10 professional status may receive, in addition to the base salary of his position, a professional premium. 11 12 professional statuses which qualify an employee for the 13 premium are: [(a) attainment of an earned juris doctor in law 14 15 and admission to the State Bar of any United States jurisdiction or to the FSM Supreme Court Bar; 16 17 (b) attainment of an earned degree in law and 18 admission to the FSM Supreme Court Bar and four (4) 19 years of experience in the legal field; 20 (c) admission to the FSM Supreme Court Bar and 21 eight (8) years of experience in the legal field; 22 (a) lawyers - individuals who have been admitted 23 to the practice of law by a competent certification or licensing authority in the jurisdiction in which the 24 25 lawyer is admitted;

1	[ <del>(d)</del> ] <u>(b) accountants - attainment of [an earned</u>
2	professional certification from any authority recognized
3	in the United States as a certified public accountant
4	(CPA) professional certification or license as an
5	accountant, from a competent certification or licensing
6	authority in the jurisdiction in which the accountant is
7	certified or licensed, at a level that is recognized as
8	being equivalent to or higher than the level of a United
9	States certified public accountant;
10	[ <del>(e)</del> ] <u>(c) engineers -</u> attainment of [ <del>an earned</del> ] <u>a</u>
11	degree in engineering upon completion of a four-year
12	course of study from a college, university or
13	educational institution $[\frac{which}{}]$ $\underline{that}$ is accredited by
14	the competent authority in the jurisdiction in which the
15	college, university or educational institution is
16	located; and
17	[ <del>(f)</del> ] <u>(d) doctorate degree holders -</u> attainment of [ <del>an</del>
18	earned] a doctorate degree in any field."
19	Section 2. This act shall become law upon approval by the
20	President of the Federated States of Micronesia or upon its
21	becoming law without such approval.
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23	Date: 1/21/04 Introduced by: /s/ Resio S. Moses
24	Resio S. Moses

3 of 3