



ABOUT US

The Civil Service Commission is composed of seven (7) members appointed by the governor with the advice and consent of the senate. Six (6) members shall serve a term of six (6) years, staggered in such manner that the term of one member expires each year, and one (1) member shall serve a term of four years expiring concurrently with the term of the governor. The Commission oversees the Office of Personnel Management and regulates personnel regulations of the Commonwealth government. The Commission also hear and decide appeals/grievances of any aggrieved civil service employee.

OUR VISION

The Civil Service Commission represents the public interest in ensuring a fair and impartial civil service merit system, consistent with employment laws and regulations, free from coercion and political influence.

STATISTICS AT A GLANCE



700 Civil Service employees
1,405 Excepted Service employees



Commission dismisses 3 appeal cases:

- 1 favor of management
- 1 favor of employee
- 1 joint settlement



Adverse Action

35 Suspension
5 Termination
0 Demotions

GOALS

- ✓ **Goal 1.** Appeals and Grievances: Timely Resolution of appeals and grievances.
- ✓ **Goal 2.** Commission compliance with Public Law 17-80.
- ✓ **Goal 3.** Commission compensation: To achieve a fair, impartial and effective compensation level to ensure a full attendance and involvement by Commission members.
- ✓ **Goal 4.** Commission to ensure a fair impartial and effective civil service system.
- ✓ **Goal 5.** Continuously ensure the well-being of civil service employees.

COMMISSIONERS

Raymond M. Muña
Chairperson

Bernadita C. Palacios
Vice-Chairperson

Jake Maratita
Fiscal & Budget Officer

Valerie Q. Apatang
Secretary

Felicitas "Tee" P. Abraham
Member

Catalina L. Tebit
Member

Berthillia C. John
Member

STAFF

Teresa Borja
Executive Assistant

Kadianne S. Mangarero
Executive Secretary

Joseph M. Pangelinan
Acting Director of Personnel



OUR MISSION

To dispense prompt, fair and impartial resolutions of employee grievances and appeals and to develop and promulgate regulations and processes necessary to uphold the civil service personnel system, free from coercion and political influence, in the delivery of quality services to the people of the Commonwealth.



ACCOMPLISHMENTS

- Adoption of 2020-2023 Strategic Plan
- Adoption of 2019 Annual Report
- Adoption of 2019 Citizen Centric Report
- Completion of 2019 Director of Personnel Performance Evaluation
- Re-designed the Civil Service Commission website at cnmicsc.net; convenient appeal filing online and news updates
- Dismissed three (3) pending appeal cases.
- Appointed Acting Director of Personnel
- Secured Hearing Officer services

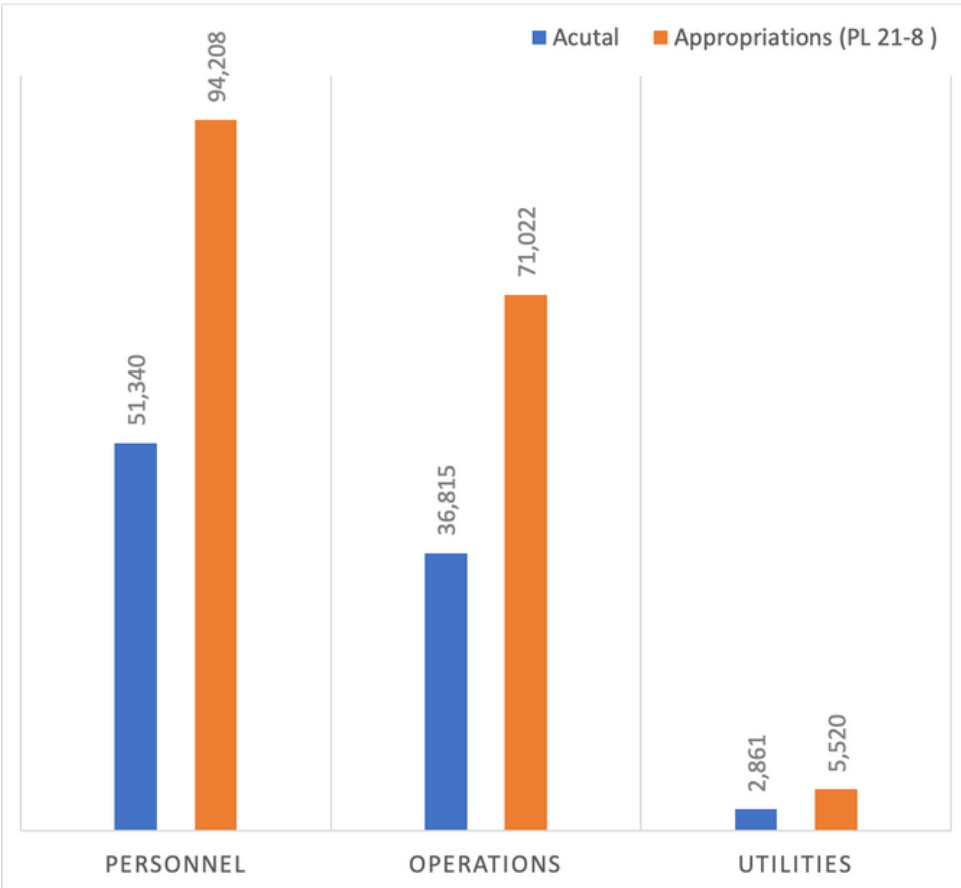


IN PROGRESS...

- Update Personnel Service System Rules & Regulations
- Adoption of Reduction-In-Force procedures
- Adoption of the New Classification Specification for Childcare Supervisor
- Sick Leave Bank Amendments
- Update organizational chart
- Provide civil service employees, government leadership, and Civil Service Commission members adequate training on the appeal process and personnel regulations
- Draft proposed amendments to Public Law 17-80 or Public Law 15-32 to increase compensation
- Continuously monitor government's EEO programs
- Maintain full employment and benefits for civil service employees -- avoiding or minimizing austerity periods



Fiscal Year 2020

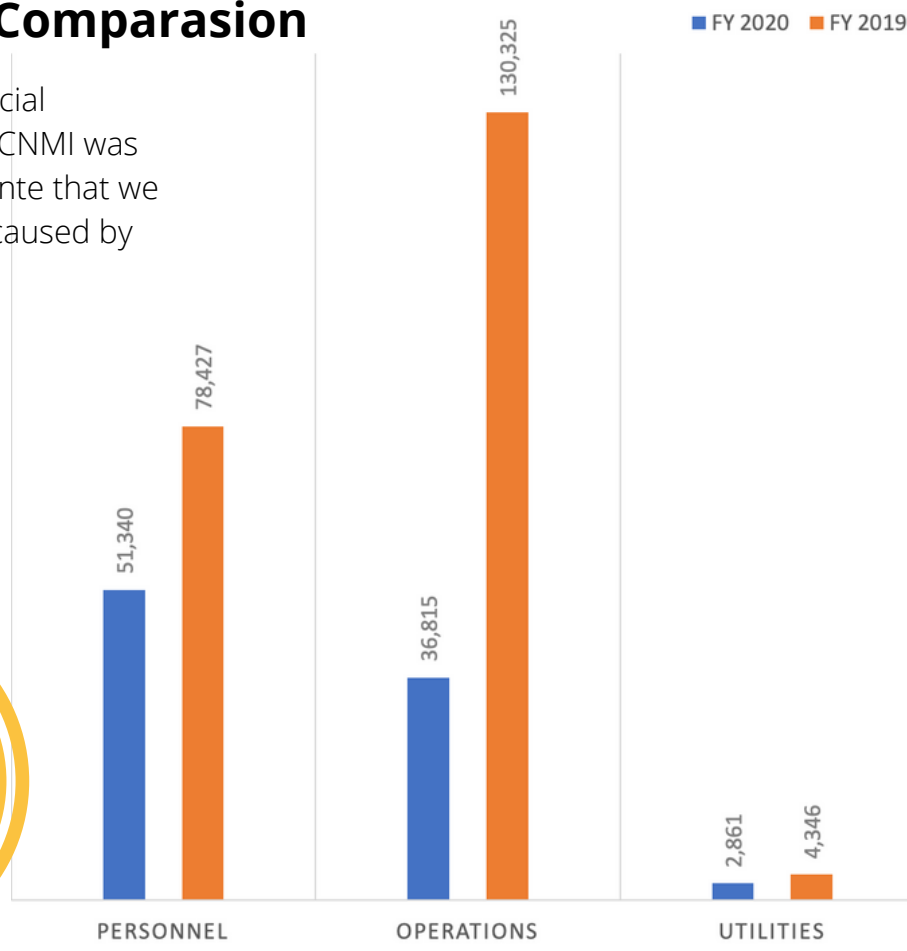


- 50%** Furloughed Employees
- 46%** Decrease in Personnel Funds
- 48%** Decrease in Operation Funds

Fiscal Year Comparasion

In 2019, the Commission faced several financial challenges due to super typhoon, Yutu. The CNMI was still trying to rebuild its revenue. It is unfortante that we are now facing a greater financial decrease caused by the pandemic, COVID-19.

- 35%** Decrease in Personnel Funds
- 72%** Decrease in Operation Funds





CHALLENGES

The Commission is faced with several challenges due to the budgetary constrains. In comparison to FY 2019, this fiscal year we faced a 35% personnel and a 72% operation funding cuts. The impact of these cuts are:

- furloughs;
- 20% reduction salary and work-hours cut for staff;
- limit funds for professional services for the hearing officer and operations;

The current budget delayed several projects/workflow, such as:

- proposed amendments on the outdated regulations;
- review and dismissal of several appeals/grievances;
- assurance of on-time payment of vendors.

OUTLOOK

Although there may be many challenges this and the upcoming fiscal year, the Commission is committed to moving forward with the following objectives:

- work with the Personnel Service System Rules & Regulation (PSSR&R) Taskforce to revise and update the PSSR&R regulations;
- ensure that Office of Personnel Management and the Executive Assistant continue to provide appeals/grievance workshops for the civil service employees and the government leadership;
- stay abreast with the current personnel and workplace trends through attendance of workshops and/or training;
- maintain a full board membership by working with the Governor to expedite renewal(s) and/or new appointment(s) of Commission member(s);
- strengthen communication with the Director of Personnel;
- work with the legislature to reconsider the compensation increase and a fair compensation for Board;
- make amendments to the Public Law 17-80;
- work with the legislature and administration to avoid or minimize austerity measures.

CONTACT US



(670) 233-1606



staff@cnmicsc.net |
commission@cnmicsc.net



PO Box 5153 CHR
Saipan, MP 96950



<https://www.cnmicsc.net>