



The President
Palikir, Pohnpei
Federated States of Micronesia

PRESIDENTIAL COMM. NO. 22.382
FSM CONGRESS

December 15, 2022



The Honorable Wesley W. Simina
Speaker
Twenty-Second Congress
Federated States of Micronesia
Palikir, Pohnpei FM 96941

Dear Speaker Simina:

I am pleased to transmit the following act, which I have signed to become Public Law No. 22-170:

Congressional Act No. 22-168, entitled: "AN ACT TO AMEND SECTION 205 OF TITLE 52 OF THE CODE OF THE FEDERATED STATES OF MICRONESIA (ANNOTATED), AS AMENDED BY PUBLIC LAWS NOS. 21-237 AND 21-245, FOR THE PURPOSE OF INCREASING THE BASE SALARY SCHEDULE OF FSM NATIONAL GOVERNMENT EMPLOYEES, AND TO AMEND SECTION 163 OF TITLE 52 OF THE CODE OF THE FEDERATED STATES OF MICRONESIA (ANNOTATED), AS AMENDED BY PUBLIC LAW NO. 21-224, TO REDUCE THE MAXIMUM PROFESSIONAL PREMIUM PERCENTAGE FOR PUBLIC SERVICE EMPLOYEES, AND FOR OTHER PURPOSES."

As its title suggest, this act increases the salary of our public service employees by adjusting the applicable base pay. I wish to thank the 22nd FSM Congress for the passage of this act.

Sincerely,

David W. Panuelo
President

xc: Chief Justice, FSM Supreme Court



Office of the Chief Clerk

CONGRESS OF THE FEDERATED STATES OF MICRONESIA

P.O. Box PS 3

Palikir, Sokehs Pohnpei State, FM 96941

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PRESIDENTIAL COMM. NO. 22-382
FSM CONGRESS

December 08, 2022

His Excellency David W. Panuelo
President
Federated States of Micronesia
Palikir, Pohnpei FM 96941

Dear President Panuelo:

I have the honor to transmit herewith Congressional Act No. 22-168, "AN ACT TO AMEND SECTION 205 OF TITLE 52 OF THE CODE OF THE FEDERATED STATES OF MICRONESIA (ANNOTATED), AS AMENDED BY PUBLIC LAWS NOS. 21-237 AND 21-245, FOR THE PURPOSE OF INCREASING THE BASE SALARY SCHEDULE OF FSM NATIONAL GOVERNMENT EMPLOYEES, AND TO AMEND SECTION 163 OF TITLE 52 OF THE CODE OF THE FEDERATED STATES OF MICRONESIA (ANNOTATED), AS AMENDED BY PUBLIC LAW NO. 21-224, TO REDUCE THE MAXIMUM PROFESSIONAL PREMIUM PERCENTAGE FOR PUBLIC SERVICE SYSTEM EMPLOYEES, AND FOR OTHER PURPOSES", which was passed by the Twenty-Second Congress of the Federated States of Micronesia, Sixth Special Session, 2022, by a two-thirds vote of all the State delegations as required and as duly certified.

Sincerely yours,

A handwritten signature in black ink, appearing to be "Jessicalynn Reyes", with a long horizontal flourish extending to the right.

Jessicalynn Reyes
Chief Clerk, Congress of the
Federated States of Micronesia

Enclosures

RECEIVED
DEC 8 2022
Office of the
President FSM



PRESIDENTIAL COMM. NO. 22-382
FSM CONGRESS

TWENTY-SECOND CONGRESS OF THE
FEDERATED STATES OF MICRONESIA
SIXTH SPECIAL SESSION
NOVEMBER 28 – DECEMBER 07, 2022

An Act

TO AMEND SECTION 205 OF TITLE 52 OF THE CODE OF THE FEDERATED STATES OF MICRONESIA (ANNOTATED), AS AMENDED BY PUBLIC LAWS NOS. 21-237 AND 21-245, FOR THE PURPOSE OF INCREASING THE BASE SALARY SCHEDULE OF FSM NATIONAL GOVERNMENT EMPLOYEES, AND TO AMEND SECTION 163 OF TITLE 52 OF THE CODE OF THE FEDERATED STATES OF MICRONESIA (ANNOTATED), AS AMENDED BY PUBLIC LAW NO. 21-224, TO REDUCE THE MAXIMUM PROFESSIONAL PREMIUM PERCENTAGE FOR PUBLIC SERVICE SYSTEM EMPLOYEES, AND FOR OTHER PURPOSES.

INTRODUCED BY SENATOR: ROBSON U. ROMOLOW

DATE: DECEMBER 01, 2022

REFERRED TO: JUDICIARY AND GOVERNMENTAL OPERATIONS COMMITTEE
WITHDRAWN – DECEMBER 02, 2022

FIRST READING: DECEMBER 02, 2022

SECOND READING: DECEMBER 05, 2022

A handwritten signature in black ink, appearing to read "Jessicalynn Reyes", is written over a horizontal line.

Jessicalynn Reyes
Chief Clerk, FSM Congress



Office of the Speaker

CONGRESS OF THE FEDERATED STATES OF MICRONESIA

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PRESIDENTIAL COMM. NO. 22-382
FSM CONGRESS

ACT NO. 22-168

(CONGRESSIONAL BILL NO. 22-263, C.D.1)

We hereby certify that on December 05 the foregoing act passed Second and Final Reading of the Twenty-Second Congress of the Federated States of Micronesia, Sixth Special Session, 2022, by a two-thirds vote of all the State delegations as required under article IX, section 20, of the Constitution of the Federated States of Micronesia.

A blue ink signature of Wesley W. Simina, consisting of a stylized 'W' and 'S' followed by a horizontal line.

Wesley W. Simina
Speaker
Congress of the
Federated States of Micronesia

A black ink signature of Jessicalynn Reyes, featuring a large, flowing 'J' and 'R' followed by a horizontal line.

Jessicalynn Reyes
Chief Clerk
Congress of the
Federated States of Micronesia

AN ACT

To amend section 205 of title 52 of the Code of the Federated States of Micronesia (Annotated), as amended by Public Laws Nos. 21-237 and 21-245, for the purpose of increasing the base salary schedule of FSM National Government employees, and to amend section 163 of title 52 of the Code of the Federated States of Micronesia (Annotated), as amended by Public Law No. 21-224, to reduce the maximum professional premium percentage for Public Service System employees, and for other purposes.

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

1 Section 1. Statement of Policy.

2 "The intent of this amendment is to increase the base salary
3 schedule of bi-weekly salary rate by forty-five percent under
4 section 205 of title 52 of the Code of the Federated States
5 of Micronesia. This amendment shall not be interpreted to
6 conflict with section 509(1) of title 52 of the Code of the
7 Federated States of Micronesia."

8 Section 2. Section 205 of title 52 of the Code of the
9 Federated States of Micronesia (Annotated), as amended, is hereby
10 amended to read as follows:

11 "Section 205. Base Salary schedule of biweekly salary
12 rate. (1)

13

14

15

16

Pay Level	Step	Step	Step	Step	Step	Step	Step
	1	2	3	4	5	6	7
1	229.21	235.88	242.55	249.22	257.23	265.23	273.23
2	235.88	242.55	249.22	257.23	265.23	273.23	282.57
3	242.55	249.22	257.23	265.23	273.23	282.57	291.91
4	249.22	257.23	265.23	273.23	282.57	291.91	302.58
5	257.23	265.23	273.23	282.57	291.91	302.58	313.25
6	265.23	273.23	282.57	291.91	302.58	313.25	325.26
7	273.23	282.57	291.91	302.58	313.25	325.26	337.27
8	282.57	291.91	302.58	313.25	325.26	337.27	350.61
9	291.91	302.58	313.25	325.26	337.27	350.61	350.61
10	302.58	313.25	325.26	337.27	350.61	350.61	362.15
11	313.25	325.26	337.27	350.61	350.61	362.15	377.46
12	325.26	337.27	350.61	350.61	362.15	377.46	392.79
13	337.27	350.61	350.61	362.15	377.46	392.79	409.36
14	350.61	350.61	362.15	377.46	392.79	409.36	427.24
15	350.61	362.15	377.46	392.79	409.36	427.24	446.38
16	362.15	377.46	392.79	409.36	427.24	446.38	465.52
17	377.46	392.79	409.36	427.24	446.38	465.52	485.93
18	392.79	409.36	427.24	446.38	465.52	485.93	507.63
19	409.36	427.24	446.38	465.52	485.93	507.63	530.59
20	427.24	446.38	465.52	485.93	507.63	530.59	554.84
21	446.38	465.52	485.93	507.63	530.59	554.84	581.63
22	465.52	485.93	507.63	530.59	554.84	581.63	609.68

Pay Level	Step	Step	Step	Step	Step	Step	Step
	1	2	3	4	5	6	7
23	485.93	507.63	530.59	554.84	581.63	609.68	610.00
24	507.63	530.59	554.84	581.63	609.68	610.00	640.45
25	530.59	554.84	581.63	609.68	610.00	640.45	672.11
26	554.84	581.63	609.68	610.00	640.45	672.11	706.22
27	581.63	609.68	610.00	640.45	672.11	706.22	741.54
28	609.68	610.00	640.45	672.11	706.22	741.54	779.30
29	610.00	640.45	672.11	706.22	741.54	779.30	819.49
30	640.45	672.11	706.22	741.54	779.30	819.49	862.12
31	672.11	706.22	741.54	779.30	819.49	862.12	907.19
32	706.22	741.54	779.30	819.49	862.12	907.19	954.69
33	741.54	779.30	819.49	862.12	907.19	954.69	1005.85
34	779.30	819.49	862.12	907.19	954.69	1005.85	1059.44
35	819.49	862.12	907.19	954.69	1005.85	1059.44	1116.68
36	862.12	907.19	954.69	1005.85	1059.44	1116.68	1177.58
37	907.19	954.69	1005.85	1059.44	1116.68	1177.58	1242.14
38	954.69	1005.85	1059.44	1116.68	1177.58	1242.14	1310.35
39	1005.85	1059.44	1116.68	1177.58	1242.14	1310.35	-
40	1059.44	1116.68	1177.58	1242.14	1310.35	-	-
41	1116.68	1177.58	1242.14	1310.35	-	-	-
42	1177.58	1242.14	1310.35	-	-	-	-

(2) The provision of this schedule shall not operate to decrease the base salary biweekly rate of employees employed on the effective date of the amending Act codified in this section. Furthermore, the base salary biweekly rate of such employees shall not be increased beyond the rate in effect on the effective date of the amending Act codified in this section."

Section 3. Section 163 of title 52 of the Code of the Federated States of Micronesia (Annotated), as amended, is hereby further amended to read as follows:

"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, 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. A market-place premium may be paid if prevailing rates of pay for equivalent positions are substantially

1 higher in the country of recruitment than in the Federated
2 States of Micronesia. Upon request from the allottee of
3 the funds from which the employee's compensation is to be
4 paid, the Secretary of the Department of Finance and
5 Administration shall report to the allottee on the
6 difference, insofar as it can best be estimated, between
7 the prevailing rates in the Federated States of Micronesia
8 and in the country of recruitment. The allottee may then
9 determine what portion, if any, of the difference will be
10 paid as a market-place premium. The amount of the premium
11 determined by the allottee shall not be greater than 90
12 percent of the value of the employee's base salary.

13 (2) Foreign service premium. An employee who is a
14 citizen of the Federated States of Micronesia and who is
15 assigned to a permanent duty station outside the Federated
16 States of Micronesia may be paid a premium based on the
17 cost of living in the place of assignment.

18 (3) Professional premium. An employee who has
19 achieved advanced professional status in one of the
20 following manners and who is employed in a position
21 which requires or, directly utilizes such professional
22 status may receive, in addition to the base salary of
23 his position, a professional premium. The amount of
24 professional premium to be paid, if any, shall be
25 determined by the head of the branch to whom the

1 employee reports based upon the employee's education,
2 experience and expertise. The amount of the premium
3 determined by the head of the branch shall not be less
4 than 90 percent or more than 100 percent of the value of
5 the employee's base salary. To be eligible for
6 professional premium, the employee must meet more of the
7 following requirements:

8 (a) attainment of an earned degree in law from
9 such a law school accredited by the competent authority
10 in the jurisdiction in which it operates, and admission
11 either to the FSM Supreme Court Bar or to practice law
12 in another jurisdiction;

13 (b) admission to the FSM Supreme Court Bar and
14 Eight years of experience in the legal field;

15 (c) full membership of one or more of the
16 professional accountancy associations listed in the
17 Public Service Regulations, as amended from time to
18 time, or certification by the Public Auditor that the
19 employee's qualifications and experience are equivalent
20 to those which would be required to obtain full
21 membership of such an association;

22 (d) attainment of an earned degree in
23 engineering upon completion of a four-year course of
24 study from a college, university or educational
25 institution which is accredited by the competent

1 authority in the jurisdiction in which the college,
2 university or educational institution is located; and
3 (e) attainment of an earned doctorate in any
4 field.

5 (4) The Public Auditor will conduct an annual audit
6 of all professional and market place premiums being paid
7 to public service employees. The audit findings shall be
8 transmitted to the President and Congress."

9 Section 4. This law shall take effect on January 1, 2023.

10 Section 5. This act shall become law upon approval by the
11 President of the Federated States of Micronesia or upon its
12 becoming law without such approval.

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15 Dec 15th, 2022

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20 David W. Panuelo
21 President
22 Federated States of Micronesia
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