



ELEVENTH LEGISLATURE OF THE STATE OF YAP

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Vice Speaker
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March 31, 2026

Standing Comm. Report No. 11-213
Re: Bill No. 11-98

The Honorable Nicholas Figirlaarwon
Speaker
Eleventh Legislature of the State of Yap
Fourth Regular Session, 2026

Dear Mr. Speaker:

Your Committee on Government, Health and Welfare, to which was referred Bill No. 11-98, entitled,

“A BILL FOR AN ACT TO AMEND SECTION 401 IN CHAPTER 4 OF TITLE 3 OF THE YAP STATE CODE, RELATING TO EXECUTIVE SALARIES, AND FOR OTHER PURPOSES.”,

beg leave to report as follows:

The purpose and intent of the bill are expressed in its title.

Chairman John Mafel and Vice Chairman Gabriel Ramoloilug introduced Bill No. 11-98 on September 25, 2025 and it was assigned to your Committee. The bill increased the salaries for the Lt. Governor and Governor, provided a cap for Directors at \$30,000 per annum unless Legislature approves an increase, provide a separate higher cap for Attorney General salary, unless an increased by approval of Legislature, and provides that Governor shall request Director and AG salary upon his transmittal of the nominations/appointments for such position.

Your Committee held a Public Hearing on October 3, 2024 at 1pm with then Lt. Governor Francis Itimai, Chief of Finance Irene Laabrug, Chief of Procurement Patty Ruecho, Chief of Budget Margaret Ruerang, OAG Legal Secretary Maxine Bamlul, and with Senators John Mafel (Proponent), Liyon Sulog, and Pius Talimeisei in attendance.

Vice Chairman Ramoloilug, as one of the proponents of the bill, explained that the changes being proposed in the bill is to address what is seen as limitations in the law that would strictly restrict qualifications and compensation if there are exceptions found in the system, especially in persons choosing to run for office or to agree to Cabinet positions. Having standard base compensation would be a starting point, however, having overall consideration on a case-by-case basis to allow instances where Legislature can approve changes through the confirmation process would address exceptional individual whose qualifications go beyond standard.

Your Committee questioned the afford-ability of the proposed increases and Budget Officer testified that due to the additional Fishing Fee revenue, the State Budget can include increase. There was a concern that the Cabinet positions do not have a standard qualifications, and only serving at the pleasure of the Governor. The discussion resolved that the mechanism of Legislative review is still in place to gauge the compensation level, along with the qualifications of the nominees. The main intent also discussed would be idea that the raise in minimum wage, along with such increases would be fitting in encouraging economical activity and growth.

While there was an additional concern regarding constitutionality of having Directors' compensation exceed the Lt. Governor, there is no provision in the Constitution that would prohibit such compensation. However, prior to Yap State Law No. 10-92, the language in Section 401 included that provision. The law removed that provision in Subsection (b) of Section 401, and left the maximum at \$23,000. The proposed bill would further amend this provision.

The new Subsection (c) in the proposed bill provides maximum standard for the Attorney General. However, given that ordinarily the position calls for legal profession, experience or expertise, there may be instances of having adjustment to salary from time to time. The language would give the flexibility to Governor and Legislature to act as appropriate.

The process for establishing Directors' salaries are clarified under the newly proposed Subsection (d). In this provision, if the Governor would like for an individual Director to be compensated in an amount exceeding \$30,000, the nomination for that individual would have to include the request for the salary. Such requests may only be done upon transmittal of the respective nomination. If the salary does not exceed the maximum of \$30,000, then no approval is required other than what is requested in the annual budget.

Your Committee reviewed the increases and have concurred with the intent of the bill. With the recent minimum wage increase, your Committee is committed to exploring a more fitting compensation schedule suitable to the work and current expenses. This Committee would further urge the Administration to undertake reforming the salary schedule to a more suitable, cost effective and affordable system for the whole government utilize.

To ensure fairness, your Committee recommends additional language to allow the bill's implementation in January of 2027 to allow the new Administration using this base and to clarify the provisions in the new subsections. With these, and along with technical corrections to form, your Committee recommends amendments.

1. Header, line 2 - delete "Second" and replace with "Fourth".
2. Header, line 3 - delete "2024" and replace with "2026".
3. Page 1, line 16 - after "salaries", insert ", exceeding the maximum provided in this Act and beyond approved, available funds,".
4. Page 1, line 17 - delete "Attorney General and".
5. Page 2, line 2 - after "effect", insert "on January 11, 2027, "

Therefore, your Committee is in accord with the intent and purpose of Bill No. 11-98 and recommends passage on first and final reading in the form attached herewith as Bill No. 11-98, D1.

Respectfully submitted,



Victor Bamog - Chairman

4.6.24

Date



Gabriel Ramoloilug - Vice Chairman

4-02-26

Date



Terrence Fong - Member

4.02.26

Date

ELEVENTH LEGISLATURE OF THE STATE OF YAP
~~Second~~Fourth Regular Session
20242026

Bill No. 11-98, D1

A BILL FOR AN ACT

To amend Section 401 in Chapter 4 of Title 3 of the Yap State Code, relating to executive salaries, and for other purposes.

Be it enacted by the Legislature of the State of Yap.

1 Section 1. Section 401 in Chapter 4 of Title 3 of
2 the Yap State Code is hereby amended to read as follows:

3 "Section 401. Executive salaries.

4 (a) Annual salaries for the Governor and Lieutenant
5 Governor shall be as follows:

6 (1) Governor \$ ~~28~~40,000.00; and

7 (2) Lieutenant Governor \$ ~~28~~37,000.00.

8 (b) Annual salaries for directors of offices and
9 departments ~~and the Attorney General~~ shall be ~~set~~requested by
10 the Governor; ~~provided that~~ and such salaries shall not exceed
11 \$~~28~~30,000 per annum, unless the Legislature or committee
12 thereof consents to a higher salary.

13 (c) Annual salary for the Attorney General shall not
14 exceed \$45,000 per annum, unless the Legislature consents to
15 a higher salary.

16 (d) Governor shall propose such salaries, exceeding the
17 maximum provided in this Act and beyond approved, available
18 funds, for the Attorney General and directors of offices and

1 department upon his transmittal of the nominations for the
2 respective positions."

3 Section 2. This Act shall take effect on January 11,
4 2027, upon approval by the Governor or upon its becoming law
5 without such approval.

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8 Date: 9/25/24

Introduced by: /s/John Mafel
John Mafel

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11 Date: 9/25/24

Introduced by: /s/Gabriel Ramoloilug
Gabriel Ramoloilug

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