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TRUST TERRITORY OF THE PACIFIC ISLANDS

Office of the High Commissioner, Saipan

TO : Program Officer

DATE: July 22, 1963

FROM : Personnel Officer

SUBJECT: Information for Dr. Solomon's Survey Mission

This replies to your memorandum dated July 11 regarding above subject.  
Replies are indicated in the same order your questions were posed.

1. Territorial rate of attrition of Micronesian employees: Based on 2209 employees and 465 terminations for FY '63 was 21%.
2. District rate of attrition of Micronesian employees was 6% for Penape, Palau 16%, Yap 20%, Truk 22%, Marshalls 24% and Marianas 48%, although the later figure should be discounted since the Marianas District personnel changed considerably after July 1, 1962.
3. Approximate number of Micronesian employees who should have a high school education:

All B-Schedule employees (833 plus those in Marianas District - excluding B-9 and above) - Total: 981

All A-5a and up - (480 plus those in Marianas) Total: 609

Total A & B: 1590

4. Approximate number of Micronesian employees who should have a college education: All Schedule B-9 and above employees, including these converted to C Schedule (figuring 4 dental officers and average of medical officers in each district - 60 employees, plus one each (in each District) Hospital Administrator, Economic & Political Advisor, Int. Sch. Principal, Elem. School Supt., Court Judge, Asst. Dist. Educ. Adm., Adm. Aide, Asst. Dist. Anthropologist, Comm. Dev. Officer, District Land Titles Officer, District Sheriff, Finance Officer, Social Development Officer, etc.) - Total: 192, plus replacements for the 140 new teachers, plus replacements for most of the present U. S. personnel (excluding lower grade U. S. clerical help and Sr. Gen. Mechanics) - totaling approximately 200 - or a total of 532 college graduates, of whom approximately 220 would be in the educational field.
5. The proposed revision of Micronesian pay scales, increasing the hourly wage rate of Micronesian employees in the other districts to the present level in the Marianas District, would result in increased annual costs of approximately:

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1. A-Schedule \$118,127.60 for 863 employees

2. B-Schedule 170,803.40 for 856 "

Total \$288,931.00

Only those employees whose hourly wage rates are lower than Marianas rates would benefit in varying amounts. B-1a employees are the same throughout the Trust Territory @25¢ per hour, while A schedule employees overlap the Marianas district rates at the A-6x level and B-Schedule employees overlap beginning at the B-10a level.

Increased costs for C-Schedule employees under proposed new salary rates will depend upon ~~which employees are kept in C-Schedule and which ones revert to B-Schedule.~~ *the revised*

  
H. R. Uehara

*I will send a copy of this  
up from Personnel - Jfy*

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