
A BILL FOR AN ACT

To further amend section 509 of title 52 of the Code of the Federated States of Micronesia (Annotated), as amended, to include employees of the National Oceanic Resource Management Authority (NORMA) to be eligible for overtime compensation, and for other purposes.

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

1 Section 1. Section 509 of title 52 of the Code of the
2 Federated States of Micronesia (Annotated), as amended, is hereby
3 amended to read as follows:

4 "Section 509. Freeze on salary increases; compensatory
5 time and overtime compensation. Notwithstanding any
6 other applicable law, there is hereby enacted:

7 (1) a freeze on annual salary step increases of all
8 employees in the public service system; and

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

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

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

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

(b) time worked in the event that the National Government would be entitled to compensation for payment of such differential through a written agreement with a legal entity that seeks to provide relief from emergency conditions, as long as the time worked is directly related to efforts to provide emergency relief, in

1 accordance with an emergency declared by the President
2 under article X, section 9 of the Constitution of the
3 Federated States of Micronesia;

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

10 (d) time worked as follows:

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

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

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

1 title, persons working hours entitling them to overtime
2 differential pursuant to paragraph (d) of subsection (3)
3 of this section shall receive compensation at straight
4 time for those hours.

5 (iv) by personnel with the National Oceanic
6 Resource Management Authority (NORMA) at the discretion
7 of the Executive Director and as authorized under the
8 National Public Service System Act.

9 (4) Notwithstanding other provisions of this section,
10 the employees of the National Weather Services may
11 receive annual increments retroactive to the effective
12 date of Public Law No. 9-115.

13 (5) Notwithstanding the provisions of this section,
14 the following employees shall be entitled to receive
15 overtime differential as authorized under the National
16 Public Service System Act, except that overtime
17 compensation shall be at the rate of straight time
18 instead of time and one-half:

19 (a) food inspectors as designated pursuant to
20 Title 41 of the Code of the Federated States of
21 Micronesia;

22 (b) officers of the Division of National Police
23 of the Department of Justice."
24
25

1 Section 2. This act shall become law upon approval by the
2 President of the Federated States of Micronesia or upon its
3 becoming law without such approval.

4
5 Date: 8/11/25

Introduced by: for /s/ Joseph J. Urusemal
Julio M. Marar
(by request)