



**Republic of the Marshall Islands**  
**Office of the Public Service Commission**

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June 25, 2021

**PUBLIC SERVICE INSTRUCTION 2021/01**

**INSTALLATION OF ADDITIONAL NEW PAY LEVELS**

By virtue of the statutory functions and powers vested under the Constitution, Article VII, Section 9, and the Public Service Regulation Schedule Four "Installation of Additional New Pay Levels", the Commission hereby issue Instruction 2021/01. This Instruction put forth into effect to amend the existing Public Service Basic Salary Scale to add new pay levels and steps; PL17/1-3, PL18/1-3, PL19/1-3, and PL20/1-3.

**SCHEDULE FOUR**

**Public Service Basic Salary Scale (Revised March 2021)**

**(All amounts are in annual rate in Dollars)**

Pay Level	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Additional New Pay Levels and Steps:</b>					
20	56,000	58,000	60,000		
19	51,000	53,000	55,000		
18	46,000	48,000	50,000		
17	41,000	43,000	45,000		
<b>Existing Pay Levels and Steps (Revised 1997):</b>					
16	36,000	38,000	40,000		
15	32,000	34,000	36,000		
14	31,000	33,000	35,000		
13	27,000	28,000	30,000		
12	24,000	25,000	27,000		
11	21,000	22,000	23,000		
10	18,000	19,000	20,000		
9	13,045	13,935	14,895	15,925	17,025
8	10,025	10,710	11,440	12,220	13,045
7	8,785	9,380	10,025	10,710	11,440
6	7,735	8,240	8,785	9,380	10,025
5	6,795	7,255	7,735	8,240	8,785
4	5,995	6,385	6,795	7,255	7,735
3	5,285	5,630	5,995	6,385	6,795
2	4,670	4,965	5,285	5,630	5,995
1	4,160	4,395	4,670	4,965	5,285

Note:

- 1) No changes to existing pay levels 1-16 (PL1-PL16) since its last revision, 1997
- 2) Installation of additional new pay levels 17-20 41,000-60,000, about 5% or 2,000 incremental between setps, C.M. 077 (2021).
- 3) Minimum Wage Act 1986 as Amended to P.L. 2018-77 -Three dollars (\$3.00) per hour effective September 8, 2018.

These new pay levels seventeen to twenty (17 to 20) are established to accommodate hiring of very high level professional people for the jobs that have high national value and importance for the country and such skills are not readily available in the Republic.

**Pay Level 17:**

Qualifications: Bachelor/Master's Degree from recognized College/University in the relevant profession, and at least 14 years of work experience, or, at least 18 years post qualifications experience in the relevant field. Competent professionals who works independently within a given management and administration field.

**Pay Level 18:**

Qualifications: Bachelor/Master's Degree from recognized College/University in the relevant professions, and at least 18 years of work experience in the same/or relevant field. Seasoned professionals with a track record in the specialized fields with research and development skills.

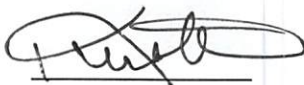
**Pay Level 19:**

Qualifications: Master's Degree from recognized University in relevant professions, Certificate of Recognition for Profession, and at least 20 years work experience in the same/or relevant field. Specialists with sustained track record has led to widespread recognition within their field.

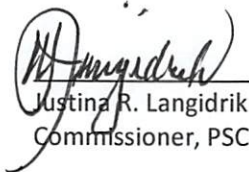
**Pay Level 20:**

Qualifications: Master's Degree from recognized University in relevant professions, Certificate of Recognition for Profession, and at least 25 years work experience in the same/or relevant field. Specialists with sustained track record has led to widespread recognition within their field and who are able to lead research and development program on fields of profession.

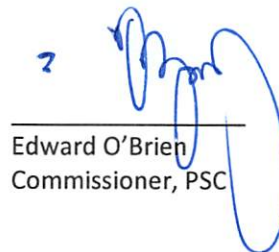
This Public Service Instruction 2021/01 shall take effect immediately and shall be the prevailing norm. All Ministries and Agencies of government are to ensure that the prescribed instruction be observed as prescribed above.



Kenneth Anitok  
Chairman, PSC



Justina R. Langidrik  
Commissioner, PSC



Edward O'Brien  
Commissioner, PSC