



*Territory of Guam*

*Territorio de Guam*

OFFICE OF THE GOVERNOR  
FISINANI MAGA'LAHI  
AGANA, GUAM 96910 U.S.A.

RECEIVED

10/31/88

4:00

OCT 31 1988

The Honorable Franklin J.A. Quitugua  
Speaker, Nineteenth Guam Legislature  
Post Office Box CB-1  
Agana, Guam 96910

Dear Mr. Speaker:

Transmitted herewith is Bill No. 622, which has been designated as Public Law 19-32.

Sincerely,

*Joseph F. Ada*  
JOSEPH F. ADA  
Governor of Guam  
**190729**

Attachment

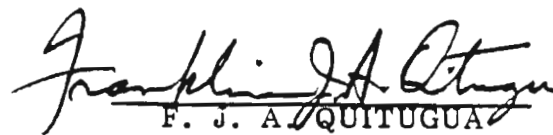
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NINETEENTH GUAM LEGISLATURE  
1988 (SECOND) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO THE GOVERNOR

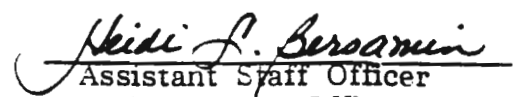
This is to certify that Substitute Bill No. 622, "AN ACT TO REPEAL AND REENACT SECTION 5 OF CHAPTER XI OF PUBLIC LAW 19-10 TO PROVIDE FOR FULL IMPLEMENTATION OF OPTION 1 EFFECTIVE OCTOBER 1, 1987, TO AMEND SECTION 5 OF CHAPTER X OF PUBLIC LAW 19-10 TO APPROPRIATE FUNDS FOR IMPLEMENTATION, TO AMEND SUBPARAGRAPH (f) OF SECTION 34 OF PUBLIC LAW 18-32 TO ESTABLISH A MINIMUM INCREASE FOR ADMINISTRATIVE EMPLOYEES OF THE DEPARTMENT OF EDUCATION, TO INCLUDE RETIRED EMPLOYEES IN SUCH INCREASES, TO AMEND SECTIONS 6 AND 7 OF PUBLIC LAW 19-10 TO CLARIFY THE OPTION 1 PROVISIONS FOR GUAM COMMUNITY COLLEGE AND UNIVERSITY OF GUAM, AND MAKING AN APPROPRIATION TO IMPLEMENT THIS ACT," returned to the Legislature without the approval of the Governor was, in accordance with the Organic Act of Guam, reconsidered by the Legislature and after such reconsideration, the Legislature did, on the 28th day October, 1988, agree to pass said bill notwithstanding the objections of the Governor by a vote of two-thirds of all members thereof, to wit: by a vote of eighteen (18) members.

  
F. J. A. QUITUGUA  
Speaker

Attested:

  
PILAR C. LUJAN  
Senator and Legislative Secretary

-----  
This Act was received by the Governor this 28<sup>th</sup> day of Oct,  
1988, at 4:12 o'clock p.m.

  
Assistant Staff Officer  
Governor's Office

NINETEENTH GUAM LEGISLATURE  
1988 (SECOND) Regular Session

Bill No. 622  
Substituted by Committee on  
General Governmental Operations  
and as further substituted by the  
Committee on Rules

Introduced by:

A. J. Shelton  
T. S. Nelson  
D. Parkinson

---

H. D. Dierking  
E. P. Arriola  
J. T. San Agustin  
J. F. Quan  
M. Z. Bordallo  
M. K. Hartsock  
F. J. Gutierrez  
P. C. Lujan  
F. J. A. Quitugua  
F. R. Santos

AN ACT TO REPEAL AND REENACT SECTION 5 OF CHAPTER XI OF PUBLIC LAW 19-10 TO PROVIDE FOR FULL IMPLEMENTATION OF OPTION 1 EFFECTIVE OCTOBER 1, 1987, TO AMEND SECTION 5 OF CHAPTER X OF PUBLIC LAW 19-10 TO APPROPRIATE FUNDS FOR IMPLEMENTATION, TO AMEND SUBPARAGRAPH (f) OF SECTION 34 OF PUBLIC LAW 18-32 TO ESTABLISH A MINIMUM INCREASE FOR ADMINISTRATIVE EMPLOYEES OF THE DEPARTMENT OF EDUCATION, TO INCLUDE RETIRED EMPLOYEES IN SUCH INCREASES, TO AMEND SECTIONS 6 AND 7 OF PUBLIC LAW 19-10 TO CLARIFY THE OPTION 1 PROVISIONS FOR GUAM COMMUNITY COLLEGE AND UNIVERSITY OF GUAM, AND MAKING AN APPROPRIATION TO IMPLEMENT THIS ACT.

1 BE IT ENACTED BY THE PEOPLE OF THE TERRITORY OF GUAM:  
2 Section 1. Section 5 of Chapter XI of Public Law 19-10 is hereby  
3 repealed and reenacted to read:

1           "Section 5. Notwithstanding any other provision of Law, Option 1  
2 of the proposed salaries recommended by the Civil Service Commission  
3 in the Classification and Pay Maintenance Review Task Force Phase 1  
4 Report dated November 7, 1985, shall be fully and immediately  
5 implemented, not later than thirty (30) days after the effective date of  
6 this Act, to be retroactively effective to October 1, 1987, for all  
7 employees.

8           The Governor shall transfer money from any Department, account  
9 fund or object Classification to make payment for the implementation of  
10 Option 1, and may use any lapsed funds for purposes of paying Option  
11 1 benefits. If there is any shortfall, the Governor shall promptly  
12 submit legislation to the Legislature to address the same.

13       Section 2. Section 5 of Chapter X of Public Law 19-10 is amended to  
14 read:

15           "Section 5. The sum of Eighteen Million Dollars (\$18,000,000) is  
16 appropriated from the General Fund to all government of Guam  
17 agencies to which appropriations are made pursuant to this Act to pay  
18 for the funding requirements of Sections 5, 6, 7, 8, 9, and 10 of  
19 Chapter XI of this Act. This payment is to be made retroactive to  
20 October 1, 1987 and is to be implemented no later than thirty (30)  
21 days after the effective date of this Act."

22       Section 3. Subparagraph (f) of §34 of Public Law 18-32 is hereby  
23 amended to read:

24           "(f) The Civil Service Commission shall evaluate all DOE  
25 administrative positions and shall set a new classification schedule for  
26 such positions to be effective October 1, 1986; provided, however,  
27 that such schedule shall include for each such administrative position a  
28 pay increase per annum of not less than seven percent (7%)."

29       Section 4. The Department of Administration, the Bureau of Budget,  
30 Management and Research, and the Retirement Fund are hereby directed to  
31 identify government of Guam personnel who retired, died, were terminated,  
32 or resigned while working as classified employees prior to the effective date  
33 of this Act for the purpose of calculating and paying the balance of the





*Territory of Guam*  
*Territorio de Guam*

OFFICE OF THE GOVERNOR  
UFISINAN I MAGA'LANI  
AGANA, GUAM 96910 U.S.A.



OCT 17 1988

The Honorable Franklin J.A. Quitugua  
Speaker, Nineteenth Guam Legislature  
Post Office Box CB-1  
Agana, Guam 96910

Dear Mr. Speaker:

Bill 622 bears the signs of hurried drafting and lightning passage, with language so confusing as to defy successful analysis. Is it the majority's intention that this retroactivity also be granted to people who received option one a year ago? Do you want to give triple option one to some employees? What about employees whose positions have been reclassified? Do they revert to the old pay range or what?

It is fortunate for the Territory that the Republican senators were on the floor, trying to raise these points of confusion during the deliberation ... before their microphones were turned off, of course.

Second, does my memory deceive me, or aren't many of the sponsors of this Bill exactly the same people who sponsored the referendum on retroactivity on which our people will be voting for in three short weeks?

Why did these Senators so forcefully endorse the right of our people to vote on this subject, only to try and deny them that vote at the eleventh hour?

What is going on here? Do these majority senators support the right of the people to make this decision or not? Don't they trust our people to make the decision that is in the best interests of the Territory?

This "presto-chango" position of the Legislative majority is an abridgement of the rights of our people to express their feelings on an issue which will have a profound effect on their lives. It is cynical, power politics of the first order, and precisely the type of abusive maneuvering that our people demand to see eradicated from the conduct of public affairs.

This measure is also inflationary, threatening to increase the cost of living for all of our local residents.

Half-hearted justifications have been offered by the majority for this self-serving act. Let us dispense with those here and now.

The majority claims that this move is necessary to address an "inequity". What inequity? Everybody working in the Government of Guam is receiving 100% of option one, right now. Right now, the system is as equitable as possible under the option one reclassification. Further modifications to suit the political needs of senators in the majority will only serve to further the problem of inequity ... not reduce it.

The majority should not attempt to disguise this sell-out of the people of Guam as a fight for "equity".

The administration has always supported option one for government employees, provided that the program could be administered in a manner that the government could afford, a manner that would not sink this government ... and all of our people ... into deeper debt.

004828

We have accomplished this. After four years of an administration whose legacy to the people was the largest deficit in history ... a \$300 million housing scam ... and the rape of the retirement fund, we have, thanks to the hard work and sacrifice of our people, managed to bring both option one and the first balanced budget in fourteen years ... to the people of Guam.

Now, do we want to throw this all away? Indeed, this easy way with the taxpayers' money that is so characteristic of this bill, that it suggests a darker purpose ... a method to this madness. A purely political method.

It is becoming apparent to us, that the strategy here is to place the administration in what the majority perceives to be between a "rock and a hard place". The hope of the majority is that we will be caught in a dilemma; caught between this blatant solicitation, and our moral commitment to preserve the fiscal integrity of this government and provide new and improved service to all the people of Guam.

This reasoning presumes that we would be willing to barter the future of this Territory for a temporary political advantage. I am pleased to say that we are not.

No, we will not sell accreditation for our hospital for political expediency. We will not sell new schools for our children for political expediency. We will not sell better roads and improved water and sewer services. We will not sell the future of our people in exchange for the future of politicians.

I urge all of you to see the error of thinking that is so horrifyingly illustrated in Bill 622. Yes, you are running for re-election. Yes, there is something seductive about saying to a group of voters, "Hey, I'm putting a few bucks into your wallet, so vote for me." But you are doing nothing more than using our government workers, and abusing the many thousands of our people who do not work for the government.

The people of Guam want to see priority placed on benefits that will last ... not just for the next few weeks ... but for years to come. They demand a political leadership that is as responsible and concerned about the future as they are.

All of us on Guam live in the real world. A world with budgets. A world of priorities.

The people of Guam know that your act of "generosity" must carry a price tag in the real world, and this is what it is. This action may cost this Territory an accredited hospital. It will cost new schools and classrooms for our children. It will cost improved water and sewer services for the people of Guam. It will cost police cars, ambulances and fire trucks. It will cost those things which all of our people need and demand from this government. If that is the price of the majority's re-election, it is not a price the people are able to afford.

We have come too far in this Territory in the last twenty two months to see Guam's future dashed on the rocks of democrat political ambition. We have not begun the slow climb back from financial disaster only to see the majority kick the people of Guam back into the hole. Yes, in the politics of old ... this would have been a masterstroke. But no more. In the new Guam, we see it for what it is.

People can see the progress that has occurred for themselves. They remember this Territory under the previous administration, and they see the positive changes taking place now.

Indeed, I wonder if that isn't the real problem for the majority. They see the progress that this Territory is making and it scares them. The majority fears that we really can solve the deficit problem. The majority fears the growth in our economy and the fact that more people on Guam are working than ever before. It fears the re-accreditation of the hospital, just like the re-accreditation of GCC and UOG that have already occurred over the past several months. It fears improvements in our school system thanks to new initiatives started by this administration and new funding sources identified by it. The majority hates it when the phones work. They pray for electrical load-shedding.

The majority fears our success, and desires our failure. Our goal is a government that performs better for our people.

The Honorable Franklin Quitugua  
Page Three

Please know that this administration, and the Republican members of the Legislature, stand ever ready to defend the people of Guam ... and safeguard the future.

I veto Bill 622.

Sincerely,



FRANK F. BLAS  
Governor,  
Acting

Enclosure: Vetoed Bill 622

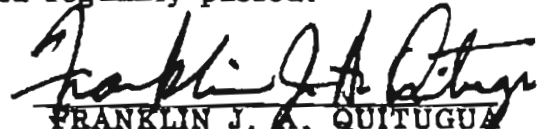
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*Rec'd Legal*  
*8:40 A.M.*  
*10/18/88*  
*KC*

NINETEENTH GUAM LEGISLATURE  
1988 (SECOND) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO THE GOVERNOR


This is to certify that Substitute Bill No. 622, "AN ACT TO REPEAL AND REENACT SECTION 5 OF CHAPTER XI OF PUBLIC LAW 19-10 TO PROVIDE FOR FULL IMPLEMENTATION OF OPTION 1 EFFECTIVE OCTOBER 1, 1987, TO AMEND SECTION 5 OF CHAPTER X OF PUBLIC LAW 19-10 TO APPROPRIATE FUNDS FOR IMPLEMENTATION, TO AMEND SUBPARAGRAPH (f) OF SECTION 34 OF PUBLIC LAW 18-32 TO ESTABLISH A MINIMUM INCREASE FOR ADMINISTRATIVE EMPLOYEES OF THE DEPARTMENT OF EDUCATION, TO INCLUDE RETIRED EMPLOYEES IN SUCH INCREASES, TO AMEND SECTIONS 6 AND 7 OF PUBLIC LAW 19-10 TO CLARIFY THE OPTION 1 PROVISIONS FOR GUAM COMMUNITY COLLEGE AND UNIVERSITY OF GUAM, AND MAKING AN APPROPRIATION TO IMPLEMENT THIS ACT," was on the 7th day of October, 1988, duly and regularly passed.

  
FRANKLIN J. A. QUITUGUA  
Speaker

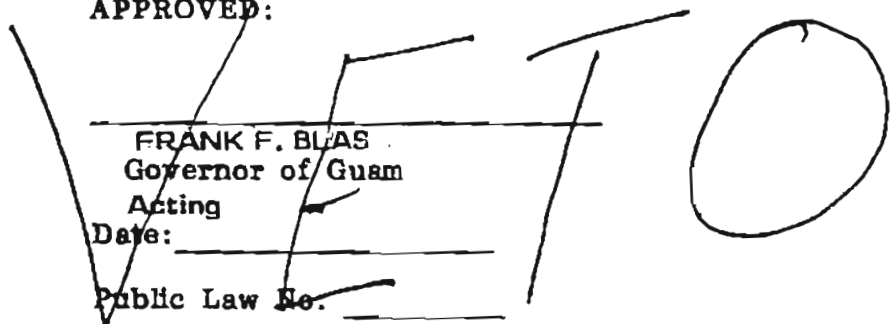
Attested:

  
PILAR C. LUJAN  
Senator and Legislative Secretary

-----  
This Act was received by the Governor this 12<sup>th</sup> day of Oct., 1988,  
at 2:00 o'clock P.m.

  
Assistant Staff Officer  
Governor's Office

APPROVED:

  
FRANK F. BLAS  
Governor of Guam  
Acting  
Date: \_\_\_\_\_  
Public Law No. \_\_\_\_\_

NINETEENTH GUAM LEGISLATURE  
1988 (SECOND) Regular Session

Bill No. 622  
Substituted by Committee on  
General Governmental Operations  
and as further substituted by the  
Committee on Rules

Introduced by:

A. J. Shelton  
T. S. Nelson  
D. Parkinson

---

H. D. Dierking  
E. P. Arriola  
J. T. San Agustin  
J. F. Quan  
M. Z. Bordallo  
M. K. Hartsock  
F. J. Gutierrez  
P. C. Lujan  
F. J. A. Quitugua  
F. R. Santos

AN ACT TO REPEAL AND REENACT SECTION 5 OF CHAPTER XI OF PUBLIC LAW 19-10 TO PROVIDE FOR FULL IMPLEMENTATION OF OPTION 1 EFFECTIVE OCTOBER 1, 1987, TO AMEND SECTION 5 OF CHAPTER X OF PUBLIC LAW 19-10 TO APPROPRIATE FUNDS FOR IMPLEMENTATION, TO AMEND SUBPARAGRAPH (f) OF SECTION 34 OF PUBLIC LAW 18-32 TO ESTABLISH A MINIMUM INCREASE FOR ADMINISTRATIVE EMPLOYEES OF THE DEPARTMENT OF EDUCATION, TO INCLUDE RETIRED EMPLOYEES IN SUCH INCREASES, TO AMEND SECTIONS 6 AND 7 OF PUBLIC LAW 19-10 TO CLARIFY THE OPTION 1 PROVISIONS FOR GUAM COMMUNITY COLLEGE AND UNIVERSITY OF GUAM, AND MAKING AN APPROPRIATION TO IMPLEMENT THIS ACT.

BE IT ENACTED BY THE PEOPLE OF THE TERRITORY OF GUAM:

Section 1. Section 5 of Chapter XI of Public Law 19-10 is hereby repealed and reenacted to read:

1           "Section 5. Notwithstanding any other provision of Law, Option 1  
2 of the proposed salaries recommended by the Civil Service Commission  
3 in the Classification and Pay Maintenance Review Task Force Phase 1  
4 Report dated November 7, 1985, shall be fully and immediately  
5 implemented, not later than thirty (30) days after the effective date of  
6 this Act, to be retroactively effective to October 1, 1987, for all  
7 employees.

8           The Governor shall transfer money from any Department, account  
9 fund or object Classification to make payment for the implementation of  
10 Option 1, and may use any lapsed funds for purposes of paying Option  
11 1 benefits. If there is any shortfall, the Governor shall promptly  
12 submit legislation to the Legislature to address the same.

13       Section 2. Section 5 of Chapter X of Public Law 19-10 is amended to  
14 read:

15           "Section 5. The sum of Eighteen Million Dollars (\$18,000,000) is  
16 appropriated from the General Fund to all government of Guam  
17 agencies to which appropriations are made pursuant to this Act to pay  
18 for the funding requirements of Sections 5, 6, 7, 8, 9, and 10 of  
19 Chapter XI of this Act. This payment is to be made retroactive to  
20 October 1, 1987 and is to be implemented no later than thirty (30)  
21 days after the effective date of this Act."

22       Section 3. Subparagraph (f) of §34 of Public Law 18-32 is hereby  
23 amended to read:

24           "(f) The Civil Service Commission shall evaluate all DOE  
25 administrative positions and shall set a new classification schedule for  
26 such positions to be effective October 1, 1986; provided, however,  
27 that such schedule shall include for each such administrative position a  
28 pay increase per annum of not less than seven percent (7%)."

29       Section 4. The Department of Administration, the Bureau of Budget,  
30 Management and Research, and the Retirement Fund are hereby directed to  
31 identify government of Guam personnel who retired, died, were terminated,  
32 or resigned while working as classified employees prior to the effective date  
33 of this Act for the purpose of calculating and paying the balance of the

1 Option 1 reclassification and the reclassification authorized by Section 3 of  
2 this Act to such employees or survivors.

3 Section 5. Implementation. Beginning with Fiscal Year 1989, the  
4 annual cost for the implementation of the provisions of Section 3 of this Act  
5 shall be paid out of the annual budget of the Department of Education.

6 Section 6. Section 6 of Chapter XI of Public Law 19-10 is amended to  
7 read:

8 "Section 6. Notwithstanding any other provision of law, Guam  
9 Community College shall implement Option 1 equivalent salaries which  
10 were established by the Community College Board of Trustees for Guam  
11 Community College classified staff, faculty and administrators  
12 retroactive to October 1, 1987."

13 Section 7. Section 7 of Chapter XI of Public Law 19-10 is amended to  
14 read:

15 "Section 7. Notwithstanding any other provision of law, the  
16 University of Guam shall implement Option 1 equivalent salaries for  
17 University of Guam classified staff, the administrators and faculty  
18 which were established by the Board of Regents retroactive to October  
19 1, 1987."

20 Section 8. There is hereby appropriated from the General Fund to the  
21 Department of Education the sum of Five Hundred Eighty-one Thousand  
22 Dollars (\$581,000) to implement the Department's Administrators'  
23 reclassification in accordance with subparagraph (f) of Section 34 of Public  
24 Law 18-32, as amended by Section 3 of this Act, upon the approval of Pay  
25 Range assignments by the Civil Service Commission.

NINETEENTH GUAM LEGISLATURE  
ROLL CALL SHEET

Bill No. 622

DATE: 10/7/88

Res. No. \_\_\_\_\_

QUESTION: \_\_\_\_\_

SENATOR	<u>AYE</u>	<u>NAY</u>	<u>NOT VOTING</u>	<u>ABSENT</u>
<u>E. P. Arriola</u>	✓			
<u>J. G. Bamba</u>			✓	
<u>M. Z. Bordallo</u>	✓			
<u>H. D. Dierking</u>	✓			
<u>E. R. Duenas</u>			✓	
<u>E. M. Espaldon</u>			✓	
<u>F. J. Gutierrez</u>	✓			
<u>M. K. Hartsock</u>	✓			
<del>XXXXXXXXXX</del>	<del>✓</del>	<del>✓</del>	<del>✓</del>	<del>✓</del>
<u>P. C. Lujan</u>	✓			
<u>M. D. A. Manibusan</u>			✓	
<u>J. G. Miles</u>			✓	
<u>T. S. Nelson</u>	✓			
<u>D. Parkinson</u>	✓			
<del>XXXXXXXXXX</del>	<del>✓</del>	<del>✓</del>	<del>✓</del>	<del>✓</del>
<u>F. J. Quitugua</u>	✓			
<u>J. M. Rivera</u>			✓	
<u>M. C. Ruth</u>			✓	
<u>J. T. San Agustin</u>	✓			
<u>F. R. Santos</u>	✓			
<u>A. J. Shelton II</u>	✓			

12

7





Senator Ted S. Nelson

August 22, 1988

CHAIRMAN  
Committee on General  
Governmental Operations  
Nineteenth  
Guam Legislature

Vice Chairman  
Committee on  
Ways & Means

Committee  
Membership

- Rules
- Federal, Foreign & Legal Affairs
- Housing & Community Development
- Health, Welfare & Ecology
- Ways & Means
- Youth, Senior Citizens, Cultural Affairs & Human Resources
- Justice, Judiciary and Criminal Justice

The Honorable Franklin J. Quitugua  
Speaker  
Nineteenth Guam Legislature  
Post Office Box CB-1  
Agana, Guam 96910

VIA: COMMITTEE ON RULES

Dear Mr. Speaker:

The Committee on General Governmental Operations, to which was referred Bill No. 622, "An act to Repeal and Reenact Section 5 of Chapter XI of Public Law 19-10, To Provide For Full Implementation of Option 1 to be Effective October 1, 1987, and to Amend Section 5 of Chapter X of Public Law 19-10, to Appropriate Funds for Implementation, and for other purposes," has had the same under consideration, and now wishes to report back the same with the recommendation to do pass as substituted by the Committee.

The Committee Votes are as follows:

TO DO PASS	<u>7</u>
NOT TO PASS	<u>0</u>
OTHER	<u>3</u>
INACTIVE FILE	<u>0</u>
OFF-ISLAND	<u>2</u>

A copy of the Committee's Report and related documents are enclosed for your perusal.

Sincerely,

TED S. NELSON

P.O. Box CB-1  
Agana, Guam 96910  
Tel. 472-3428/29/30

Enclosure:

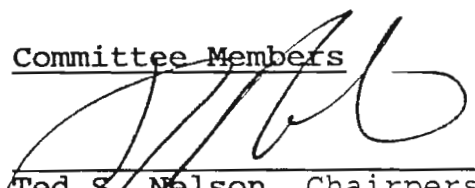
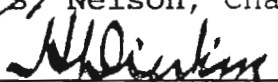
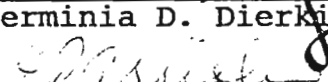
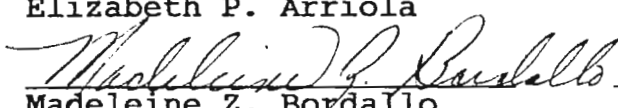
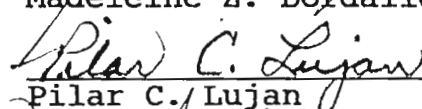
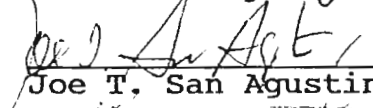
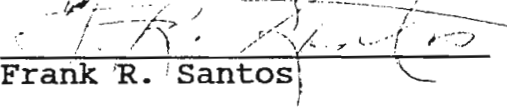
NINETEENTH GUAM LEGISLATURE  
COMMITTEE ON GENERAL GOVERNMENTAL OPERATIONS

VOTE SHEET

on

Bill No. 622 (As Substituted)

AN ACT TO REPEAL AND REENACT SECTION 5 OF CHAPTER XI  
OF P.L. 19-10, TO PROVIDE FOR FULL IMPLEMENTATION OF OPTION 1  
TO BE EFFECTIVE OCTOBER 1, 1987, AND TO AMEND SECTION 5 OF  
CHAPTER X OF P.L. 19-10 TO APPROPRIATE FUNDS FOR IMPLEMENTATION,  
AND FOR OTHER PURPOSES.

<u>Committee Members</u>	<u>To do Pass</u>	<u>Not to Pass</u>	<u>To Report Out Only</u>	<u>Inactive File</u>
 Ted S. Nelson, Chairperson	✓			
 Herminia D. Dierking, Vice-Chairperson	✓			
 Elizabeth P. Arriola	✓			
 Madeleine Z. Bordaño	✓			
 Pilar C. Lujan	✓			
 Joe T. San Agustin	✓			
 Frank R. Santos	✓			
J. George Bamba				
<u>OFF-ISLAND</u> Edward R. Duenas				
<u>OFF-ISLAND</u> Marilyn D.A. Manibusan				
James G. Miles				
Jerry M. Rivera				

NINETEENTH GUAM LEGISLATURE  
COMMITTEE ON GENERAL GOVERNMENTAL OPERATIONS

REPORT ON  
BILL NO. 650  
"AN ACT TO AUTHORIZE THE FULL IMPLEMENTATION  
OF OPTION I." [Attachment 1]

Introduced by:  
T.S. Nelson, H.D. Dierking, M.Z. Bordallo, E.P.  
Arriola, F.R. Santos, J.T. San Agustin, J.F. Quan,  
F.J. Quitugua, F.J. Gutierrez, D. Parkinson, M.K.  
Hartsock, A.J. Shelton, P.C. Lujan, J.G. Bamba

and

BILL NO. 622  
"AN ACT TO PROVIDE FOR FULL ONE HUNDRED PERCENT  
(100%) IMPLEMENTATION OF OPTION I SALARY LEVELS  
THROUGHOUT THE GOVERNMENT OF GUAM." [Attachment 2]

Introduced by: A.J. Shelton

**PREFACE**

The Committee on General Governmental Operations, to which was referred Bill Nos. 650 and 622, conducted a public hearing on Wednesday, June 29, 1988 at 11:00 a.m. in the Legislative Session Hall. [Attachment 3, Hearing Notice].

Committee members present were Senator Ted S. Nelson, Chairman; Senators Eddie R. Duenas, Frank R. Santos, Elizabeth P. Arriola, and Jerry M. Rivera. [Attachment 4 - Attendance Sheet]

Committee staff assigned to the hearing were Ruth L.G. Blas, Vincent Perez, Jr., and James Castro.

**NOTIFICATION LETTERS**

Letters were sent to the Acting Governor; the Attorney General; the Director, Bureau of Budget and Management Research; the Director, Department of Administration; the Chairperson, Civil Service Commission; and the Members of the Committee General Governmental Operations. [Attachment 5, Notification Letters]

**TESTIMONY**

Testimony was received from Ms. Norma J. Aflague, Executive Director, Civil Service Commission. [Attachment 6 - CSC Testimony] The minutes of the Commission Board meetings of September 10 and September 22, 1987 were also submitted as

certification of the Commission's position in respect to Option I implementation for all Government of Guam employees. [Attachment 7, CSC Board Minutes]

The Committee took into consideration all of the available sources of information on the implementation of Option I. This included the formal letter and verbal testimony of the Executive Director of the Civil Service Commission on Bill Nos. 622 and 650; the September 10 and 22, 1987 minutes of the Commission; a memorandum, with attachments, from the Acting Director of Education to the Executive Director of the Civil Service Commission [Attachment 8, DOE Memorandum]; news articles [Attachment 9] all in favor of full implementation of Option 1 now.

No negative testimony was presented from anyone, including the Executive Branch.

#### COMMITTEE FINDINGS

The Committee on General Governmental Operations, to which was referred Bill Nos. 622 and 650, finds that:

1. In 1986, the Eighteenth Guam Legislature overrode the Governor's veto of Bill No. 586 enacting in as P.L. 18-32 [Attachment 10]. Section 34 of P.L. 18-32 provided that full Option I salary increases be given to all government employees.
2. In his first State of the Territory address [Attachment 11] in 1987, Governor Joseph Ada informed the Legislature that his administration will implement an unequal and lessor salary increase for government employees, based upon a schedule whereby:
  - (a) employees would receive only twenty-five percent (25%) of the Option I salary effective October 1, 1987;
  - (b) employees would receive an additional fifty percent (50%) of the Option I salary effective October 1, 1988; and
  - (c) employees would receive the final twenty-five percent (25%) of the Option I salary effective October 1, 1989.
3. The Chairpersons of the Committees on Ways and Means and General Governmental Operations questioned the manner in which the Governor wanted to apportion the salary increase.
4. On or about September 18, 1987, the Nineteenth Guam Legislature transmitted Substitute Bill No. 455 to the

Governor. The bill provided for the full implementation of Option 1 salaries recommended by the Civil Service Commission in its Classification and Pay Maintenance Review Task Force Phase 1 Report dated November 7, 1985, effective October 1, 1987, and all positions not previously reclassified. [Attachment 12, Veto Message of Bill No. 455]

5. On or about September 30, 1987, the Nineteenth Guam Legislature transmitted Substitute Bill No. 263 to the Governor. The bill again provided for the full one hundred percent (100%) implementation of Option I for all employees of the government not previously reclassified, effective October 1, 1987. However, the Governor once again refused to approve full and immediate implementation of Option I salary increases for government employees. [Attachment 13, Veto Message of Bill 263]
6. On or about November 10, 1987, after lengthy debate, the Legislature passed Substitute Bill No. 611 which included a sixty percent (60%) increase of the Option I salary level commencing October 1, 1988 and the remaining forty percent (40%) to be implemented on October 1, 1988. [Attachment 14, P.L. 19-10]
7. In the meantime, the Legislature, on a piecemeal basis, started to legislate the full implementation of Option I salary level increases for government of Guam employees. [Attachment 15, P.L. 19-5]
8. On or about August 21, 1987, the Governor signed Bill No. 476 into P.L. 19-5 increasing the pay ranges and salary levels of the hospital (GMHA) nurses. While approving full Option I salary increases for the hospital nurses, retroactive to July 1, 1987, the Governor refused to approve the same for nurses at the Department of Public Health and Social Services.
9. The Governor of Guam has approved full and immediate implementation of Option I salary increases for some government of Guam employees while denying the others.
10. Despite the continual demands of employees and the willingness of the Guam Legislature, the Governor continually refused to approve and immediately implement one hundred percent (100%) Option I salary increase for government employees. Instead, the Governor has approved the continuation of immediate payment of full Option I salary to the hospital nurses. Public Law 19-8, signed into law on September 30, 1987.
11. Full Option I salary increases were previously implemented for teaching positions in the government of

Guam by virtue of P.L. 18-32, enacted April 24, 1986, and that the increase were effective at the beginning of school year 1986-87.

12. Public Law 19-5, as approved by the Governor, provided full and immediate Option I salary increase to the hospital nurses, while denying the same to other government employees.

**The Committee further finds:**

1. that an unjust, inequitable, and discriminatory system of compensation is established whereby some government employees are granted full Option I salary increase, and others were not. In addition, all government employees are reclassified to the Option I pay ranges, yet they received only a portion of the salary to which their pay range entitles them while others (GMHA Nurses and teachers) received the entire amounts;
2. that the program for implementation of Option I, as enacted by Public Laws 18-32, 18-33, 19-5, 19-8, and 19-10, and approved by the Governor violates the Compensation Law of the territory. The provisions contained in 4 Guam Code Annotated, in particular Sections 6103 and 6201, require that government employees be paid in accordance with a pay range schedule established by the Legislature pursuant to Section 6201, 4 GCA; and
3. that Senators Don Parkinson, Ted Nelson, Sonny Shelton, Herminia Dierking, Marcia Hartsock, Elizabeth Arriola, Madeleine Bordallo, and the late John Quan, on November 18, 1988, filed an initiative measure entitled:

"An Initiative to repeal and reenact Section 5 of Chapter XI of Public Law 19-10, to provide for full implementation of Option I of the proposed salaries recommended by the Civil Service Commission in the Classification and Pay Maintenance Review Task Force Phase 1 Report dated November 7, 1985, to be effective retroactively to October 1, 1987, and to amend Section 5 of Chapter X of Public Law 19-10 to appropriate funds for said implementation and for other purposes." [Attachment 16, Initiative Measure]

Further, the Governor has admitted that the government of Guam has a \$31 million surplus. This is contrary to his earlier remarks when vetoing full one hundred percent (100%) Option I salaries for government employees.

In lieu of these findings, the Committee recommends that Bill No. 622 be passed as Substituted [Attachment 17, Substitute Bill No. 622]

#### SECTION ANALYSIS OF SUBSTITUTE BILL NO. 622

**Section 1** Repeals Section 5 of Chapter XI of Public Law 19-10 and makes Option 1 salary increases proposed by Civil Service Commission fully implemented immediately. Also, it would make the full implementation retroactive to October 1, 1987.

This section also allows the Governor to transfer money from any department account, fund or object classification to pay implementation, and use lapse funds for that purpose. Further, it directs the Governor to submit proposed legislation to pay any shortfalls caused by full implementation of Option 1.

**Section 2** Amends Section 5 of Chapter X of P.L. 19-10 and appropriates Eighteen Millions Dollars (\$18,000,000) from the General Fund to pay full implementation of Option 1 retroactive to October 1, 1987.

**Section 3** Repeals items (d) and (f) of Section 34 of P.L. 18-32 to allow that administrators at the Department of Education receive Option 1 salaries.

#### COMMITTEE RECOMMENDATION

The Committee, to which Bill No. 622, "An Act to provide for full one hundred percent (100%) implementation of Option I salary levels throughout the Government of Guam", has had the same under consideration, and now wishes to report back the same with the recommendation to do pass as substituted by the Committee.

NINETEENTH GUAM LEGISLATURE  
1987 (FIRST) Regular Session

Bill No. 622  
Substituted by the Committee on  
General Governmental Operations

Introduced by:

A. J. Shelton  
T. S. Nelson  
D. Parkinson

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H. D. Dierking  
E. P. Arriola  
J. T. San Agustin  
J. F. Quan  
M. Z. Bordallo  
M. K. Hartsock

AN ACT TO REPEAL AND REENACT SECTION 5 OF  
CHAPTER XI OF PUBLIC 19-10, TO PROVIDE FOR  
FULL IMPLEMENTATION OF OPTION 1 TO BE  
EFFECTIVE OCTOBER 1, 1987, AND TO AMEND  
SECTION 5 OF CHAPTER X OF PUBLIC LAW 19-10  
TO APPROPRIATE FUNDS FOR IMPLEMENTATION,  
AND FOR OTHER PURPOSES.

1 BE IT ENACTED BY THE PEOPLE OF THE TERRITORY OF GUAM:  
2 Section 1. Section 5 of Chapter XI of Public Law 19-10  
3 is hereby repealed and reenacted to read:  
4 "Notwithstanding any other provision of Law, Option  
5 1 of the proposed salaries recommended by the Civil Service  
6 Commission in the Classification and Pay Maintenance Review  
7 Task Force Phase 1 Report dated November 7, 1985, shall  
8 be fully and immediately implemented, not later than thirty  
9 (30) days after the effective date of this Act, to be  
10 retroactively effective to October 1, 1987, for all  
11 employees.



1           The Governor shall transfer money from any Department,  
2           account fund or object Classification to make payment for  
3           the implementation of said Option 1, and may use any lapse  
4           funds for purposes of paying said Option 1 benefits. If  
5           there is any shortfall, the Governor shall promptly submit  
6           proposed legislation to the Legislature to address any  
7           shortfalls caused by this Act."

8           Section 2. Section 5 of Chapter X of Public Law 19-10  
9           is amended to read:

10           "Section 5. The sum of Eighteen Million Dollars  
11           (\$18,000,000) [Ten Million Eight Hundred Thousand Dollars  
12           (\$10,800,000)] is appropriated from the General Fund to  
13           all government of Guam agencies to which appropriations  
14           are made pursuant to this Act to pay for the funding  
15           requirements of Sections 5, 6, 7, 8, 9, and 10 of Chapter  
16           XI of this Act. This payment is to be made retroactive  
17           to October 1, 1987 and is to be implemented no later than  
18           thirty (30) days [twenty-one (21) days] after the effective  
19           date of this Act."

20           Section 3. Items (d)           and (f) of Public Law 18-32  
21           are repealed in their entirety. The provisions contained in  
22           Section 1 of this Act shall apply to the positions affected  
23           by Section 3 of this Act.

Bill No. 622(LS)

Date Introduced June 1, 1988

Mandatory Bill Yes  No

Date Enacted June 14, 1988

Department/Agency Affected: Government of Guam

Department/Agency Head: Governor Joseph F. Ada

Total Fiscal Year Appropriation: \$246,637,738

Bill Title (concise): AN ACT TO PROVIDE FOR FULL ONE HUNDRED PERCENT (100%) IMPLEMENTATION OF OPTION I SALARY LEVELS THROUGHOUT THE GOVERNMENT OF GUAM.

Change in Law: Repeals Section 31 (b) of P.L. 18-33

Bill Attempts to:

Bill is for:

- Increase Program Funding
- Decrease Program Funding
- Reallocate Present Program Funding

- Operations
- Capital Improvement
- Other

FINANCIAL/PROGRAM IMPACT

<u>PROGRAM CATEGORIES</u>	<u>Minimum Estimated Required Funds (For Five Years)</u>		
	<u>GENERAL FUND</u>	<u>FEDERAL</u>	<u>OTHER</u>
<u>Government-Wide</u>	<u>See Comments</u>		
<u>GRAND TOTAL</u>			

ESTIMATED MULTI-YEAR FUND REQUIREMENTS

<u>SOURCES</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>
<u>General Fund</u>	<u>See Comments</u>				
<u>Federal Fund</u>					
<u>Other Fund</u>					
<u>GRAND TOTAL</u>					

ESTIMATED MULTI-YEAR REALIZED REVENUES

<u>SOURCES</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>
<u>General Fund</u>					
<u>Federal Fund</u>					
<u>Other Fund</u>					
<u>GRAND TOTAL</u>					

*Nancy L. Mesa*  
Nancy L. Mesa

PROGRAM ANALYST

*M. J. Reidy*

MICHAEL J. REIDY  
DIRECTOR

Date Review Terminated: June 14, 1988

**JUL 18 1988**

COMMENTS:

Comments on Bill 622(LS)

Bill 622(LS) is an act to provide for full one hundred percent (100%) implementation of Option I salary levels throughout the Government of Guam.

Section 1 of Bill 622 repeals and reenacts Section 31(b) of Public Law 18-33.

Section 2 authorizes the Guam Community College to implement Option I equivalent salaries established by the Guam Community College Board of Trustees for Guam Community College Administrators and Support Staff.

Section 3 authorizes the University of Guam to implement Option I equivalent salaries established by the Board of Regents for the University of Guam Administrators and Faculty.


Section 4 authorizes the Superior Court of Guam to implement Option I equivalent salaries as approved by the Judicial Council.

Section 5 authorizes the Public Defender Service Corporation to implement Option I equivalent salaries as approved by the Public Defender Service Corporation Board of Trustees.

Section 6 appropriates Eighteen Million Dollars (\$18,000,000) from the General Fund to all agencies, branches and instrumentalities of the Government of Guam prorated in amounts necessary to implement Sections 1 through 5 of this Act.

It should be noted that Section 5 of Chapter 10 of Public Law 19-10 appropriated Ten Million Eight Hundred Thousand Dollars (\$10,800,000) from the General Fund to pay the funding requirements of Sections 5, 6, 7, 8, 9 and 10 of Chapter XI of Public Law 19-10 as follows:

- (1) Sixty percent (60%) of Option I of the proposed salaries recommended by the Civil Service Commission in the Classification and Pay Maintenance Review Task Force Phase I Report, dated November 7, 1985 retroactive to October 1, 1987.
- (2) Option I equivalent salaries for Guam Community College Faculty and Administrators retroactive to October 1, 1987.
- (3) Option I equivalent salaries for University of Guam Administrators and Faculty retroactive to October 1, 1987.
- (4) Option I equivalent salaries for the Superior Court of Guam retroactive to October 1, 1987.
- (5) Option I equivalent salaries for the Public Defender Services Corporation retroactive to October 1, 1987.
- (6) Salary reclassification for all hospital employees of the Guam Memorial Hospital Authority recommended by the Civil Service Commission per Section 14 of P.L. 18-26 retroactive to October 1, 1987.

  
MICHAEL J. REIDY

FISCAL NOTE  
BUREAU OF BUDGET & MANAGEMENT RESEARCH

88M5

Bill No. 650(LS) Date Received 2/16/88

Mandatory Bill Yes  No  Date Reviewed 2/18/88

Department/Agency Affected: Government of Guam

Department/Agency Head: Governor Joseph E. Ada

Total Fiscal Year Appropriation: \$245,000,000

Bill Title (concise): AN ACT TO AUTHORIZE THE FULL IMPLEMENTATION OF OPTION I.

Change in Law: Yes

Bill Attempts to:	Bill is for:
<input type="checkbox"/> Increase Program Funding	<input checked="" type="checkbox"/> Operations
<input type="checkbox"/> Decrease Program Funding	<input type="checkbox"/> Capital Improvement
<input type="checkbox"/> Reallocate Present Program Funding	<input type="checkbox"/> Other

FINANCIAL/PROGRAM IMPACT

<u>PROGRAM CATEGORIES</u>	<u>Minimum Estimated Required Funds (For Five Years)</u>		
	<u>GENERAL FUND</u>	<u>FEDERAL</u>	<u>OTHER</u>
Government-Wide	\$9,200,000		
<b>GRAND TOTAL</b>	<b>\$9,200,000</b>		

ESTIMATED MULTI-YEAR FUND REQUIREMENTS

<u>SOURCES</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>
General Fund	\$9,200,000				
Federal Fund					
Other Fund					
<b>GRAND TOTAL</b>	<b>\$9,200,000</b>				

ESTIMATED MULTI-YEAR REALIZED REVENUES

<u>SOURCES</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>
General Fund					
Federal Fund					
Other Fund					
<b>GRAND TOTAL</b>					

*Nancy L. Mesa/Orilda J. Guerrero*  
Nancy L. Mesa/Orilda J. Guerrero  
PROGRAM ANALYST

Date Review Terminated: 2/18/88

*Joseph E. Ruera*  
MICHAEL J. REIDY  
DIRECTOR

Comments on Bill No. 650(LS)

General Comments:

It should be noted that the Budget Office Estimated General Fund Revenue for Fiscal Year 1988 is at a level of \$236 million. The General Fund appropriations contained in P.L. 19-10 as well as subsequent legislation up to P.L. 19-13 total \$245 million resulting in a General Fund over-appropriation to date of \$9 million. Additional appropriations against the General Fund will increase this shortfall further and exacerbate the cumulative deficit position of the General Fund.

Additional Comments:

Bill 650(LS) is An Act to Authorize the Full Implementation of Option I.

Section 1 of Bill 650(LS) repeals and reenacts Section 5 of Chapter 11 contained in Bill No. 611, signed into law by the Governor on Saturday, November 14, 1987 to read as follows:

"(a) Option I of the proposed salaries recommended by the Civil Service Commission in the Classification and Pay Maintenance Review Task Force Phase I Report, dated November 7, 1985, shall be fully implemented at one hundred percent (100%) level, and shall be retroactive to October 1, 1987.

(b) Employees and retirees that have received one hundred percent (100%) salary increase under Option I shall not suffer any reduction in salary."

The implementation cost of Option I of the government-wide reassignment retroactive to October 1, 1987 has a projected cost of Twenty Million Dollars (\$20,000,000) which includes retirement benefits.

It should be noted that in Section 5 of Chapter 10 contained in Bill No. 611, signed into law by the Governor on Saturday, November 14, 1987, Ten Million Eight Hundred Thousand Dollars (\$10,800,000) was appropriated from the General Fund to pay the funding requirements for the following:

- (1) Sixty percent (60%) of Option I of the proposed salaries recommended by the Civil Service Commission in the Classification and Pay Maintenance Review Task Force Phase I Report, dated November 7, 1985 retroactive to October 1, 1987.
- (2) Option I equivalent salaries for Guam Community College Faculty and Administrators retroactive to October 1, 1987.
- (3) Option I equivalent salaries for University of Guam Administrators and Faculty retroactive to October 1, 1987.
- (4) Option I equivalent salaries for the Superior Court of Guam retroactive to October 1, 1987.
- (5) Option I equivalent salaries for the Public Defender Services Corporation retroactive to October 1, 1987.
- (6) Salary reclassification for all hospital employees of the Guam Memorial Hospital Authority recommended by the Civil Service Commission per Section 14 of P.L. 18-26 retroactive to October 1, 1987.

Therefore, an additional appropriation from the General Fund in the amount of \$9,200,000 is needed to carry out the intent of this Bill.

*Joseph E. Reidy*  
For: MICHAEL J. REIDY

NINETEENTH GUAM LEGISLATURE  
1987 (FIRST) Regular Session

Bill No. 1157(LS)

Introduced by:

T. S. Nelson  
H. D. Dierking  
M. Z. Bordallo

Introduced

NOV 17 '87

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E. P. Arriola  
F. R. Santos  
J. T. San Agustin  
J. F. Quan  
F. J. Quitugua  
F. J. Gutierrez  
D. Parkinson  
M. K. Hartsock  
A. J. Shelton  
P. C. Lujan  
J. B. Bamba

AN ACT TO AUTHORIZE THE FULL IMPLEMENTATION OF OPTION  
1.

1 BE IT ENACTED BY THE PEOPLE OF THE TERRITORY OF GUAM:

2 Section 1. Section 5, Chapter 11 contained in Bill No. 611 signed into  
3 law by the Governor on Saturday, November 14, 1987, is hereby repealed and  
4 reenacted to read:

5 "(a) Option 1 of the proposed salaries recommended by the Civil  
6 Service Commission in the Classification and Pay Maintenance Review  
7 Task Force Phase 1 Report, dated November 7, 1985, shall be fully  
8 implemented at one hundred percent (100%) level, and shall be retroactive  
9 to October 1, 1987.

10 (b) Employees and retirees that have received one hundred percent  
11 (100%) salary increase under Option 1 shall not suffer any reduction  
12 in salary."



NOV 04 87

NINETEENTH GUAM LEGISLATURE  
1987 (FIRST) Regular Session

Bill No. (12)(CCR)

Introduced by:

A. J. Shelton

AN ACT TO PROVIDE FOR FULL ONE  
HUNDRED PERCENT (100%) IMPLEMENTATION  
OF OPTION 1 SALARY LEVELS THROUGHOUT  
THE GOVERNMENT OF GUAM.

1 BE IT ENACTED BY THE PEOPLE OF THE TERRITORY OF GUAM:  
2 Section 1. Section 31(b) of Public Law 18-33 is repealed and  
3 reenacted to read:

4 "(b) Option 1 of the proposed salaries recommended by the Civil  
5 Service Commission in the Classification and Pay Maintenance Review  
6 Task Force Phase I Report dated November 7, 1985 shall be  
7 implemented One Hundred Percent (100%) effective October 1, 1987 for  
8 all positions contained in that report for which Option 1 has not been  
9 implemented One Hundred Percent (100%) pursuant to any other law,  
10 executive order, rule or regulation."

11 Section 2. The Guam Community College is authorized to implement  
12 Option 1 equivalent salaries established by the Guam Community College  
13 Board of Trustees for Guam Community College Administrators and Support  
14 Staff.

15 Section 3. The University of Guam is authorized to implement Option 1  
16 equivalent salaries established by the Board of Regents for the University  
17 of Guam Administrators and Faculty.

18 Section 4. Notwithstanding any other provision of law, the Superior  
19 Court of Guam is authorized to implement Option 1 equivalent salaries as  
20 approved by the Judicial Council.

21 Section 5. Notwithstanding any other provision of law, the Public  
22 Defender Service Corporation is authorized to implement Option 1 equivalent  
23 salaries as approved by the Public Defender Service Corporation Board of  
24 Trustees.

1           Section 6.    The sum of Eighteen Million Dollars (\$18,000,000)  
2   appropriated from the General Fund to all agencies, branches and  
3   instrumentalities of the government of Guam prorated in amounts necessary  
4   to implement Sections 1 through 5 of this Act.

COMMITTEE ON GENERAL GOVERNMENTAL OPERATIONS  
NINETEENTH GUAM LEGISLATURE

PUBLIC HEARING  
A G E N D A  
Wednesday, June 29, 1988  
Legislative Session Hall

9:30 a.m. - 12:00 noon

1. **Bill No. 372** An act to increase the salaries of the Assistant Commissioners and Commissioners.  
  
**Bill No. 632** An act to amend 4 GCA 6206 C relative to village commissioners' and assistant commissioners' salary.  
  
**Bill No. 758** An act relating to salaries for Commissioners and Assistant Commissioners.
2. **Bill No. 675** An act to increase the salaries of the Administrative Assistants and Maintenance Workers of each village commissioner.
3. **Bill No. 492** An act to repeal Section 31 (b) P.L. 18-33 regarding Government of Guam employee salary increase, under Option I of the Civil Service Commission.
4. **Bill No. 650** An act to authorize the full implementation of Option 1.  
  
**Bill No. 622** An act to provide for full one hundred percent (100%) implementation of Option 1 salary levels throughout the Government of Guam.
5. **Bill No. 649** An act to appropriate the sum of One Hundred Thousand Dollars to the Department of Administration for overtime compensation.
6. **Bill No. 841** An act to reclassify positions in the Bureau of Budget and Management Research.
7. **Bill No. 813** An act to add Sections 73112 - 73116 to Chapter 73 of Title 10 of Guam Code Annotated relative to the installation and maintenance of smoke alarms in residences.

1:30 p.m. - 7:00 p.m. - June 29, 1988

1. **Bill No. 256** An act to appropriate the sum of Fifteen Thousand Dollars (\$15,000.00) from the Lapsed Funds of the Department of Public Works FY 86 Budget for the Construction of the Inarajan Baseball Field.
2. **Bill No. 257** An act to appropriate the sum of Six Hundred Sixty Thousand Dollars (\$660,000) to the Department of Public Works for the purchase of new school buses and construction of school bus shelters.
3. **Bill No. 529** An act to appropriate the sum of Four Hundred Thirty Seven Thousand, Five Hundred Dollars (\$437,500.00) to the Department of Public Works for construction of a Ponding Basin in the Municipality of Barrigada.
4. **Bill No. 688** An act to appropriate the sum of Twenty-Five Thousand Dollars (\$25,000) from the General Fund to the Department of Public Works for the purpose of installing lights at the Asan Baseball Field.
5. **Bill No. 733** An act to appropriate Twenty-Eight Thousand Dollars (\$28,000) to the Department of Public Works for the construction of restroom facilities at the Roundtable Playground in Agat.
6. **Bill No. 26** An act to create a Task Force on Investment Incentives.
7. **Bill No. 36** An act to create a Task Force on Government Efficiency and Economic Policy.
8. **Bill No. 253** An act to add a new Article 2 to 10 GCA Chapter 45, relative to establishing a Guam Conservation Corps.
9. **Bill No. 147** An act to appropriate the sum of Two Hundred Thousand Dollars to the Guam Gaming Commission.  
[Public Law]
10. **Bill No. 655** An act to appropriate the sum of Eight Million Dollars (\$8,000,000) from the General Fund to the Department of Public Works for the Agat-Umatac Road Project. [Public Law]

# Hearings set on pay raises, licensing

ByRON IGE  
Daily News Staff

Pay raises and nearly \$27.6 million in appropriation measures will be addressed Wednesday by the legislative committee on General Governmental Operations.

The committee on Health, Welfare and Ecology will also hold a hearing this week on legislation to strengthen powers of Guam's medical licensing board. Both hearings take place at the session hall in Agaña.

The General Governmental Operations Committee will start its public hearing at 9:30 a.m. Wednesday on the following measures:

- Bill 372: An act to increase commissioners' salaries from \$18,000 to \$25,000 retroactive to Oct. 1, 1987. The bill also proposes to increase assistant commissioners' salaries from \$16,000 to \$20,000 retroactive to the same date.
- Bill 653: An act to increase commissioners' salaries to \$20,700, assistant commissioners' salaries to \$18,400 and the Commissioner's Council chief executive officer's salary to \$23,500 retroactive to Oct. 1, 1987.
- Bill 738: An act to increase commissioners' salaries to \$20,000 and

\$20,000.

• Bill 675: An act to increase the salaries of commissioner administrators, five assistant and maintenance workers by 75 cents per hour. The bill affects 19 administrative assistants and 58 maintenance workers. The bill proposes to appropriate \$102,258 to fund the pay increases.

• Bill 492: An act to provide so-called "Operation I" for the fiscal year 1987. The bill proposes to appropriate \$11 million from the general fund to fund the pay increases.

• Bill 493: An act to provide so-called "Operation I" for the fiscal year 1987. The bill proposes to appropriate \$11 million from the general fund to fund the pay increases.

• Bill 622: Similar to Bill 492, but proposes to appropriate \$15 million from the general fund to fund the pay increases.

• Bill 641: An act to appropriate \$100,000 from the general fund to the Department of Administration to cover overtime pay owed to the department's payroll division employees.

• Bill 641: An act to reclassify budget analyst I-IV, positions and the budget and management program supervisor position at the Bureau of Budget and Management Research retroactive to Oct. 1, 1987.

• Bill 813: An act to require that

residence on Guam.

The committee will break for lunch and resume the hearing at 1:30 p.m. on the following bills:

• Bill 256: An act to appropriate \$15,000 from the development fund of the Department of Public Works' fiscal 1988 budget to construct a baseball field in Inarajan.

• Bill 257: An act to appropriate \$660,000 from the general fund to DPW to buy school buses and build bus shelters.

• Bills 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000.

• Bill 688: An act to appropriate \$25,000 from the general fund to DPW to install lights at the Asan baseball field.

• Bill 733: An act to appropriate \$28,000 from the general fund to DPW to construct restroom facilities at an Agaña sports field.

• Bill 735: An act to establish a task force on investment incentives to hold public hearings to determine the best means to reform GovGuam's investment incentive programs and to establish a task force on government efficiency and economic policy. The task force would hold public hearings and conduct studies to examine budgeting systems and develop a plan for public works projects.

• Bill 253: An act to establish a Guam conservation corps within the Guam Environmental Protection Agency.

• Bill 147: An act to appropriate \$200,000 from the general fund to the Guam Gaming Commission for its fiscal 1987 budget.

• Bill 655: An act to appropriate \$8 million from the general fund to DPW to complete the Agat-Umatac road construction project.

The Health, Welfare and Ecology Committee will meet at 9:30 a.m., Thursday to hear two bills:

• Bill 715: An act to strengthen the guidelines for the licensing of physicians, and provide a review process into the credentials of physicians.

• Bill 748: An act to allow Guam Memorial Hospital to require patients to assign over Social Security, retirement or other similar benefits to the hospital to pay for services rendered.

COMMITTEE ON GENERAL GOVERNMENTAL OPERATIONS  
ATTENDANCE SHEET

PUBLIC HEARING ON  
Bill Nos. 650 and 622  
Full Implementation of Option I Salary Levels throughout GovGuam  
Wednesday, June 29, 1988; 9:30 a.m.; Legislative Session Hall

<u>Committee Members</u>	<u>Present</u>	<u>Absent</u>	<u>Other</u>
<u>Ted S. Nelson</u> Chairperson	x		
<u>Herminia D. Dierking</u> Vice-Chairperson			
<u>Elizabeth P. Arriola</u>	x		
<u>J. George Bamba</u>			
<u>Madeleine Z. Bordallo</u>			
<u>Eddie R. Duenas</u>	x		
<u>Pilar C. Lujan</u>			
<u>Marilyn D.A. Manibusan</u>			
<u>James G. Miles</u>			
<u>Jerry M. Rivera</u>	x		
<u>Joe T. San Agustin</u>			
<u>Frank R. Santos</u>	x		

Staff Assigned: 



Senator Ted S. Nelson



June 16, 1988

CHAIRMAN  
Committee on General  
Governmental Operations  
Nineteenth  
Guam Legislature

Vice Chairman  
Committee on  
Ways & Means

Committee  
Membership

- Rules
- Federal, Foreign & Legal Affairs
- Housing & Community Development
- Health, Welfare & Ecology
- Ways & Means
- Youth, Senior Citizens, Cultural Affairs & Human Resources
- Justice, Judiciary and Criminal Justice

The Honorable Frank F. Blas  
Acting Governor  
Territory of Guam  
Agana, Guam

ACKNOWLEDGEMENT RECEIPT  
Received By William Bergman  
Time 8:15 AM  
Date 6/16/88

Re: Public Hearing - June 29, 1988

Dear Governor Blas:

The Committee on General Governmental Operations will hold a public hearing on Wednesday, June 29, 1988, at 9:30 a.m. in the Legislative Session Hall and invites the administration to submit testimonies on the measures listed in the attached Agenda.

In addition, the Committee requests that written testimony, twenty (20) copies, be provided.

Thank you for your cooperation. We look forward to seeing you and your representatives at the hearing. Should you require additional information, please do not hesitate to call my office.

Sincerely,

  
TED S. NELSON

Enclosures

P.O. Box CB-1  
Agana, Guam 96910  
Tel. 472-3428/29/30



Senator Ted S. Nelson

June 16, 1988

**CHAIRMAN**  
Committee on General  
Governmental Operations  
  
Nineteenth  
Guam Legislature

**Vice Chairman**  
Committee on  
Ways & Means

**Committee  
Membership**

**Rules**  
Federal, Foreign & Legal  
Affairs  
Housing & Community  
Development  
Health, Welfare & Ecology  
Ways & Means  
Youth, Senior Citizens,  
Cultural Affairs &  
Human Resources  
Justice, Judiciary and  
Criminal Justice

Mrs. Elizabeth Barrett-Anderson  
Attorney General  
Department of Law  
7th Floor, PDN Building  
Agana, Guam

**ACKNOWLEDGEMENT RECEIPT**

Received By J. S. H. HARRIS

Time 7 11 32 AM

Date 6/21/88

Re: Public Hearing - June 29, 1988

Dear Mrs. Barrett-Anderson:

The Committee on General Governmental Operations will hold a public hearing on Wednesday, June 29, 1988, at 9:30 a.m. in the Legislative Session Hall and invites the Department to submit testimonies on the measures listed in the attached Agenda.

In addition, the Committee requests that written testimony, twenty (20) copies, be provided.

Thank you for your cooperation. We look forward to seeing you or your representatives at the hearing. Should you require additional information, please do not hesitate to call my office.

Sincerely,



TED S. NELSON

Enclosures

P.O. Box CB-1  
Agana, Guam 96910  
Tel. 472-3428/29/30





Edward S. Nelson

June 16, 1988

**CHAIRMAN**  
Committee on General  
Governmental Operations  
Nineteenth  
Guam Legislature

Vice Chairman  
Committee on  
Ways & Means

Committee  
Membership

Rules  
Federal, Foreign & Legal  
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Housing & Community  
Development  
Health, Welfare & Ecology  
Ways & Means  
Youth, Senior Citizens,  
Cultural Affairs &  
Human Resources  
Justice, Judiciary and  
Criminal Justice

ACKNOWLEDGEMENT RECEIVED  
Received By [Signature]  
Time \_\_\_\_\_  
Date \_\_\_\_\_

Mr. Michael M. Reidy  
Director  
Bureau of Budget & Management Research  
Executive Office Complex  
Anigua, Guam

Re: Public Hearing - June 29, 1988

Dear Mr. Reidy:

The Committee on General Governmental Operations will hold a public hearing on Wednesday, June 29, 1988, at 9:30 a.m. in the Legislative Session Hall and invites the Department to submit testimonies on the measures listed in the attached Agenda.

In addition, the Committee requests that written testimony, twenty (20) copies, be provided.

Thank you for your cooperation. We look forward to seeing you or your representatives at the hearing. Should you require additional information, please do not hesitate to call my office.

Sincerely,

[Signature]  
ED S. NELSON

Enclosures

P.O. Box CB-1  
Agaña, Guam 96910  
Tel. 472-3428/29/30



TED NELSON

June 16, 1988

**CHAIRMAN**  
Committee on General  
Governmental Operations  
  
Nineteenth  
Guam Legislature

Vice Chairman  
Committee on  
Ways & Means

**Committee  
Membership**

- Rules
- Federal, Foreign & Legal Affairs
- Housing & Community Development
- Health, Welfare & Ecology
- Ways & Means
- Youth, Senior Citizens, Cultural Affairs & Human Resources
- Justice, Judiciary and Criminal Justice

**ACKNOWLEDGEMENT RECEIVED**  
 Received By Rosalie L...  
 Time 2:05  
 Date 6/21/88

Mr. Wilfred G. Aflague  
 Director  
 Department of Administration  
 Agaña, Guam

Re: Public Hearing - June 29, 1988

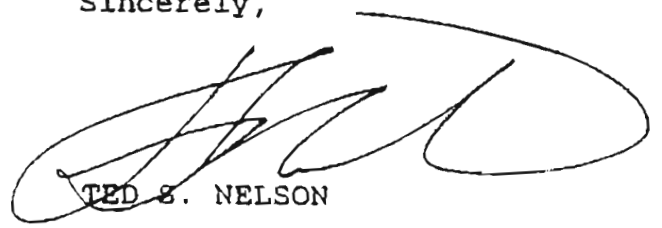
Dear Mr. Aflague:

The Committee on General Governmental Operations will hold a public hearing on Wednesday, June 29, 1988, at 9:30 a.m. in the Legislative Session Hall and invites the Department to submit testimonies on the measures listed in the attached Agenda.

In addition, the Committee requests that written testimony, twenty (20) copies, be provided.

Thank you for your cooperation. We look forward to seeing you or your representatives at the hearing. Should you require additional information, please do not hesitate to call my office.

Sincerely,



TED S. NELSON

Enclosures

P.O. Box CB-1  
 Agaña, Guam 96910  
 Tel. 472-3428/29/30



SENATOR Ted S. Nelson

June 16, 1988

**CHAIRMAN**  
Committee on General  
Governmental Operations  
Nineteenth  
Guam Legislature

Vice Chairman  
Committee on  
Ways & Means

**Committee  
Membership**

- Rules
- Federal, Foreign & Legal Affairs
- Housing & Community Development
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- Ways & Means
- Youth, Senior Citizens, Cultural Affairs & Human Resources
- Justice, Judiciary and Criminal Justice

P.O. Box CB-1  
Agana, Guam 96910  
Tel. 472-3428/29/30

Mrs. Maria S. Connelley  
Chairperson  
Civil Service Commission  
3rd Floor, CA 1st Bank Building  
Agana, Guam

ACKNOWLEDGEMENT RECEIVED  
Received By PHILLY  
Time 10:19 a  
Date 06/21/88

Re: Public Hearing - June 29, 1988

Dear Mrs. Connelley:

The Committee on General Governmental Operations will hold a public hearing on Wednesday, June 29, 1988, at 9:30 a.m. in the Legislative Session Hall, and invites you to attend and present your position on the following measures (enclosed):

**Bill No. 675** An act to increase the salaries of the Administrative Assistants and Maintenance Workers of each village commissioner.

**Bill No. 492** An act to repeal Section 31 (b) P.L. 18-33 regarding Government of Guam employee salary increase, under Option I of the Civil Service Commission.

**Bill No. 650** An act to authorize the full implementation of Option 1.

**Bill No. 841** An act to reclassify positions in the Bureau of Budget and Management Research.

In addition, the Committee would appreciate receiving twenty (20) copies of your written testimony(ies).

Should you have any questions, please do not hesitate to call my office.

Sincerely,

TED S. NELSON

Enclosures

NINETEENTH GUAM LEGISLATURE  
 Senator Ted S. Nelson  
 Chairman  
 COMMITTEE ON GENERAL GOVERNMENTAL OPERATIONS

Acknowledgment of Receipt of Document(s)

Document dated: June 15, 1988

Subject: Memo to Executive Director re: Notice of Public Hearing (Wednesday, June 29, 1988, Legislative Session Hall)

<u>Committee Members (X)</u>	<u>Rec'd by</u>	<u>Date</u>	<u>Time</u>
(X) Senator Elizabeth P. Arriola	<u>[Signature]</u>	<u>6/16</u>	<u>2:45</u>
(X) Senator J. George Bamba	<u>[Signature]</u>	<u>6/16</u>	<u>2:35</u>
(X) Senator Madeleine Z. Bordallo	<u>[Signature]</u>	<u>6/16</u>	<u>1:20 P.</u>
(X) Senator Herminia D. Dierking	_____	_____	_____
(X) Senator Edward R. Duenas	<u>[Signature]</u>	<u>6/16</u>	<u>1:30</u>
(X) Senator Alberto C. Lamorena, III	<u>[Signature]</u>	<u>6/16/88</u>	<u>1:21 P.</u>
(X) Senator Pilar C. Lujan	<u>[Signature]</u>	<u>6/16</u>	<u>1:22</u>
(X) Senator Marilyn D.A. Manibusan	<u>[Signature]</u>	<u>6/16</u>	<u>1:30 P.</u>
(X) Senator James G. Miles	<u>[Signature]</u>	<u>6-16-88</u>	<u>1:30 P.</u>
(X) Senator Jerry M. Rivera	<u>[Signature]</u>	<u>6/16/88</u>	<u>1:30 P.</u>
(X) Senator Joe T. San Agustin	<u>[Signature]</u>	<u>6/16/88</u>	<u>1:30 P.</u>
(X) Senator Francisco R. Santos	<u>[Signature]</u>	<u>6/16</u>	<u>3:00 P.</u>
( ) Senator Ernesto Espaldon	_____	_____	_____
( ) Vice-Speaker Franklin J. Gutierrez	_____	_____	_____
( ) Senator Marcia K. Hartsock	_____	_____	_____
( ) Senator Don Parkinson	_____	_____	_____
( ) Senator John F. Quan	_____	_____	_____
( ) Speaker Franklin J. Quitugua	_____	_____	_____
( ) Senator Martha C. Ruth	_____	_____	_____
( ) Senator A.J. "Sonny" Shelton	_____	_____	_____
(X) Executive Director G.M. Flores	<u>[Signature]</u>	<u>6/15/88</u>	<u>3:34 P.</u>

Circulated by: \_\_\_\_\_



# MERIT

Government of Guam



JUN 29 1988

CSC No. 88-886

The Honorable Ted S. Nelson  
Chairman, Committee on General  
Governmental Operations  
Nineteenth Guam Legislature  
P.O. Box CB-1  
Agana, GU 96910

**RE: Comments on Bill No. 650 - At act to authorize  
the full implementation of Option 1.**

Dear Senator Nelson and Members of the Committee:

The Civil Service Commission Board supports the full implementation of Option 1 for all government of Guam employees. This is a matter of record as reflected in the Board's Minutes of September 10, 1987 and September 22, 1987.

The Commission is also sensitive to the government's financial problems as perceived by the political leaders of our Territory.

Sincerely,

NORMA J. AFLAGUE  
Executive Director

cc: Governor of Guam

NINETEENTH GUAM LEGISLATURE  
COMMITTEE ON GENERAL GOVERNMENTAL OPERATIONS

WITNESS SHEET

Bill Nos. 650 and 622

Full Implementation of Option I  
Wednesday, June 29, 1988; Legislative Session Hall

NAME OF WITNESS (Please print clearly)	AGENCY/DEPT. REPRESENTING (if representing Self, a firm, etc., please indicate)	STATEMENT (W or O)*	TESTIMONY [Check (✓) if] For or Against
NORMA AFFLAGUE	CIVIL SERVICE COMMISSION	W	✓
_____	_____	_____	_____
_____	_____	_____	_____
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_____	_____	_____	_____

\* Written or Oral



# MERIT!

Government of Guam



## CIVIL SERVICE COMMISSION MINUTES

September 22, 1987

The Civil Service Commission Board met on September 22, 1987 at the Governor's Cabinet Conference Room, Adelup Complex for the purpose of: (A) Signing of Orders, Motion to Dismiss the Adverse Action Appeals of Edward Blas v. Department of Commerce and Joseph Quan v. Department of Commerce; (B) Adverse Action Appeal of Franklin Guerrero v. Department of Revenue and Taxation; (C) General Discussion.

### MEMBERS PRESENT

Maria S. Connelley, Chairperson  
Felix Camacho, Commissioner  
Edward Dela Pena, Commissioner  
Edward Mendiola, Commissioner  
Willis Cannon, Vice-Chairperson  
(Came in late at approximately  
4:45 p.m.)

### CSC STAFF PRESENT

Norma Aflague, Exec. Director  
Ron Aguon, Legal Counsel  
Josephine Cruz, PAdmin.  
Luis Baza, PMA I  
Shaneen Garcia, Admin.Asst.

#### I. CALL TO ORDER:

The meeting was called to order at 4:15 p.m. by Board Chairperson, Maria Connelley.

#### II. APPROVAL OF MINUTES:

Commissioner Mendiola moved to approve the minutes of September 10, 1987. The motion was seconded by Commissioner Camacho. Commissioners Connelley, Mendiola, Camacho and Dela Pena voted to approve the Minutes of September 10, 1987 as presented.

#### III. OLD BUSINESS:

- A. Signing of Orders, Motion to Dismiss the Adverse Action Appeals of Edward Blas v. Department of Commerce and Joseph Quan

Due to the absence of Commissioner John Ishmael, the Board deferred

action on the Signing of the Orders for Edward Blas and Joseph Quan.

**IV. NEW BUSINESS:**

**A. Adverse Action Appeal of Franklin Guerrero v. Department of Revenue and Taxation**

In her opening remarks, the Chairperson stated for the record that the Board had just received an additional document from the Appellant's attorney, Frederick Horecky, entitled "Hearing Memorandum." This document was received by the Commission staff at approximately 2 p.m. on the same day of the Board meeting.

The Chairperson asked the Assistant Attorney General, Robert Cruz representing the Department of Revenue and Taxation, if he had any objection to accepting the document. The Board accepted the additional document from Attorney Horecky with no objection from the Assistant Attorney General.

In addition to the attorneys, also present at the hearing were Franklin Guerrero, Appellant, and Vicente Concepcion, Deputy Director of the Department of Revenue and Taxation.

Before making any formal presentation to the Board, the Assistant AG Cruz objected to the participation of Commissioner Dela Pena in this particular appeal case based on a pending civil case involving Commissioner Dela Pena and the Department of Revenue and Taxation.

Commissioner Dela Pena responded to the AG's objection and advised the Board that his civil case with the Department of Revenue and Taxation has been ongoing for years and that he has participated in other hearings involving the Department of Revenue and Taxation at no objection from anyone. However, Commissioner Dela Pena further remarked that if the Department of Revenue and Taxation persists in his removal from this case then he would waive his right to the Board to decide.

Chairperson Connelley stated that she would like to maintain Commissioner Dela Pena's presence in this case. However, Assistant AG Cruz maintained his objection and impressed upon the Board of the potential bias that may prejudice management's case especially because of the Rule of Four.

The Legal Counsel advised the Board on the "Rule of Necessity."



Commissioner Mendiola requested the Chairperson to reconsider her position and stated that he was inclined to agree with the objection from the Assistant AG.

For the record, Attorney Horecky objected to any further continuance by the Board.

Commissioner Dela Pena willingly withdrew from participating in this particular adverse action appeal case.

Upon his withdrawal, only three members of the Board were available. Therefore, the Board could not continue the appeal hearing of Franklin Guerrero v. Department of Revenue and Taxation due to a lack of quorum.

Upon mutual agreement of all parties, the appeal hearing was rescheduled to October 1, 1987.

The Chairperson advised all the witnesses present that they were still under subpoena for the hearing on October 1, 1987 and on October 15, 1987. The Chairperson further stated that it would be up to the Attorneys to advise their witnesses on which date to appear based on when they needed them.

The Board at this time called a five minute break at approximately 4:40 p.m. Commissioner Cannon arrived at the meeting at approximately 4:45 p.m.

#### V. GENERAL DISCUSSION:

The Executive Director advised the Board on the following Commission activities: (1) the off-island trip of Elaine Faculo-Gogue to attend an EEO workshop in Washington, D.C. ; (2) the anticipated training programs to be attended by the staff; (3) the layoff procedures promulgated by the Governor; (4) the Letter to the Editor in the Guam Tribune written by one of the staff expressing her own opinion on the implementation of the Option 1 pay raises; (5) the status of the meetings between the Commission staff and the nurses; (6) the need to amend the salary schedule from pay ranges 51 - 60 upon the implementation of Option 1; (7) the status of the desk audits for the personnel management analysts; and (8) the decision of one of the staff, Luis Baza, to remain at the Commission even after being considered for a possible promotion to Guam Memorial Hospital. Mr. Baza was present during the general discussion portion of the meeting to share with the Board his reasons for wanting to stay with the Commission.

The Chairperson expressed her satisfaction with Mr. Baza's decision and stated that she felt that he made a very good decision. The Chairperson, as well as Commissioner Mendiola, commended Mr. Baza for a well-prepared and organized staff report and packet on the Guerrero v. Revenue and Taxation case.

On other matters, the Legal Counsel briefed the Board on the court decision involving Dennis Quinones v. Department of Public Health and Social Services, and its reinforced impact on the Rule of Four.

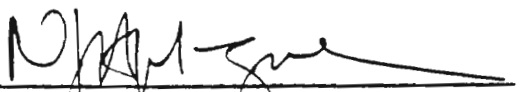
In addition, the Chairperson shared the concerns from the Senators "to put more teeth" into the Commission's enforcement authority. This issue was discussed during the confirmation hearing of Commissioners Cannon and Camacho that morning.

In concluding the general discussion, Commissioner Mendiola re-emphasized the Board's position in support of the full implementation of Option I for all government employees.


**VI. ADJOURNMENT:**

There being no further discussion, a motion to adjourn was made by Commissioner Cannon and seconded by Commissioner Dela Pena. Meeting adjourned at 6:35 p.m.

Reported by:

  
\_\_\_\_\_  
NORMA J. AFLAGUB  
Executive Director

APPROVED BY:

  
\_\_\_\_\_  
MARIA S. CONNELLEY, Chairperson  
Civil Service Commission Board



# MERIT!

Government of Guam



## CIVIL SERVICE COMMISSION MINUTES

September 10, 1987

The Civil Service Commission Board met on September 10, 1987 at the Governor's Cabinet Conference Room, Adelup Complex for the purpose of: (A) Signing of Orders, Motion to Dismiss the Adverse Action Appeals of Edward Blas v. Department of Commerce and Joseph Quan v. Department of Commerce; (B) Above Step Recruitment for Administrative Services Officer, Department of Youth Affairs; (C) Nurses Petition; (D) Layoff Procedures; (E) General Discussion.

### MEMBERS PRESENT

Maria S. Connelley, Chairperson  
Willis Cannon, Vice-Chairperson  
Felix Camacho, Commissioner  
Eddie Dela Pena, Commissioner  
Edward Mendiola, Commissioner

### CSC STAFF PRESENT

Norma Aflague, Exec. Director  
Ron Aguon, Legal Counsel  
Josephine Cruz, PMAdmin.  
Shaneen Garcia, Admin. Asst.

### I. CALL TO ORDER:

The meeting was called to order at 4:10 p.m. by Board Chairperson, Maria S. Connelley.

### II. APPROVAL OF MINUTES:

Commissioner Camacho moved to approve the minutes of August 27, 1987. The motion was seconded by Commissioner Mendiola. Commissioners Connelley, Cannon, Camacho, Mendiola and Dela Pena voted to approve the Minutes of August 27, 1987 as presented.

### III. OLD BUSINESS:

#### A. Signing of Orders, Motion to Dismiss the Adverse Action Appeals of Edward Blas v. Department of Commerce and Joseph Quan v. Department of Commerce

Due to the absence of Commissioner John Ishmael, who was off-island, the Board deferred action on the Signing of the Orders for Edward Blas and Joseph Quan.

**IV. NEW BUSINESS:**

**A. Recruitment Above the Minimum Step for Administrative Services Officer, Department of Youth Affairs**

Representing DYA were Lydia Topasna, Director and John Camacho, Deputy Director.

Mr. Camacho justified the above step recruitment of the applicant, Mr. George Santos, based on Mr. Santos' unusual qualifications. According to Mr. Camacho, Mr. George Santos has 33 credits towards a master's degree and has considerable management experience compared to the other applicants who were interviewed for the position.

Based on the justified presentation by the DYA officials, Commissioner Felix Camacho moved to approve the above step recruitment request of Mr. George Santos at Pay Range 38, Step 8 at \$25,717 per annum. The motion was seconded by Commissioner Dela Pena. Commissioners Connelley, Cannon, Camacho, Dela Pena and Mendiola voted in favor of the motion.

**B. Nurses Petition**

Representing the thirty-three (33) nurses employed at the Department of Public Health and Social Services was Rosalita T. Perez, who served as spokesperson for the evening. Also present was Ms. Mary Matanane.

Ms. Perez read the nurses' written testimony to the Board and provided copies to the Commission.

In addition to the issues reflected in the written testimony, Ms. Perez also mentioned that "the granting of pay raises to the teachers and the GMH nurses negates the reason of availability of funds."

Ms. Matanane added that "treating the same classes in a different manner is not equitable ... CSC needs to address inequity."

Commissioner Dela Pena remarked that "... it's becoming a matter of those who have the budget gets the increases ... it is up to the employees like you to fight ... we do agree that there are inequities in salaries."

After Ms. Perez and Ms. Matanane shared their concerns on behalf of the nurses, the Board deliberated on the nurses petition.

Commissioner Mendiola commented as follows: "... I don't care how

we go about it someone is going to be unhappy ... the only thing to do is to state our position to the Legislature and to the Governor."

Commissioner Camacho further commented: "... we cannot effect anything ... the Governor and the Legislature hold the purse string ... the government is in deficit for a long time and not getting any better."

Chairperson Connelley remarked that the government employees have gone through deep psychological impact and that the Governor could go ahead and implement Option 1 with the following suggestions: to withhold any increments until funds are available, impose stricter hiring freeze and continue his efforts to reorganize agencies with duplicating functions.

After much discussion, the Board directed the Executive Director to prepare a position paper to the Governor and to the Legislature reflecting the Board's support of the full implementation of Option 1.

#### **C. Layoff Procedures**

Ms. Josephine Cruz, Personnel Management Administrator of the Commission, presented the proposed additional procedures governing layoff of government employees that she prepared for the Board's consideration.

The Board reviewed each section of the proposal and made additions and changes. The Board also recommended to the staff to research certain provisions and make additions or changes at a later date.


Commissioner Camacho moved that the Board approve the proposed layoff procedures in concept with changes to be made based on discussion among the Board members; and to delegate to the Executive Director the authority to make additions and/or changes and thus to finalize the procedures and transmit it to the Governor. The motion was seconded by Commissioner Dela Pena. Commissioners Connelley, Cannon, Camacho, Dela Pena and Mendiola voted in favor of the motion.

#### **V. ADJOURNMENT**


There being no further discussion, a motion to adjourn was made

by Commissioner Camacho and seconded by Commissioner Cannon. Meeting adjourned at 8:15 p.m.

Reported by:

  
\_\_\_\_\_  
NORMA J. AFLAGUE  
Executive Director

APPROVED BY:

  
\_\_\_\_\_  
MARIA S. CONNELLEY, Chairperson  
Civil Service Commission Board



ROSA SALAS PALOMO  
Director of Education

OFFICE OF THE DIRECTOR

DEPARTMENT OF EDUCATION  
GOVERNMENT OF GUAM  
P.O. BOX DE  
AGANA, GUAM 96910  
TEL.: 472-8801/2/3/4

JUN 15 1988



ANITA A. SUKOLA  
Deputy Director

ATTACHMENT 8

MEMORANDUM

TO: Executive Director, Civil Service Commission

FROM: Director, Department of Education

SUBJECT: Input on "Reevaluation Study of Department of Education Administrators' Positions".

I want to thank you for allowing the Department of Education additional time to complete its analysis of the Commission's re-evaluation study. The additional time has enabled me to meet with administrators and gather pertinent information relative to historical events surrounding the administrator salary issue.

As I understand, our administrators were given a 5% raise at the time school teachers were given 100% of Option I. In the case of teacher raises this amounted to a 25-30% increase in salaries. Other Government of Guam workers were given 60% of Option I. In some cases the increase in salary was as much as ten (10) pay ranges. I do not know the average percentage raise for these workers, but I am sure it was more than the 5% administrators were granted by P.L. 18-32. I do not believe it to be equitable for administrators to receive only a 5% increase in salary. Teachers received their raises; other Government of Guam workers will eventually receive all of Option I raises; our school administrator salaries will remain at levels that provide very little incentive for new talent to move from the teaching ranks into school or central office administration.

As I view the situation, the Government has only one or two remedies or alternatives to pursue. The Government could (and this is consistent with my testimony before the 19th Guam Legislature) reinstate Public Law 15-138 in its entirety and re-compute all administrator salaries retroactive to August 1986 based on this Public Law.

A second alternative would be to grant administrators an additional 25% increase over what their salaries were in August of 1986. This would, in effect, give administrators a percentage increase equal to the increase teachers received. Naturally, no matter the course of action ultimately adopted, these salary adjustments must be retroactive to August 1986.

As I am sure you can imagine the input solicited from administrators is voluminous, to say the least. I will not repeat, in this memorandum, what is most competently outlined in the materials I have attached for your review. I will only briefly summarize the input in general terms so that you may obtain an overall view of the discrepancies and inequities uncovered by the administrators.

1. Generally, the proposal failed to provide equity among the Department's central office administrators, school administrators, consultant administrators and the teacher classes of positions. I believe this to be the result of administrative anomalies, i.e. limitations on the number of pay ranges and steps (60 and 10 respectively) inherent in the Civil Service Commission salary schedules. This situation results in unreasonable pay range spreads (differences) between, for example, school principals and their immediate supervisors (the Associate Superintendents) and Personnel Specialist IV and the Assistant Personnel Services Administrator and the Administrator, Personnel Services. There are other examples as well (School Program Consultants and the teacher classifications).

2. If equity is really the issue, then it seems that those positions with the same title should receive the same pay range assignment.

3. The Commission did not address the fact that the Legislature saw merit in reviewing the jobs of school administrators based on responsibility, liability and educational requirements. I submit that no other position within the Government of Guam is liable for the safety and health of more individuals than a school administrator, yet the Commission continues to try to equate these positions to other Government of Guam classifications. We have also argued, quite successfully elsewhere, that among school administrators there are differences in liability and responsibility that would warrant higher pay ranges for high school principals than for middle and elementary administrators. The current Commission reevaluation study allows the pay ranges of these positions to encroach upon each other. Nationally, high school principals, on the average, make about \$6,000 per year more than elementary school principals. The differences between assistant principals at these levels are similar.

4. The generally higher salary schedules for the Guam Community College Vocational High School program administrators and teachers compared to their Department of Education counterparts has not escaped the notice of the Department of Education. Is this equitable? I



realize the Commission has no control over the salaries of the Community College, however I trust you will take note of the Department of Education's concern with this inequity.

5. Equating the SPC position with a Program Coordinator IV position is not equitable. I do not understand how this could have been done given the role of the School Program Consultant which transcends the rather straight forward process of program coordination. I believe the input submitted by the SPC, Guidance and Counseling attached to this memorandum needs to be carefully studied by your staff.

6. I am also puzzled by the fact there appears to be little or no consistency to the steps assigned under the new classification. I think the inconsistency can be traced to an administrative convenience. By this I mean the Commission was constrained to make sure all positions would fit into the 60 pay ranges allowable under law. What this in effect did was create situations where administrators actually lost steps (longevity?). The only other operating principle I can discern is to perhaps keep salaries under the reevaluation study as close to where they were under the old system. It is true that "each employee will realize a salary increase", however did the commission undertake a study to find out just what the average increase was? I think you will be surprised to learn that the average annual increase turned out to be about \$727.

7. A number of positions were left out by the Commission. For your information the SPC, School Health Program (Faye Carbullido), the Computer System Analyst I (Roland Taimanglo) and Coordinator, Library Services (Ana Sloan) were not listed in the Employee Impact section. I fail to see how these could have been left off the list since it would have been Mr. Taimanglo who ran the computer programs that produced the list for your use.

8. It may be true that under Rule 912.27 administrators are eligible for overtime pay. However, what the Commission has failed to consider is that these "extra-duty" hours are not really overtime, but through tradition and past practices are a part of the liability and responsibility administrators assume when engaged in the role of administration and supervision of school activities. These activities take place at all hours of the day, early evening, Saturdays and Sundays. These are not casual "overtime" occurrences but represent stable factors in every school administrator's daily schedule. Their classification scheme and compensation should reflect those factors.

These are just a few of the comments I would like for the Commission to consider. I have attached input from various administrators for your reference and use.

On another matter, but certainly related, I would like to request that the Civil Service Commission carefully review the positions which at one time required teaching experience. During the 1980 reallocation several positions ( Administrator, LRC, Administrator, RPE, Education Certification Officer, Assistant Personnel Services Administrator) were unilaterally revised to exclude the requirement of teaching experience. This is rather puzzling to me since I believe these positions require first hand experience with children in the classroom and knowledge of child and adolescent psychology, curriculum, standards and practices, models of teaching in order to discharge their considerable duties and responsibilities. I believe a grave injustice has been done to the Department of Education and the people of Guam with respect to these positions. We should be ever mindful of upgrading the qualifications and requirements for employment in the Government of Guam. We are no longer in a position to require anything less than a Bachelor's degree and in many instances a master's or doctorate would definitely be preferred. In fact, I would support the re-writing of class standards and desk audits of all administrators. It is my belief they are out of date and could use a great deal of updating and comparison with positions in other educational jurisdictions in the continental United States and Hawaii.

  
ROSA SALAS PALOMO

Attachments

cc: The Governor  
Speaker, Nineteenth Guam Legislature  
Chairwoman, Committee on Education  
Chairman, Committee on General Governmental Operations



ROSA SALAS PALOMO  
Director of Education

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DEPARTMENT OF EDUCATION  
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P.O. BOX DE  
AGANA, GUAM 96910  
TEL.: 472-8901/2/3/4

*Jeff*  
  
ANITA A. :  
Deputy D

1987

MEMORANDUM

TO: Executive Director, Civil Service Commission

FROM: Director, Department of Education

SUBJECT: P.L. 18-32 and Administrator Salaries

My staff has shared a copy of your memorandum of July 27, 1987 with me. Several of the Department's administrators have been curious as to the status of your staff's recommendations. I am anxious to provide input on the draft recommendations as promised in the above memorandum. I would appreciate it if you would give me a timeline for our review of this revised proposal and how soon I may expect the proposal to be made available for review and input.

Several administrators have indicated to me they are banning together to file a claim against the Government regarding implementation of Public Law 18-32. While I do not believe this to be necessary, I feel the need to respond to these administrators with concrete facts. Quite frankly, I need your input so I can honestly and accurately advise these employees as to the action I would recommend.

Rosa S. Palomo

cc: Governor of Guam  
Speaker, Guam Legislature  
Attorney General of Guam



ROSA SALAS PALOMO  
Director of Education

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ANITA A. SUK  
Deputy Direc

March 14, 1988

MEMORANDUM

TO: Governor of Guam *and same letter to*  
FROM: Director of Education *Senator Quintana*  
SUBJECT: Public Law 18-32 and Education Administrator's Salaries

Today I met with a group of education administrators concerned about the Civil Service Commission's implementation of P.L. 18-32. You may recall that P.L. 18-32 repealed P.L. 15-138 and required the Civil Service Commission, with input from the Department of Education, to place administrators of the Department on the Civil Service Commission pay scales ( Pay Range 1 - 60). Any upward adjustment of salaries as a result of this placement was to be retroactive to October 1, 1986. It is now approximately 18 months later and education administrators still have not been placed on the Civil Service Commission pay scales.

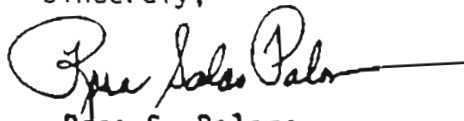
We also discussed the fact that P.L. 18-32 gave teachers 100% of Option I, exempted administrators from receiving Option I and repealed a law (P.L. 15-138) designed to perpetuate salary differences between an administrator and those supervised (teachers). This law also gave education administrators a token 5% salary increase. Our administrators feel this law discriminated against them and unjustly penalized them because they were administrators. The overall affect of P.L. 18-32 was to narrow the compensation gap between a supervisor (administrator) and those supervised (teachers). In some cases professional 12 month employees with the same of higher qualifications and experience earn about the same amount of money as 9 month employees of comparable experience and qualifications. For example, a School Program Consultant on a twelve month duty year (2,080 hours) makes a Step 1 salary of \$24,157 per annum (2,080 hours); and a Teacher VI, Step 1 makes \$24,937 per annum (1,480 hours). There are other illustrative examples, however this one case should be sufficient to point out a problem with P.L. 18-32 and the repeal of P.L. 15-138.

It is also unfortunate that the recent enactment of laws to compensate Guam Community College administrators and teachers with full implementation of Option I creates a severe problem for the Department of Education; due to the unequal application of Option I we will experience a loss of professional

the unequal application of Option I we will experience a loss of professional employees to the Community College and University. We will find it increasingly difficult to recruit teachers and administrators if salaries for comparable positions are higher at G.C.C. than they are at D.O.E. Already there have been cases of talented education administrators returning to the classroom due to the inequities caused by P.L. 18-32. Your leadership and assistance is humbly solicited in this matter.

I would like to recommend that legislation be enacted that would extend Option I to all education administrators and that this Option I be retroactive to October 1, 1986 as per the language in P.L. 18-32.

Sincerely,



Rosa S. Palomo

cc: Territorial Board of Education  
Executive Director, Civil Service Commission



PERSONNEL SERVICES DIVISION  
DEPARTMENT OF EDUCATION  
GOVERNMENT OF GUAM

P.O. BOX DE  
AGANA, GUAM 96910



OSA SALAS PALOMO  
Director of Education

May 17, 1988

Associate Superinten  
Assistant Associat  
472-8901

MEMORANDUM

To: Chairman, Department of Education  
Administrator Salary Task Force

From: Personnel Services Administrator  
(Associate Superintendent, Personnel Services)

Subject: Civil Service Commission Proposed Reevaluation  
Study of Department of Education Administrator  
Positions



Responding to Civil Service Commission's proposed Reevaluation Study of Department of Education Administrator positions in its April 7, 1988, memorandum I herewith make the following general recommendations:

Recommendation #1

Civil Service Commission must desist to make comparison of positions between those in the Department of Education and other Government of Guam Department and Agencies.

Comments

Each department and agency in the Government of Guam has its own mission; therefore each has its own duties and responsibilities. To compare like position titles between departments is likened to comparing McIntosh Apples and Johnathan Apples even though they are both called apples.

And if Civil Service Commission must compare, then it must be fair and be consistent in its comparison unlike its recommendation for the positions of Personnel Services Administrator (DOE) Pay Range 51 which is compared with Personnel Services Administrator (Autonomous Agency) Pay Range 51, but not with Personnel Services Administrator (DOA) Pay Range 56. The assignment of pay range 51 is for the position Personnel Services Administrator (DOE) is a very good example of iniquity, therefore making Civil Service Commission's preaching for parity a complete farce.

Page Two  
Memo to Chairman, DOE Administrator  
Salary Task Force  
May 17, 1988

Recommendation #2

If Civil Service Commission is so insistent on parity, then it must conduct a wider study of salary schedules to include comparison of Pay Plans of school districts on the U.S. Mainland.

Comments

If such study were conducted it will show that the administrators in the Government of Guam Department of Education are underpaid.

Recommendation #3

Civil Service Commission should compare positions within the Department of Education based on the duties and responsibilities and on the level of authority, not on whether an administrator position requires teaching or does not require teaching.

Comments

Until the 1980 Government-wide Reallocation of positions all Department of Education administrator positions required teaching experience. This requirement was unilaterally deleted; the Department of Education had no input on this matter.

Recommendation #4

Restore the former position titles and the minimum training and experience in the qualification requirement of all Department of Education Administrator positions prior to the 1980 Government-wide reallocation of positions.

Comments

In the 1980 Government-wide reallocation of positions, the minimum training and experience required for all administrator positions were reduced such that the requirement for Master's Degree with some specific courses was reduced to a Bachelor's Degree under A, and to High School with years of experience under B.

Page Three  
Memo to Chairman, DOE Administrator  
Salary Task Force  
May 17, 1988

The minimal requirement for administrator positions from a Master's Degree to less than a Bachelor's Degree at a time when there are more people with Master's Degree in the community is questionable especially since this was done without any input from the Department of Education. It behooves the Civil Service Commission therefore, to consider this recommendation. It may not be too late to ask the Guam Legislature to conduct an investigation on the merit of the lessening of the qualification requirements in the 1980 Government-wide Reallocations of positions.

Recommendation #5

Allow a comfortable difference between the Pay Range of the Supervisor and the subordinate of a class or of a series for example as follows:

Personnel Services Administrator	Pay Range 51
Assistant Personnel Services Adm.	Pay Range 50
Personnel Specialist IV	Pay Range 50

Comments

This proposal is incongruous. It is an insult to the position and much more to the incumbent that has the ultimate responsibility in the Division. The difference of one (1) Pay Range provides no incentive for the Assistant Personnel Services Administrator to aspire towards eventual pursuit of the next higher position at one (1) more Pay Range, likewise for the Personnel Specialist IV.

This same situation exists for other positions in the proposal.

Recommendation #6

Give the Director of Education the greatest latitude in her recommendation, and for that matter other directors as well in similar situations, excepting where laws may be violated.

Comments

The Director is the one who has the greatest perception of how departmental programs and recipients of such programs can be adversely affected when the Pay Plan of the incumbents are at stake. To say that no one will lose salary with the proposal is an insult to my intelligence.



Page Four  
Memo to Chairman, DOE Administrator  
Salary Task Force  
May 17, 1988

These concerns/recommendations affect me in my position as Personnel Services Administrator (Associate Superintendent, Personnel Services) as well as many other Department of Education Administrators. Inclusion of these concerns/comments in the Department's response to Civil Service Commission is greatly appreciated.

  
FELISA B. GUTIERREZ

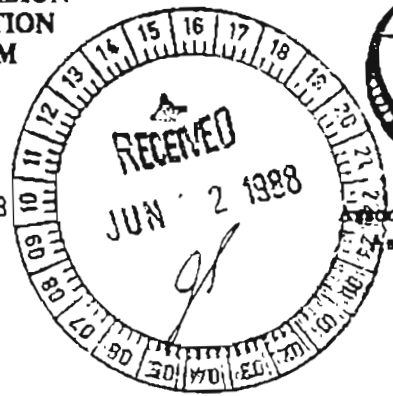


OSA SALAS PALOMO  
Director of Education

PERSONNEL SERVICES DIVISION  
DEPARTMENT OF EDUCATION  
GOVERNMENT OF GUAM

P.O. BOX DE  
AGANA, GUAM 96910

June 1, 1988



Associate Superinten  
Assistant Associa  
472-8901

MEMORANDUM

To: Chairman, Administrator's Salary Task Force

From: Assistant Administrator, Personnel Services

Subject: Input to Second Draft of Re-evaluation Study  
of Department of Education Administrators Positions

I have reviewed the Civil Service Commission proposed Second Draft of Re-evaluation Study of Department of Education Administrators positions. In this review, I have found some glaring inconsistencies, the most obvious are those related to personnel management. The following therefore lists established positions with their pay ranges and the proposed pay ranges for the Department of Education positions which are provided as initial comparison to illustrate the complex task in arriving at an equitable salary structure:

1. Established Positions with Option I

- Personnel Services Administrator (DOA)	PR 56
- Assistant Personnel Services Administrator (DOA)	PR 52
- Personnel Services Administrator (AA)	PR 51
- Personnel Specialist IV	PR 49

2. Proposed D.O.E. Positions With Option I

- Personnel Services Administrator	PR 51
- Asst. Personnel Services Admin.	PR 50
- Elem. School Principal (Student Enrollment 2001-up)	PR 55
- Assoc. Superintendent, Elementary	PR 56
- Secondary School Principal (Student Enrollment 2001-up)	PR 55
- Assoc. Superintendent, Secondary	PR 56

A quick review of the above shows that the proposal failed to accomplish equitability amongst the personnel management class of positions. There are different pay ranges assigned to the positions of Administrator of Personnel Services.

Page 2

Input to Second Draft Adm. Position

JUN 0 1 1988

The Assistant Personnel Services Administrator of the Department of Administration even has a higher pay range than the other Personnel Services Administrators. Is this equitable? There appears to be two (2) classes of Personnel Services Administrators. The Personnel Services Administrator, Department of Administration is at Pay Range 56 while the Personnel Services Administrator, Department of Education and Autonomous Agency are at Pay Range 51. Is this equitable? Why is it that the Assistant Administrator, Personnel Services, Department of Administration is at Pay Range 52, one Pay Range higher than the Administrator, Personnel Services for Department of Education and Autonomous Agency which are at Pay Range 51?

In looking at the difference between the Civil Service Commission proposal for the Department of Education Administrator, Personnel Services, at Pay Range 51 and the Assistant Administrator, Personnel Services, at Pay Range 50, is it reasonable to assume that the additional in duties and responsibilities only amounts to a difference of one (1) Pay Range?

Another comparison that the commission needs to review closely is the difference between the School Principal for Elementary with student enrollment of 2001 and above and the Associate Superintendent, Elementary. This is similar to the counterparts at the secondary level. The School Principal is at Pay Range 55 while the Associate Superintendent is at Pay Range 56. Again, is it to be assumed that the additional duties and responsibilities amount only to a difference of one (1) Pay Range? It seems that the proposal is more generous with other departments than with the Department of Education. There is no position within the Department of Education structure that has a Pay Range assignment beyond Pay Range 56.

When the Department of Education Administrators Salary pursuant to Public Law 15-138 was implemented in 1980, the Civil Service Commission reviewed each administrative position to determine what should be the assigned factor or level based on duties and responsibilities and or qualification. The Civil Service Commission determined then that the Administrator of Personnel Services was equal or comparable to the other Division Heads such as the Associate Superintendents for Elementary Education, Secondary Education, Special Education, and the Administrator Chamorro Studies, and the Administrator of Research, Planning and Evaluation, all at salary factor 1.70. What has changed since then? Why were these positions comparable then but not comparable now? What has changed to assign the Personnel Services Administrator at a lower pay range?

Page 3

Input to Second Draft Adm. Position

JUN 01 1983

RECOMMENDATION

1. The Civil Service Commission should provide a reasonable pay range spread between the Personnel Specialist IV, Assistant Administrator Personnel Services, and the Administrator Personnel Services.
2. The Civil Service Commission should provide for the same Pay Range for all like positions in the Government of Guam. Isn't this the objective?
3. The Civil Service Commission should provide for a reasonable pay range spread between the position of School Principal and the Associate Superintendent of Elementary and Secondary schools.
4. The Civil Service Commission should carefully review the positions which at one time required teaching experience which now don't and have them restored. Such positions are the Administrator, LRC, Education Certification Officer, Department of Education Assistant Personnel Services Administrator, Department of Education Personnel Services Administrator, and the Administrator, Research, Planning and Evaluation. It is my contention that if a person in these positions do not have any background in education, they could not be effective in their current functions. These positions have a direct link to the concept of classroom education and not simply providing statistical reports and the processing of personnel actions.

  
LUIS S.N. REYES



BUILDING & GROUNDS MAINTENANCE DIVISION  
 DEPARTMENT OF EDUCATION  
 GOVERNMENT OF GUAM  
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 AGANA, GUAM 96910  
 TEL: 477-8650/2540



ROSA SALAS PALOMO  
 Director of Education

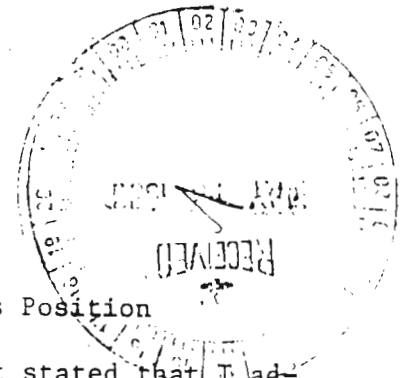
ANITA A. SUKOL  
 Deputy Director

May 13, 1988

To: Chairman, Administrative Salary  
 Task Force Department of Education,  
 Dr. Jeff Shafer

From: CIP Administrator

Subject: Appeal to Civil Service Commission  
 Reevaluation Study of DOE Administrators Position



In the 1983 Position Description, (Attachment I), it stated that I administer custodial services programs. In fact, at that time as an interim only, I was charged with the responsibility of administering, designing and recommending the Department of Education an [overall] reorganizational plan for the custodial services program. The Board of Education did not approve the plan, giving the supervision of custodians to the building Principals' administration.

The Civil Service Commission in its April 7, 1988 Draft did not properly describe my functions in the administration of CIP Projects and Programs. I do not coordinate administration of CIP. I administer CIP. I do not implement but rather, administer Energy Conservation Programs.

As an update, I administer the following programs/projects of the Department of Education:

- A. CIP Projects
- B. Energy Conservation
- C. Contracts
- D. Short, middle, and long range DOE plans (1989 DOI Fund Request, School Repair Assessment)
- E. Development of specifications for contracts (Cafeteria Central Air-Condition, Elevators, Pest Control, Intercom, Resurfacing of Gymnasiums and Communication Projects)
- F. Program Designs (Energy Conservation, Safety [on-going], Preventive Maintenance)
- G. Monitoring projects for quality assurance of on-going projects (Local, Federal, Private [PTA] Funds/Projects)

In the interest of justice, I feel that my erroneously described Position appearing on the title column of the position-to-position comparison on the April 7, 1988 Draft copy (table C page 19 of 33 copy herein attached) be re-evaluated and updated.

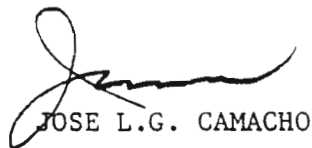
Appeal to CSC - Re-evaluation Study of DOE Administrators Position  
May 13, 1988  
Page 2

By the spirit and intent of the principles of equal pay for equal work, the minimum Civil Service Commission Pay Range recommendation of PR-54 is justifiable, giving me upward mobility commensurate with the quantity, complexity and quality of responsibility under my purview. This position is not necessarily comparable to Program Coordinator IV nor comparable to other Government Services or Functions. The magnitude and diversity of services or functions of DOE is comparable to no other Government Agency or instrumentality of the Government of Guam.


You will find that on November 4, 1983, I was detailed to serve as Chief Planner to administer CIP Projects and Energy Conservation activities (Attachment II).

Since September 17, 1985 to present, I was promoted to Capital Improvement Administrator, administering projects as outlined above (Attachment III).

It is only fair that a reconsideration of my proposed Pay Range be given just and serious attention.

  
JOSE L.G. CAMACHO

Concurred by:

  
\_\_\_\_\_  
MANUEL T. PALACIOS, Manager  
Facilities & Maintenance

Project 9779  
*File*

ATTACHMENT 1

Government of Guam  
 POSITION DESCRIPTION

REVISION /  
 AMENDED / /  
 DATE:

1. DEPARTMENT OR AGENCY DEPARTMENT OF EDUCATION		2. DIVISION / SECTION MAINTENANCE DIVISION	
3. PRESENT JOB (PAYROLL) TITLE MULTI-MEDIA MAINTENANCE COORDINATOR		4. BUDGETED POSITION No. 052496001	5. PRESENT: P/R STEP SALARY R30 / /
6. NAME OF EMPLOYEE (LAST) CAMACHO,		(FIRST) JOSE	(INITIAL) L.G.

8. JOB DUTIES: List duties in general order of importance. Describe each major duty or function you perform in a separate paragraph and each duty in a separate sentence. Explain the kind and amount of work guidance you receive from supervisor, manuals, or established procedures. Attach additional sheets if necessary.

SUPERVISOR:  
 List the name title of each worker you supervise, if any.

1. To supervise, direct, coordinate and administer technical support services, which encompasses Capitol Improvement Project, Quality Control, Contract Administration and Energy Conservation Services.
  2. Attend and/or represent the division or department in various Capitol Improvement and Energy Conservation meetings.
  3. To plan, develop and direct the formulation of a buildings and facilities maintenance procedural manual including procedures for monitoring of implementation and follow-up.
  4. To review and coordinate with other government agencies and independent contractors plans and transactions relating to Educational Capitol Improvement Projects including the development of procedures to monitor expenditures and compliance with approved standards and specifications, building codes, regulations, Public Laws and Contract Agreements.
  5. To plan and coordinate seminars, workshops, orientations, and conferences with School Building Administrators and other appropriate personnel relative to buildings and facilities maintenance procedures, enforcement and follow-up.
  6. To review and recommend to the Manager solutions to current and anticipated problem areas in Building and Facilities Maintenance and Educational Capitol Improvement Projects including the preparation for the Director's signature correspondence and directives relating to implementation and enforcement procedures.
  7. To maintain liaison with other government agencies and departments including independent contractors.
  8. To maintain records and to prepare technical and administrative reports.
- Frank Blas - Maintenance Supervisor  
 Antonio Bernard - Multi-Media Technician II

JOB DUTIES (Con't.)

9. To perform other related duties as required by the Manager of Facilities and Maintenance.



Administrative or Supervisor Work Experience of Employee and Job Duties  
Maintenance.

(d) Licenses or certificates required: \_\_\_\_\_

(e) Knowledge, abilities, and skills: \_\_\_\_\_

FOR CLERICAL POSITIONS:

(a) Must employee be skilled typist (35 wpm)? Yes \_\_\_\_\_ No N/A

(b) Must employee be skilled stenographer (40 wpm)? Yes \_\_\_\_\_ No N/A

16. How long has the employee been performing these duties? Not Applicable

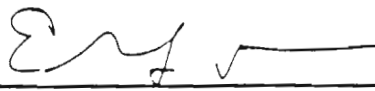
17. Are any of the duties listed by the employee occasional or performed less than 10% of the time?  
No N/A

If yes, explain in detail. N/A

18. Does the employee perform any of the listed duties only on a training basis or under closer than normal supervision? No \_\_\_\_\_

If yes, explain in detail. N/A

19. I certify that my comments above in addition to the position description commented upon is an accurate statement of the major duties, responsibilities and organizational relationships of this position; and the position is necessary to carry out government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment of public funds, and the false or misleading statement may constitute violations of such statutes and their implementing regulations.

  
\_\_\_\_\_  
Signature of Immediate Supervisor

11-8-83  
Date

BUILDINGS AND GROUNDS DIVISION  
DEPARTMENT OF EDUCATION  
P. O. BOX DE  
AGANA, GUAM 96910

ATTACHMENT I

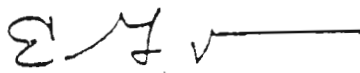
November 4, 1983

Memorandum

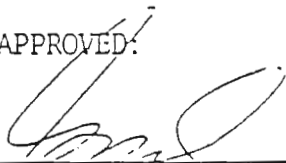
To: Jose L.G. Camacho  
From: Associate Superintendent, Buildings and Grounds  
Subject: Detail Appointment

In anticipation of administrating the Capital Improvement Projects, You are hereby detail to serve us as the Chief Planner for CIP section. As the Chief Planner under my immediate supervision, you are detail with the functional responsibilities of administrating, coordinating, and supervising all CIP programs.

In addition to CIP, all Contract Administration and Energy Conservation activities shall be under your overall supervision.

  
EDWARD A. LEON GUERRERO

APPROVED:

  
GLORIA B. NELSON  
Director of Education

DEC 11 1983  
Bldg. Supt. - Buildings  
Department of Education

NOTIFICATION OF PERSONNEL ACTION

FD-1000 (Rev. 1-75)

1. NAME (Mr., Miss, Mrs., One Given Name, Initials, and Surname) Mr. Jose L.G. Samacho		2. DATE OF BIRTH 12-22-36	3. SOCIAL SECURITY NO. 686-58-2984	4. DATE 6/17/88
THIS IS TO NOTIFY YOU OF THE FOLLOWING ACTION AFFECTING YOUR EMPLOYMENT:				
5. NATURE OF ACTION (Use Standard Terminology) PAY ADJUSTMENT Pay-Title Adjustment		6. LEGAL AUTHORITY	7. EFFECTIVE DATE	
FROM		TO		
Capital Improvement Programs Administrator \$20,258.00 P/A, (Level 30, Step 4) Department of Education Public Schools Maintenance (0048)		8. POSITION TITLE 9. PAY RANGE AND SALARY 10. DEPARTMENT OR AGENCY 11. DIVISION 12. SECTION 13. ALLOTMENT NO.	Capital Improvement Programs Administrator \$20,143.00 P/A, (Level 31, Step 4) DEPARTMENT OF EDUCATION PUBLIC SCHOOLS Maintenance (0048)	
14. BUDGET POSITION NO. FROM: TO:	15. POSITION CLASSIFICATION ACTION VICE ( ) NEW ( )	16. RETIREMENT Y = YES; N = NO	17. LIFE INS. Y = YES; N = NO CAT	18. HEALTH INS. Y = YES; N = NO CAT
19. TYPE OF CERTIFICATE/EXP. DATE	20. BASIS OF CLASSIFICATION	21. RESIDENT STATUS	22. NEW EMPLOYEE ( ) CONTINUING ( )	
23. REMARKS: THIS ACTION IS SUBJECT TO ALL APPLICABLE LAWS, RULES, AND REGULATIONS, AND IS SUBJECT TO POST AUDIT BY THE CIVIL SERVICE COMMISSION.  Pursuant to Public Law 15-15, and Public Law 10-1.  Funds will be charged under LRC (8100).  25. Certified Funds Available Amount \$20,143.00 P/A				
24. Associate Supt. Personnel Ser.		By: <u>EMILIA G. TROMBAY</u> For Certifying Officer Department of Education		26. APPOINTING AUTHORITY OR DESIGNEE <u>CLONIA W. ...</u>

*Handwritten signature and date: 6/17/88*

# Position to Position Comparison

**DRAFT**  
APR - 7 1988

Table C: DOE positions that are comparable to positions under the CSC Classification and Pay System

COMPARABLE POSITIONS UNDER THE CSC CLASSIFICATION AND PAY SYSTEM		DOE ADMINISTRATORS POSITIONS AND THE CSC RECOMMENDED PAY RANGE ALLOCATION		
POSITION TITLE	CSC PAY RANGE	POSITION TITLE	DOE PAY RANGE	CSC PAY RANGE RECOMMENDATION
7. Program Coordinator IV (cont.)	49	7d. Capital Improvement Programs Administrator	L30	49
		<ul style="list-style-type: none"> <li>- Develops, implements and coordinates the administration of capital improvement contracts and projects, the supervision of custodial services and the implementation of energy conservation programs in the Department of Education.</li> <li>- Requires Bachelor's Degree plus 4 years experience and 1 year of supervisory work.</li> </ul>		
		7e. Facilities & Maintenance Manager (DOE)	L45	52
		<ul style="list-style-type: none"> <li>- Administers the facilities and maintenance programs of the Department of Education.</li> <li>- Requires 6 years related work experience and 3 years of supervisory work.</li> </ul>		



Rosa S. Palomo  
Director of Education

# AGUEDA JOHNSTON MIDDLE SCHOOL

DEPARTMENT OF EDUCATION  
GOVERNMENT OF GUAM  
P.O. BOX HA  
AGANA, GUAM 96910



472-6785  
472-6947  
477-8071

E. H. Sablan  
Principal

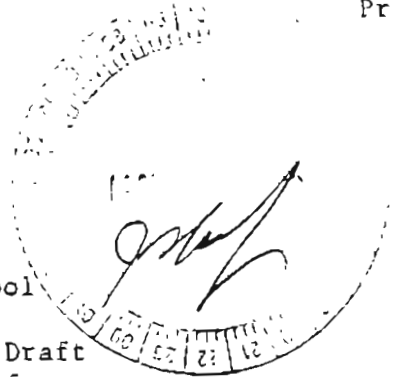
May 9, 1988

Memorandum

To: Jeff Shafer, Chairman  
Administrators Salary Review Task Force

From: Principal, Agueda I. Johnston Middle School

Subject: Input on Civil Service Commission Second Draft  
of the Reevaluation Study of Department of  
Education Administrators Positions




I am pleased to provide my input on the Civil Service Commission's Second Draft of the Reevaluation Study of the Department of Education Administrators Positions. My comments are as follows:

1. I believe in the guiding principal of "equal pay for equal work" and therefore recommend that a desk audit be conducted for all Department of Education Administrative Positions to determine the duties, responsibilities and minimum requirements in terms of knowledge, abilities and skills for each administrative or each classification of positions within the Department of Education.
2. The DOE administrative positions of Principals and Assistant Principals in my opinion are not comparable to other types of administrative positions within the Government of Guam or even within the Department of Education, except for those positions that are supervisory in nature to the positions of Principals or Assistant Principals. I therefore recommend that the DOE administrative classification and pay system be compared with a comparable administrative classification and pay schedule from a United States School District
3. Teachers' salary should be compared with those administrative positions that require a minimum number of years of teaching experiences. A meaningful difference in pay should be provided between the teachers and administrators. Teachers work 1480 hours versus 2080 hours for administrators. Yes, please consider holidays, annual leave, prep time and actual working hours. Teachers work approximately 300 minutes (5 hours) while administrators work 480 minutes (8 hours).

Input on Civil Service Commission Second Draft  
of the Reevaluation Study of Department of  
Education Administrators Positions  
May 9, 1988  
Page 2

4. I should be eligible for overtime compensation under Rule 912.27. However, to the best of my knowledge I have not requested for or have not received overtime compensation for overtime work performed. Therefore overtime work for Assistant Principals and Principals should be considered as a stable factor in determining pay and this can be determined in the work schedule. Overtime for supervision of games, Parent-Teacher Association meetings, membership in various DOE Committees are but a few examples of work performed in excess of eight hours.



EDWARD H. SABLAN

cc: File



A SALAS PALOMO  
Director of Education

DEPARTMENT OF EDUCATION  
GOVERNMENT OF GUAM  
P.O. BOX DE  
AGANA, GUAM 96910



Division of  
Pupil Personnel Services  
Tel. 472-8901/2/3/4

April 18, 1988

MEMORANDUM

TO: Administrator, Pupil Personnel Services

FROM: SPC, Guidance and Counseling

SUBJECT: Civil Service Re-evaluation of Administrators Salary

In reviewing the "merit" reevaluation study of DOE administrative positions, I noticed that the Government of Guam position, "Program Coordinator IV" is listed as pay range 49 while pay range 45 assigned to "School Program Consultant (SPC)." Speaking as a former Coordinator IV (five years of experience), now working as a SPC, I can say without fear of contradiction, that the duties and responsibilities of an SPC, not to mention the more stringent education and teaching requirements, are far more complex than those of a Program Coordinator. For example, SPC's are expected to design, develop and assist with the implementation of a variety of educational and counseling programs and projects. Although coordination is an important factor in an SPC's duties and responsibilities, it is more often a secondary, subordinate role. As an SPC, it is often necessary to develop teacher or counseling training programs and workshops as well as act as the facilitator or instructor. Finally, SPC's are responsible for assisting development and implementation of policy and procedures to carry out educational goals and objectives for both local and federal programs and projects to be piloted as in-school programs. For example, as the SPC for Guidance and Counseling, I was the Project Director for the Counseling Improvement Project, a federally funded program, that offered specialized training to elementary and secondary school counselors. In this role, it was necessary to develop the Counseling philosophy, originate the workshop content, and act as co-trainer in the area of teenage suicide and Crises Intervention. The point is, SPC's function in roles that transcend the rather straight forward process of program coordination.

Incidentally, the Substance Abuse Program Specialist is assigned a pay range 46. As an SPC, I have full responsibility for all drug abuse coordination and development of original prevention and intervention strategies for drug abuse programs.

DEL L. NORTHWAY



# George Washington Senior High School

Department of Education

P.O. Box 24147  
Guam Main Facility, Guam 96921

Phone 734-2911/14 734-2212

Marion C. Wright, Jr.  
Principal

Joaquin T. Reyes  
Assistant Principal—Personnel  
Eleuterio J. Mesa  
Assistant Principal—Personnel  
Karolyn L. Duponcheel  
Assistant Principal—Curriculum  
Martin T. Mondiola  
Assistant Principal—Business

May 9, 1988

## Memorandum

To: Dr. Shaffer, Directors Task Force  
Administrator Salary Committee

From: Principal, George Washington High School

Subject: Civil Service Re-Evaluation Study Input

The Civil Service Commission did not address the legislatures' mandate of evaluating the salary structure and establishing appropriate pay ranges based on responsibility - liability and educational requirements. The responsibility - liability factor should weigh the heaviest in the salary structure. Elementary and middle school administrators should now be considered on the same salary scale. Middle Schools operate like Elementary schools and do not have after school nor night functions. The present Middle school salary structure is based on the previous Junior high school salary structure.

Elementary/Middle school pay ranges should not engulf the high school pay ranges as they do now to where certain Elementary Principals make as much or more than the largest high school Principal's salary. The top of the Elementary/Middle school salary range should not exceed more than mid way into the high school salary range. At present the incentive in salary scales is to get out of high school administration and transfer into Middle/Elementary administrator positions because of the reduced responsibility and liability of dealing with Elementary/Middle school teachers and students who are much more compliant than are high school teachers and students. Activity funds at the Elementary/Middle school level are composed of twelve or less sub accounts compared to from fifty to seventy five accounts at the high school level and receive in an excess of \$100,000 per year. Many more comparisons could be made if needed. I have held all four administrative positions named above. By far the most difficult position to handle is the high school administrative position. Look at the present administrators and see who have held their present positions for what period of time, and where they are assigned today. Why are they where they are today? Do they want to go back to high school administration with the present salary schedule and load factor?



# Surplus? Nurses want Option 1 now

The admission by Mr. Mike Reidy, Director of the Bureau of Budget and Management Research, that the Administration underestimated the total revenues to be received by the government of Guam should come as no surprise to anyone. The Republican Party has always been noted for its conservative attitudes and its "let's play it safe" position on everything. Well, we now have a very simple question we would like answered. What position does the administration and the Republican Party now take on the implementation of 100 percent of Option 1, especially since Mike Reidy's revenue estimates was the basic foundation on which the "give to these employees and not to these others" was based. In other words, how does Mike Reidy and the rest of the administration say "Oops, so sorry, but we sort of missed the mark on GovGuam's earnings." Reidy's underestimation is equal to giving him a shotgun in a bathroom and he still couldn't hit any of the four walls.

Other questions should also be asked: How much of the revenues could be attributed to the 60 percent implementation, especially knowing that GovGuam employees are the most notorious for spending their paychecks? Why else would the newspapers and businesses on this island advertise so much on the day before a GovGuam payday? And if a portion of those "suddenly found" revenues can be attributed to the 60 percent implementation, how much more could have been realized by 100 percent implementation?

The injustice has already been com-



Nelia Cahinhinan  
Epifania Junsay  
Mary Matanane  
Melinda Treitas  
Brenda Mafnas  
Fe Amuan  
Vivian Acfalle  
Maria San Nicolas  
Ofelia Sison  
Teresa Concepcion  
Cynthia D. Varela

mitted. For those GovGuam employees who did not receive 100 percent implementation, the fact that credit to their retirement annuity base will be delayed for two years, at the least, and the fact that the government itself, through their inability to accurately appraise the government's earning ability is a disservice to the 4,000 employees who were denied 100 percent implementation while 5,000 received the full benefits of what rightfully, morally and ethically belonged to all employees of this government.

We are nurses who are presently suing the governor for 100 percent implementation of Option 1. Our suit is based primarily on the fact that GMH nurses, carrying the same qualifications as established by the Civil Service Commission, and in the same compensation classification as determined by law, were granted 100 percent implementation. Our suit is based on due process and equal protection. Now, with Mr. Reidy's revelations, there is another dimension added, that dimension being that the incompetence of government officials created these inequities or that these government officials purposely suppressed their revenue estimates in order to justify not granting 100 percent of Option 1 to all employees of GovGuam.

It is unfortunate that this particular election is only for members of the Guam Legislature but let no-one be mistaken, and most of all, let no-one underestimate the fact that this travesty of justice will be remembered even through 1990.

Rosalia Perez  
Lillian Perez Posadas

## Everyone jumping aboard Option 1 bandwagon because of election

4-19-88

I was very surprised that most of the senators now favor full implementation of Option 1. Now everyone wants to jump on the bandwagon because election is coming up in September and November 1988.

I remember when this issue surfaced back in 1987 Governor Ada and the Legislature were faced with a showdown on the budget that included full implementation. I hope as promised. When Governor Ada and Lieutenant Governor Blas were senators they were

anyway. Governor Ada vetoed the Budget bill because of full implementation. I hope the eight Republicans who voted against 100 percent implementation of Option 1 because they came out with the excuse just like

their Republican titular head that there was not enough money to implement 100 percent of Option 1, despite the fact that the teachers at DOE were already enjoying 100 percent Option 1. The senators in the Legislature then

decided to meet with Governor Blas on the matter. After the meeting a compromise was made. The compromise made was to go to 60.40 in other words 60 percent of their pay increase would be effective October 1, 1987 and the balance which is the sum of 39.60 percent was passed with eight Republicans and four Democrats voting for it.

The eight Democrats who brought voted against the compromise and are for full implementation of Option 1 were Elizabeth Arriola, Madeleine Z Bordallo, Hermina D. Dierking,

Marcia K. Hartsuck, Ted Neilson, Don Parkinson, John Quan, Joe T. San Agustin, and A.J. Sonny Shelton. These were the senators who believed in equity in the implementation of pay raises.

It's not a question of whether the Government of Guam can afford it; it's a question of when one group of Government of Guam workers get it then shouldn't everyone get it without any discrimination?

The question whether there is money should no longer be a question.

The island is on an economic boom so there should be a lot of money in the government coffers. The discriminatory action by Ada, Blas and the eight Republicans and 4 Democrats should not be forgotten. Now they are saving they are for full implementation of Option 1 because the election is nearing. I hope the people would realize that!

ANTONIO R. CHARFAUROS

# Most senators support full Option 1

By RON IGE,  
Daily News Staff

Most members of the 19th Guam Legislature support the concept of giving eligible government of Guam workers who haven't received 100 percent of so-called Option I salary increases the full amount of their raises retroactive to Oct. 1, 1987.

But that support, they say, hinges on whether GovGuam can afford such generosity.

About 5,000 GovGuam workers are receiving 100 percent of their increases, and the pay hikes for most of these people were effective on Oct. 1, 1987. About 4,000 workers received 60 percent of their pay increases on that date, and are scheduled to receive the balance effective Oct. 1.

Nine Democratic senators have filed an initiative measure that would give those 4,000 workers the balance of their pay increases retroactive to Oct. 1, 1987. The initiative will appear on the 1988 general election ballots.

Members of the 19th Guam Legislature were polled yesterday by the Daily News on their views of the Option I initiative, which are as follows:

- Sen. Elizabeth P. Arriola: The senator is one of the initiative's sponsors. Her concern was funding the pay increases, and she said she's looking at property tax increases and other means as potential sources of funding.

- Sen. J. George Bamba: "The only thing is, if the initiative passes, more than likely it will bankrupt the government. I doubt if the government would be able to stand a massive lump sum cash payment," he said.

- Sen. Madeleine Z. Bordallo: The senator said tactics might be used to delay paying out the balance of the pay increases, which is one reason she supports the initiative.

- Sen. Herminia D. Dierking (via telephone from off-island): The generation of government revenue is at an all-time high, as evidenced by Guam's booming economy, and there is enough money to fund provisions in the Option I initiative, she said.

ive, she said.

- Sen. Edward R. Duenas: "The biggest question is whether we have enough money to pay for it without crippling our essential programs. If we can make up for the past, there's no reason why we shouldn't do it," he said.

- Sen. Ernesto M. Espaloon: "I am in favor of Option I; I am opposed to the initiative. I feel that the bill that was passed by the Legislature reflected a compromise in view of the deficit faced by the government," he said.

- Sen. Franklin J. Gutierrez: "I'm hoping full implementation of Option I can take place in May. I would only favor giving the increases retroactive if we have the money available," he said.

- Sen. Marcia K. Hartscock: "A promise made is a promise that must be kept," she said.

- Sen. Alberto C. Lamorena III: "There is a legal snag: can we appropriate funds through initiative? The way the initiative is written, there is no source of funding," he said.

- Sen. Pilar C. Lujan: The senator said the law doesn't preclude senators from filing initiative measures, but she saw that as a means to get intended for the public's use as a means to get legislation passed.

- Sen. James G. Miles: "I am not supportive of (the initiative); it's unfair and unwise. I have nothing against pay raises for our employees provided our financial situation is improved," he said.

- Sen. Ted S. Nelson: "We're going this route because we felt we'll never get 11 votes among the Democrats. To me, that is rather disturbing," he said. The Option I issue was a commitment "made by everyone, including Ada/Blas, and it has to be kept," he said.

- Sen. Don Parkinson: "I would hope the Legislature would take action on this prior to the election, in which case the issue becomes moot. The island is in an economic boom, and I'm convinced that there's enough money to fund

Please see RAISES, Page 4

## BBMR not supporting passage of initiative

By RON IGE,  
Daily News Staff

The director of the Bureau of Budget and Management Research said yesterday that he hopes the initiative to give eligible government of Guam employees the balance of their so-called Option I salary increases retroactive to Oct. 1, 1987 fails in the November election.

"From the viewpoint of the Bureau of Budget and Management Research, we would hope the initiative is not successful. We're committed to paying the salary increases this fiscal year, and we're committed to paying a significant increase next fiscal year. We think that's sufficient," BBMR Director Michael J. Reidy said.

The Option I initiative will be up for vote in the 1988 general election. The initiative measure was filed by Sens. Elizabeth P. Arriola, Madeleine Z. Bordallo, Herminia D. Dierking, Marcia K. Hartscock, Ted S. Nelson, Don Parkinson, John F. Quan, Joe T. San Agustin and A.J. Sotelo. All are Democrats in the 19th Guam Legis-

ture.

"If the initiative is passed, it would entitle those eligible to full implementation of Option I retroactive to Oct. 1, 1987. The \$5.5 million necessary to fund the full implementation of Option I for this fiscal year (retroactive to Oct. 1, 1987) is \$5.5 million that we don't have," Reidy said.

"The administration is committed to paying the full Option I beginning Oct. 1, 1988, and given the financial condition of the government, having been able to provide the eligible GovGuam work force with 60 percent of the Option I this fiscal year and 100 percent next fiscal year, is in itself adding a tremendous strain and draw upon the general fund," he said.

Reidy noted that the law as written does not call for paying the balance of the pay increases to eligible employees retroactive to Oct. 1, 1987. The cost to fund 100 percent of the wage increases for all eligible GovGuam employees in fiscal 1989 is about \$18 million, he said.

## READERS' VIEWS

### *Left out in Option 1, nurses hit administration*

The admission by Mr. Mike Reidy, director of the Bureau of Budget and Management Research, that the Administration underestimated the total revenues to be received by the Government of Guam should come as no surprise to anyone. The Republican Party has always been noted for its conservative attitudes and its "let's play it safe" position on everything. Well, we now have a very simple question we would like answered. What position does the Administration and the Republican Party now take on the implementation of 100% of Option 1, especially since Mike Reidy's revenue estimates was the basic foundation on which the "give to these employees and not to these others" was based? In other words, how does Mike Reidy and the rest of the Administration say "Oops, so sorry, but we sort of missed the mark on GovGuam's earnings?" Reidy's underestimation is equal to giving him a shotgun in a bathroom and he still couldn't hit any of the four walls.

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that GovGuam employees are the most notorious for spending their paychecks? Why else would the newspapers and businesses on this island advertise so much on the day before a GovGuam payday? And if a portion of those "suddenly found" revenues can be attributed to the 50% implementation, how much more could have been realized by 100% implementation?

This injustice has already been committed. For those GovGuam employees who did not receive 100% implementation, the fact that credit to their retirement annuity base will be delayed for two years, at the least, and the fact that the government itself, through their inability to accurately appraise the government's earning ability is a disservice to the 4000 employees who were denied 100% implementation while 5000 received the full benefits of what rightfully, morally and ethically belonged to all employees of the government.

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It is unfortunate that this particular election is only for members of the Guam Legislature but let no one be mistaken, and most of all, let no one underestimate the fact that this travesty of justice will be remembered even through 1990.

ROBALIA PEREZ  
LILLIAN PEREZ-POSADAS  
RUFINA SANTUYO  
NELIA CAHINNINAN  
EPIFANIA JUNBAY  
MARY MATANANE  
MELINDA TRELTA  
BRENDA O. MAFNAS  
FE AMUAN  
VIVIAN ACFALLE  
MARIA SAN NICOLAS  
OFELIA BISON  
TERESA CONCEPCION

## Option I should've been implemented with so much money — Dierking

"Option I should have been implemented," Senator Herminia Dierking said, because GovGuam has sufficient funds as she predicted.

The Budget Act of 1988 (P.L. 19-10) originally authorized an annual expenditure level of \$236 million she pointed out. Subsequent appropriations to date by the legislature have brought the total appropriation level to \$246,558,364. (P.L. 19-10 to P.L. 19-18) she said.

The senator also observed that, as the government starts its final quarter this current fiscal year 1988, there are still several million dollars unappropriated in the general fund.

"And for the first time in 14

years, not only do we end up with a very balanced budget, we will also have a couple of million dollars in unexpended revenues," Dierking emphasized.

Governor Ada's fiscal advisers recently admitted that the government of Guam revenues in FY1988 could go as high as \$251 million.

The low revenue estimates of the administration last year ignited considerable controversy, including warnings of impending pay-off of thou-

sands of government employees unless several tax increases were adopted. A lower fiscal year 1988 budget was also prominently advocated by the administration.

resulting in the gradual implementation of Option I reclassification.

The chairwoman of the committee on Ways and Means pointed out that the committee's revenue estimate of \$251 million even at the time did not warrant "earthy compromises."

"It's too bad, not too many people believed me at the time," Dierking said. "But now the actual collection of revenues clearly show that I was right."

"There was no need to compromise the implementation of Option I. All these hardworking government employees should have gotten their well-deserved Option I reclassification at a 100 percent level this year," Dierking concluded.

# 9 senators want initiative for Option 1 full payment

Nine Democrat senators requested the Guam Election Commission on November 18 that an initiative measure providing for full implementation of salaries increases under Option 1 retroactive to October 1, 1987 "be prepared for placement on the ballot for voting, if sufficient signatures of registered voters be garnered during the time allowed by law.

The nine senators are William Don Parkinson, Marcia K. Hartsock, A.J. Sonny Shelton, Madeleine Z. Bordallo, Joe T. San Agustin, Ted S. Nelson, Herminia S. Dier-

ing, Elizabeth P. Arriola and John F. Quan.

Full text of the draft initiative measure follows:

"An Initiative to repeal and reenact Section 5 of Chapter XI of Public Law 19-10, to provide for full implementation of Option 1 of the proposed salaries recommended by the Civil Service Commission in the Classification and Pay Maintenance Review Task Force Phase I Report dated November 7, 1985, to be effective retroactively to October 1, 1987, and to amend Section 5 of Chapter X of Public Law 19-10 to appropriate funds for said implementation, and for other purposes.

"Be it enacted into law by the People of the Territory of Guam Pursuant to an initiative measure:

"Notwithstanding any other provision of law, Option 1 of the proposed salaries recommended by the Civil Service Commission in the Classification and Pay Maintenance Review Task Force Phase I Report dated November 7, 1985, shall be fully and immediately implemented, not later than 30 days after the effective date of this act, to be effective retroactively to October 1, 1987, for all employees.

"The Governor may transfer money from any Department, account, fund or object Classification to make payment for the implementation of the said Option 1, and may use any lapse in any shortfall, he shall promptly submit proposed Legislation to the Legislature to address any shortfalls caused by this act."

"Section 2, Section 5 of Chapter



**INITIATION FOR OPTION 1 FULL IMPLEMENTATION.** Eight out of nine Democrat senators went to the Commission on Election and filed an initiative for the full implementation of Option 1 for all GovGuam employees retroactive to October 1, 1987. From left: Senators Ted Nelson, Madeleine Bordallo, Elizabeth Arriola, Marcia Hartsock, Sonny Shelton, Don Parkinson, John Quan and Joe T. San Agustin.

X of Public Law 19-10, is repealed and reenacted to read:

"Section 5. The sum of Eighteen Million Dollars (\$18,000,000) is appropriated from the General Fund to all government of Guam agencies to which appropriations are made pursuant to this Act to pay for the funding requirements of Section 5,6,7,8,9, and 10 of Chapter XI of this Act (Public Law 19-10). This payment is to be made retroactive to October 1, 1987 and is to be implemented no later than thirty (30) days after passage of this Act."

# GovGuam employees earn decent wages

The controversy over implementation of Option I (pay raises for GovGuam employees) has taken on the appearance of some kind of "circus" at the Legislature.

Actually, the vast majority of GovGuam employees are making decent wages in comparison to the employees in the private sector whose tax money is being used for these lavish pay raises.

Waste and mismanagement abound in our government and everyone knows it. Our phones don't work, power and water outages are commonplace, garbage collection stinks (no pun intended) and most of our agencies and departments are operating in the red. As a matter of fact, the government's long-term debt is in excess of \$250 million. Hardly a shining example of efficiency.

Governor Ada recognizes that a commitment has been made to provide pay raises to GovGuam employees. The question is on how to implement these raises. The governor has agreed to a 60/40 implementation for those GovGuam employees who have not yet received Option I pay raises. This is a reasonable, although not a popular, alternative among certain GovGuam employees on the full implementation of Option I.

Not only is it reasonable, it's a responsible position for the governor to take in view of our government's serious financial problems. What good is full implementation of GovGuam pay raises if

result of the government but despite the government, a government that has for too many years now been an impediment to private sector growth of business.

Thanks to the Ada administration, that's beginning to change. The 19th Guam Legislature would be well advised to stop this senseless political bickering with the governor's office and start supporting Ada in his efforts to balance the budget, reduce crime and make the government work for all the people and not just GovGuam employees.

Perhaps the time has come to start an initiative in the private sector against runaway government spending and gross mismanagement of our tax dollars.

James G. Miles, senator



## Voice of the People

it forces the government to go broke? Let's wait and see how much money is actually collected by the government before we commit ourselves to full implementation of government pay raises.

Who in the government speaks for the almost 30,000 private sector employees in this issue of GovGuam pay raises? Several senators have taken the position that the "workers of Guam" are the 10,000 or so employees of GovGuam. They have chosen to ignore the workers in the private sector who are having a difficult time making a living.

The government, on the other hand, can create all sorts of job positions in the government and pay high wages using our tax money. There is no "competition" in the government. The government, using our tax money, can even create useless and non-productive government jobs for strictly "political" purposes. That's political patronage with a vengeance.

It seems that hardly anyone in the government cares about how our tax money is spent. Spend, spend and spend those tax dollars is the motto of most elected officials. As long as they have their fancy leased cars, lavish offices and big staffs, they're content. Never mind that crime is on the rise and the government coffers almost empty, they'll continue to spend our hard-earned tax dollars on self-interest projects, pork barrel legislation and other frivolous programs so long as they can maintain their "fat cat" lifestyle.

Legislative sessions have been reduced to name-calling and shouting matches to see who can spend the most

tax money. It's disgusting, and I just hope the general public is watching what's actually going on in their Legislature. It's even more disgusting to see how little is accomplished in these marathon shouting sessions.

According to the latest polls, crime is the number one concern among Guam's citizens, followed by the growing GovGuam debt. While our citizens are being murdered, raped and robbed and their property stolen in a virtual crime wave and the government is on the verge of going broke, the majority of senators are pushing for an initiative on GovGuam pay raises. How ludicrous!

The prison is a ticking time bomb where violence could erupt any day. The police have been scattered over the island in some sort of "team policing" concept and are now so thinly spread that they can barely respond to criminal activity. The criminal prosecution division is struggling to keep its head above water and is virtually inundated with criminal cases. Organized gambling is systematically "robbing" many of our citizens of their money and property with their insidious poker machines.

Yet, the majority of our illustrious senators are screaming for more GovGuam pay raises in some sort of power struggle with the governor's office.

Governor Ada is making an honest effort to reduce runaway government spending and place a greater priority on fighting crime and developing our infrastructure to meet the demands placed on it by the expanding construction boom and a growing population. Guam's economy is expanding. Not as a



# Ada signs \$236M budget after cutting \$17M more

By BRIAN PERRY  
Daily News Staff



Gov. Joseph F. Ada signed the territory's fiscal 1988 budget yesterday after slicing more than \$17 million out of a \$253 million spending package passed by the Guam Legislature.

In a press conference, Ada called his \$235,904,794 spending plan a "truly balanced budget" and a "great step in the direc-

tion of fiscal responsibility." Ada's signature yesterday on the 167-page budget bill ends months of debate and haranguing between a majority of Democrats in the Legislature and the Ada administration over whether to implement — at the cost of about \$18 million — 100 percent of pay raises the last legislature approved for approximately 4,500 government employees.

The governor said he saved \$27 million by refusing to sign the Legislature's original \$263 million budget and by vetoing a subsequent, nearly duplicate bill.

The impasse between Ada

and senators brought the territory to the brink of a budgetary state of emergency before a temporary compromise was reached with a 90-day interim budget.

The governor formally agreed yesterday to a 60-40 percent phase-in of so-called "Option I" pay increases. In so doing, the government saved \$7.2 million in fiscal 1988, he said.

That was the largest single bite out of the Legislature's \$253 million budget bill, Ada said.

The Democratic majority leader, Sen. Don Parkinson said. Please see BUDGET, Page 4

## Budget

Continued from Page 1

said last night that he thought a movement to get an initiative vote for the full implementation of "Option I" pay raises has been gathering momentum in the Legislature.

Ada's cuts also included a \$600,000 slice in the Legislature's appropriation to the Medically Indigent Program and \$400,000 less for public assistance in the Department of Public Health and Social Services.

Parkinson said he thought "it's reasonable to assume that there will be an override attempt at some of his line-item vetos."

The senator said he was especially concerned with the cuts from the Medically Indigent Program and DPRSS.

"He's cutting from the people who need it the most," Parkinson said.

The governor also cut \$2.6 million by not funding jobs that have been negated by a 50 percent hiring freeze imposed by the Legislature.

Ada also lopped off nearly \$3 million from the Legislature's \$8.2 million subsidy to the Guam Memorial Hospital.

Ada saved \$963,119 by making a 1/2-percent, across-the-board reduction in nearly all executive branch departments.

Ada said his \$236 million budget is a step toward reducing the territory's \$170 million deficit.

He predicted that by saving

*'It is time for the Legislature to realize that they cannot shackle the hands of the governor any longer.'*

Gov. Joseph F. Ada

money wherever possible and by increasing revenue, the territory will see a surplus in its coffers that could go toward improving the island's infrastructure and retiring its deficit.

"We are going to create a new cycle, a cycle of growth and prosperity," he said.

He said, however, that the cuts have created "a truly bare bones budget." He said he plans to ask the Legislature for a 15 percent, across-the-board, transfer authority to give his administration the flexibility to put money where it might be needed.

"It is time for the Legislature to realize that they cannot shackle the hands of the governor any longer," he said.

Ada said he didn't believe his cuts from the Legislature's budget would affect the level of services provided by the government.

He said the spartan budget would be a challenge for all GovGuam department heads to live within the government's limited resources.



## FY '88 budget bill scrutiny continues

Daily News staff

Fiscal advisers to Gov. Joseph F. Ada had difficulty yesterday paring down a \$246 million fiscal 1988 budget from the Guam Legislature, administration officials said.

The tedious, line-by-line scrutiny of the budget bill by the governor's legislative review committee put off the expected signing of the measure until sometime today.

"It's a long process," Ada special assistant Lou Pangelinan said. "We're taking a close

look at every aspect of the budget."

The governor has twice vetoed budget bills that have called for full implementation of promised pay raises to approximately 4,500 government employees. Ada said the pay raises would cost about \$18 million.

Republican and Democratic senators formed a coalition to pass a 60-40 percent phase-in of the so-called "Option I" pay increases. Ada indicated he supports the compromise.

# Bi-partisan \$10M bill passes

By RON IGE  
Daily News Staff

Republicans in the 19th Guam Legislature disregarded the call for fiscal responsibility they trumpeted several days ago and helped Democrats pass a bill last night that contains more than a dozen amendments worth nearly \$10 million in appropriations.

"There's too many appropriations in here. I think the Republicans are sure the governor will sign it because they all voted for it," Sen. Herminia D. Dierking (D), chairwoman of the Ways and Means Committee, said after last night's session.

Bill 389, a measure proposing a land exchange in Merizo between the government of Guam and Mr. and Mrs. Charles Hambley, was heavily amended by Republicans and Democrats alike and passed with 16 votes in favor of the measure.

Dierking abstained. Sen. Ted S. Nelson (D) passed 10 times, which constitutes a "no" vote. Sens. Madeleine Z. Bordallo

(D), Ernesto M. Espaldon (R) and Franklin J. Gutierrez (D) were absent.

Five Democrats voted with seven Republicans to pass a budget bill early Tuesday morning. That bill included implementation of Option I salary increases for nearly all categories of classified employees of GovGuam line agencies on a 60 percent basis in fiscal 1988 with the remaining 40 percent coming in fiscal 1989.

The cost to fund 100 percent of Option I in fiscal 1988 is estimated at \$18 million; the cost for 60 percent is about \$11 million. The amount appropriated in Bill 389 is more than enough to fund 100 percent of Option I in fiscal 1988 if added to the \$11 million.

The Republicans, backing Gov. Joseph F. Ada's claim that there isn't enough money to fund 100 percent of Option I in fiscal 1988, voted against the Democratic-backed proposal every time it went to the floor.

However, none of the 16 senators who voted for Bill 389 questioned whether there

is enough money to fund the nearly \$10 million in appropriations contained in the amendments.

Some of the appropriations that passed through amendments are:

- (Introduced by Sen. Don Parkinson (D)): \$8,261,420 to the Public Utility Agency of Guam to fund capital and operational needs in fiscal 1988.

- (Introduced by Sen. Sonny Shelton (D)): \$585,000 to PUAG for water lines in Ipan-Talofofo.

- (Introduced by Sen. Elizabeth P. Arriola (D)): \$300,000 to the Department of Labor for the workman's compensation fund.

- (Introduced by Sen. Joe T. San Agustín (D)): \$200,000 for construction of the Dededo community center.

- (Introduced by Sen. John F. Quan (D)): \$150,000 to the Department of Agriculture for an incinerator.

## Editorial

### INITIATIVE? NO POINT IN PUSHING IT

The announcement by three Democrat senators to seek a reversal of the recently approved bill authorizing payment of salary increases under Option 1 on a two-year 60-40 basis may seem heroic.

But for a government deep in financial crisis, it is certainly self-defeating and it could be viewed as a deliberate attempt to sabotage the Ada administration's plan to attain financial stability by controlling sudden and massive cash outflow. Shortage of cash is the only reason for Governor Ada's objection to 100 percent implementation of salary increases under Option 1.

Fortunately, the compromise 60-40 payments plan was finally accepted by the 19th Legislature by a vote of 11 in favor and nine against — and those in favor includes four Democrats.

For a minority of three Democrats — Senators Sonny Shelton, Don Parkinson and Marcia Hartsock — to attempt to overturn a majority decision should be interpreted by all those who voted in favor of the compromise as an insult to their intelligence.

It was not easy for the four Democrat senators to reverse their own position in favor of the 60-40 compromise. But these four — Senator Frank Santos, who originated the proposal, Speaker Franklin Quitugua, and Senators Franklin Gutierrez and Pilar Lujan — proved themselves pragmatic enough to understand that risking a third veto without having enough votes to override the veto would have surely caused another crisis; this time a ruinous, demoralizing crisis.

After all, under the compromise plan all government employees would get 60 percent of their salary increase immediately and the balance of 40 percent about two years from now.

The proposed initiative to force full payment under Option 1 retroactive to October 1, 1987, may be viewed as a maneuver to build goodwill among employees for their political vote. In actual benefits, the affected employees will not gain very much. By the time the initiative is approved in the next election in November 1988 and ready for implementation in January 1989, the employees would have collected the initial 60 percent of the salary increase plus about one-quarter of the 40 percent due them.

One wonders whether or not going through the exercise of an initiative is worth all that effort, time and money for so little political advantage.

After all, it is now generally agreed that adoption of the 60-40 compromise plan was the best solution under the circumstances. The four Democrats and seven Republican senators, who voted for it, and Governor Ada, who accepted it, deserve commendation for their pragmatic resiliency in favor of public welfare.

### BACK TO THE OLD GAME

The 19th Legislature was at it again last evening. Playing its old favorite game of approving through riders measures to spend taxpayers' money, the Legislature approved an innocuous bill (No. 389), which originally dealt with only an exchange of real property, by tacking on about 15 riders.

Eight of these riders appropriated a total of \$9.985 million from the general fund.

This new spending spree came despite the crisis atmosphere created by the bitter controversy over the implementation of Option 1, which stressed the critical shortage of funds.

It is unbelievable that the senators continue to ignore the fact that GovGuam is still facing an enormous deficit. Unless this deficit is reduced, the finances of the government will never be stabilized at the rate the Legislature continues to approve money measures.

# 'Employees call full raise 'our right'

I would like to take this opportunity to express my sincere appreciation and gratitude to all the government of Guam employees who joined me the night of Nov. 5 at the legislative session hall in support of our right as employees to receive full implementation of Option I. I say "our right," for if our government is to lay claim to the fact that it will be guided by the laws governing equal employment opportunity, then it is our right to fight for equality as well as to strive to eliminate any obstructions that interfere with true equal employment opportunity.

These 75 valiant employees deserve more recognition and appreciation than I can give alone because they were not there for themselves alone. Each and everyone of us there that night represented all the employees of the government of Guam who have not yet received full implementation of Option I — even those of you who were coerced, threatened, or intimidated by a higher authority not to sign our petition or join us the night of our rally.

We stood there united in front of the senators of the 19th Guam Legislature and rallied that all government of Guam employees be treated fairly, one and the same, no one group being better than another. We stood there exercising our rights as employees to achieve our right to equality, the principle and belief that created our great nation and a belief

come home and give only four of your nine children candy, because it's not fair to the remaining five. If you cannot afford to give them all candy, then common sense will tell you don't give them any.

To Senator Manibusan, who said, it's Christmas let's compromise and give them a 50%-50% implementation — I say, "bah, hum bug." Don't try to play Santa Claus. Christmas is not the issue here and we don't want a gift, we want what's right. The issue is parity, and as long as a 50%-50% compromise is implemented and the teachers' and nurses' salaries remain the same, then the employees will not be "merry".

To Senator Rivera, who said to some effect that the government employees are too few to be concerned with in relation to the entire population of Guam — I say, let the election of Nov. 7 be a warning to you. Oh! that's right, you said you don't care whether you're re-elected over this issue. Well, I guess there is nothing more I can say to a man who has little concern for our well-being. Maybe we are only 8,000 employees, but by percentage, we and our families, friends and relatives are the majority of the voting population, because we work in an environment that is affected so much by politics and we go to the polls to change the course of the things that affect us in our work.

To Senator Bordallo, our congratulations to you and your support of Option I. You garnered a majority of the votes based on your popularity, achievements, kindness and commitments to us from both Republicans and Democrats alike.

If the Republican senators choose to stand by the governor and his commitments not to grant full implementation of Option I to the remaining employees, then please remember that the governor did not elect you — we the people did, and it is our interest that you should want.

Paul A. Caso

## Thank you all very much

Our profound gratitude is extended to all the individuals involved in making the recent "International Food Festival and All In One Musical Extravaganza" fund raising for Sanctuary a success.

To our new found "Friends of Sanctuary," Mr. Emilio Uy, Mr. Ted Neri, Mr. and Mrs. Narciso Custodio, Mr. Alfredo Antolin Jr., Philippine Consul General and Mrs. Arribas, Mr. and Mrs. Gerhard Zimmer, Mr. and Mrs. Robert Blume and Mr. Enrico David, thank you for your unselfish dedication and for spearheading this wonderful project on behalf of Sanctuary and the troubled youths on island.

To all our generous sponsors including Pepsi-Cola Bottling Company of Guam, Pacific Star Hotel, Continental Airlines, Hawaiian Airlines, Maui Airlines, National Office Supply and American Printing Corporation, we would like to express our special thanks for your investment and belief in this project.

To the island media, Pacific Daily News, Guam Tribune, K-57/Z-96, KUAM 94 Rock, KSTO, Hit-Radio 100 and KGTF, thank you for your outstanding promotions for the show.

To the numerous co-sponsors, business and individuals who, in one way or another, made this significant event possible and who showed up on Oct. 16 and 17 in support of Sanctuary, dang kulu na si Yunus maase. Tony Champaco

## Where, oh where has all that money gone?

I am a student from Oceanview High School. We have deposited a great amount of money in our school funds and it's gone. I and many other people would like to know more information about it.

Earl Baldevia



that many have fought and died for.

We were but a handful, but we were proud, just as proud as I am to call each and everyone of you present that night my colleagues and have you as my friends. Although I could never repay you for your courage and support, I hope these words I have expressed go a little way in letting you know how much I appreciated your help.

To all the Democratic senators who supported us: Senators Arriola, Dierking, Gutierrez, Hartsock, Nelson, Parkinson, Quan, Quituga, San Agustin, Santos and Shelton — thank you for your commitment to ensuring equality within the ranks of our government. We will remember your actions, your commitment and your words expressed in our behalf when the time comes.

To Senator Lujan — I say, do not compromise your principles. You believed in it once, therefore, support it now. Do not be influenced by political favors for this is how this problem was created initially.

To Senator Miles, who vividly described to us the poor financial crisis of our government — I say, that same crisis existed when the teachers received Option I last year and you speak of the same financial crisis that existed in June '87 when the nurses at GMH received their full implementation of Option I. Therefore, don't use that excuse on us now. "What's good for the goose is good for the gagle!"

To Senator Espaldon, who analogized about the family of nine whose home was in dire need of repairs and said that the children should not receive any allowance because of priorities — I say, that my analogy still stands! Don't

## **Good compromise**

Island residents, and that include more than just GovGuam employees, are happy to see that a compromise has been worked out at last, and the 1988 government budget has passed. It seems a fair solution. GovGuam workers will get 60 percent of their Option 1 salary increases this year, and 40 percent next year. Nobody, least of all Gov. Joseph F. Ada, is denying that GovGuam workers need a raise, especially after seeing figures about increasing costs of living.

A good deal of bitterness came out of efforts to pass the budget, mostly because of the increases and how they should be implemented. Some of our senators, locked in narrow vision, seem to think GovGuam employees are all there are on the island. Every budget, every pay raise, affects all of us. We want GovGuam's deficit spending stopped. Today, there are far more private sector employees than GovGuam employees.

We applaud those senators who compromised on this important issue, and castigate those who put votes and politics ahead of fiscal integrity. It may have been unpopular to hold up part of the raises, but it was responsible. It showed leadership where leadership has been lacking in recent years. Now let's move on to other important issues facing the islands, including crime, infrastructure and education. JCM.

NOVEMBER 12, 1987  
PACIFIC DAILY NEWS

## Option 1 debate turns legislative process into circus

The controversy over implementation of Option 1 (pay raises for GovGuam Employees) has taken on the appearance of some kind of "circus" at the Legislature.

Actually, the vast majority of GovGuam employees are making decent wages in comparison to the employees in the private sector whose tax money is being used for their lavish pay raises.

Waste and mismanagement abounds in our government and everyone knows it. Our phones don't work, power and water outages are commonplace, garbage collection stinks (no pun intended) and most of our agencies and departments are operating in the red. As a matter of fact, the government's long term debt is in excess of \$250 million. Hardly a shining example of efficiency.

Governor Ada recognizes that a commitment has been made to provide pay raises to GovGuam employees. The question is on how to implement these raises. The governor has agreed to a 60/40 implementation for those GovGuam employees who have not yet received Option 1 pay raises. This is a reasonable, although not a popular, alternative among certain GovGuam employees on the full implementation of Option 1.

Not only is it reasonable, it's a responsible position for the Governor to take in view of our government's serious financial problems. What good is full implementation of GovGuam pay raises if it forces the government to go broke? Let's wait and see how much money is actually collected by the government before we commit ourselves to full implementation of government pay raises.

Who in the government speaks

for the almost 30,000 private sector employees in this issue of GovGuam pay raises? Several senators have taken the position that the "Workers of Guam" are the 10,000 or so employees of GovGuam. They have chosen to ignore the workers in the private sector who are having a difficult time making a living.

The Government, on the other hand, can create all sorts of job positions in the government and pay high wages using our tax money. There is no "competition" in the government. The government, using our tax money, can even create useless and non-productive government jobs for strictly "political" purposes. That's political patronage with a vengeance.

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According to the latest polls,

crime is the number one concern among Guam's citizens followed by the growing GovGuam debt. While our citizens are being murdered, raped and robbed and their property stolen in a virtual crime wave and the government is on the verge of going broke, the majority of senators are pushing for an initiative on GovGuam pay raises. How ludicrous!

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Yet, the majority of our illustrious senators are screaming for more GovGuam pay raises in some sort of power struggle with the governor's office.

A government that has for too many years now is an impediment to private sector growth of business.

Thanks to the Ada administration, that's beginning to change. The 19th Guam Legislature would be well advised to stop this senseless political bickering with the Governor's office and start supporting Governor Ada in his efforts to balance the budget, reduce crime and make the government work for all the people and not just GovGuam employees.

Perhaps the time has come to start an initiative in the private sector against runaway government spending and a gross mismanagement of our tax dollars.

JAMES G. MILES

# 3 senators vow to pursue Option 1 implementation

BY RON JIGE  
Daily New Staff

Democratic Sens. Marcia K. Hartsock, Don Parkinson and Sonny Shelton held a press conference yesterday to announce they will continue to seek 100 percent implementation of Option 1 salary increases for government of Guam employees, retroactive to Oct. 1.

The three senators were among eight Democrats who voted early yesterday morning against a fiscal 1988 budget bill for GovGuam because a provision for 100 percent implementation of Option 1 was dropped in favor of a two-year 60-40 percent compromise.

The senators said they will put the issue before the voting

*'This won't be the only effort to get (100 percent implementation of) Option 1 (retroactive to Oct. 1)'*

**Sen. Sonny Shelton**

public in an initiative.

Hartsock was asked if such an initiative would polarize the community and pit the private sector against GovGuam employees.

"I don't see that," Hartsock said. Much of the additional money GovGuam employees receive from 100 percent implementation of Option 1 will be spent in the private sector, she said.

"This won't be the only effort

to get (100 percent implementation of) Option 1 (retroactive to Oct. 1)," Shelton said.

Shelton said Bill 622, a measure be introduced that calls for 100 percent implementation of Option 1, is pending before the Legislature.

Parkinson said he and the other seven Democratic senators who supported 100 percent implementation of Option 1 will continue to try to attach the provision as amendments to other bills.

The five Democrats who voted for the budget bill are welcome to join efforts of their eight colleagues but they won't be invited to do so, he said.

# Coalition allows compromise budget

By RON IGE

Daily News's Staff

A hybrid of the old "Sunshine" coalition re-emerged Monday and again tipped the legislative scales in favor of Gov. Joseph F. Ada.

The result was passage at 2:18 a.m. yesterday of a \$234.5 million fiscal 1988 budget bill for the government of Guam which includes a compromise calling for implementation of Option I salary increases for GovGuam employees on a 60-40 percent basis over two years.

"It was a very, very difficult situation," commented Speaker Franklin J.A. Quitugua after the bill was passed.

"Quite a few of my own party were mixed (on the Option I issue). More were against than for the compromise, but I personally have been guided by what I believe is the most feasible solution at this time to this controversy."

The speaker said Ada told him he would sign the budget bill if the 60-40 percent compromise replaced a provision calling for immediate 100 percent implementation.

The compromise on Option I came after senators requested a meeting on Monday with Ada to hear directly from the governor what measures he found



objectionable in the budget bill then pending before the Legislature.

Ada vetoed two previous budget bills passed by the Legislature. Those bills proposed \$263.5 million in appropriations and immediate 100 percent implementation of Option I. GovGuam is operating under an interim budget that expires on Nov. 15.

Several senators wanted to meet with Ada to break an impasse between Democrats and Republicans on the budget bill and avoid a possible third veto by Ada.

Nineteen senators and several staff members met with the governor at Adelup. Sens. Ernesto M. Espaldon (R) and Ted S. Nelson (D) did not attend the meeting. Espaldon was off-island and Nelson chose not to attend.

The meeting was the first of its kind in Guam legislative history, and it shifted momentum in the budget battle in favor of Ada.

The governor said he would veto the budget bill for one reason only: it contained a provision for immediate 100 percent implementation of Option I retroactive to Oct. 1. Ada favored a 25-50-25 percent implementation over three years.

Sen. Frank R. Santos (D) asked Ada if he would consider a 60-40 percent compromise. While not committing himself, the governor gave indications he would accept the compromise.

The Democrats emerged from a 1-hour caucus split on the Option I issue. Nelson said Quitugua and Sen. Pilar C. Lujan (D) said they would not abide by the decision of the caucus, which was to stand by the immediate 100 percent implementation of Option I.

Santos introduced the 60-40 percent compromise and it passed, 11-9.

Nelson didn't vote for the Santos amendment but, after passing 10 times, voted in favor of the budget bill.

"My primary obligation in this Legislature is to pass a budget. As vice chairman of Ways and Means, my duty is to support a budget whether I like it or not," Nelson said after the session ended.

Nelson said he was concerned about the effect this latest split among the Democrats will have on interaction between members of the majority party.

Vice Speaker Franklin J. Gutierrez joined Lujan, Nelson, Quitugua and Santos and voted with seven Republicans and passed the budget bill. Eight Democrats, including newly

elected Sen. Madelaine Z. Borrallo, voted against the bill.

The 19th Legislature's inauguration was marred by a heated battle for the speakership between Quitugua and Santos that bitterly divided the Democrats.

Quitugua won and became one of the leaders of the old "Sunshine" coalition of six Democrats and eight Republicans that controlled the Legislature up until mid-September.

At that juncture, Democrats reunited behind the 100 percent Option I issue and partisan politics returned to the legislative hall.

Talk began to circulate last month that several Democratic senators were willing to break ranks with the majority and back off the party's stand on Option I.

Those rumors proved true as Quitugua and Gutierrez — formerly of the "Sunshine" faction — and Lujan, Nelson and Santos — formerly of the "Democratic minority" — formed a new coalition with Republicans and broke the impasse on the budget bill.

Some of the eight Democrats who voted against the budget bill made it clear in lambasting their "defectors" that whether the end justifies the means they look is a question voters will ponder as senators gear up for next election year.



# Senators Approve 60-40 Budget

By J. B. GUERRERO  
Guam Tribune Staff

A surprise 60-40 compromise on the implementation of Option 1 led to the approval last night of the FY 1988 budget, totalling \$232.7 million as of midnight last night but subject to further increase as the Tribune goes to press. The vote was 11 in favor and 9 against.

This averted a government crisis which would have resulted from a veto of the budget had the compromise plan been rejected.

Four Democrats, Senator Frank Santos, who proposed the unexpected 60-40 compromise plan, Speaker Franklin Quitugua and Senators Franklin Gutierrez and Pilar Lujan voted with seven Republican senators to deliver the 11-vote victory. Republican Senator Ernesto Espaldon was absent, weakening the solid Republican vote by one vote.

Under the 60-40 compromise plan proposed by Senator Santos at about 7 p.m. last night, 60 percent of the salaries of employees in non-teaching jobs will be paid this year and the balance of 40 percent will be paid later.

Proposed apparently without consulting anyone, the Santos compromise plan caught everyone by surprise. Just before the compromise was made, the 12 Democrat

senators — shortly after Senator-elect Madeleine Bordallo was sworn into office — were prepared to dig in with their original plan: full implementation of Option 1 or nothing.

The senators went to Adelup to confer with Governor Joseph Ada on the budget and adamantly stood pat on full implementation. When Santos sprung his compromise proposal, it was greeted with some confusion.

Governor Ada remained silent and non-committal. This was interpreted to mean 'no objection.' As discussions on the Santos compromise progressed, — now with the full knowledge that a veto was probable if full implementation of Option 1 was insisted upon — Speaker Franklin Quitugua indicated he was inclined to side with Santos. Only one more vote was needed in combination with the eight Republican senators to swing approval of the compromise — and the budget. But



Senator Frank Santos

Espaldon was absent, necessitating two more votes to swing the compromise besides the votes of Santos and Quitugua. That vote came from Lujan.

Last week, Quitugua had weakly suggested some kind of compromise and he never made any definite commitment for full implementation in the hope that somehow a

Turn to page 4

## Compromise

Continued from page 1

compromise would be reached. Yesterday, Quitugua was reported ready to vote with his Democrat colleagues in loyalty to his party and in the interest of preserving his hold on the speakership.

When the Santos compromise proposal came, he quietly moved in its favor — his main motivation was to prevent a government crisis that would come in the wake of a veto.

But the Democratic block of six who coalesced with the Republicans to elect Quitugua as speaker appeared to be breaking up as a result of the vote on the compromise plan. In fact, Senator Sonny Shelton (D) said the block and the coalition are in disarray.

The Legislature resumed session at about 7 p.m. Yesterday after the conference with Governor Ada and his staff in Adelup.

The session was suspended last Saturday after a marathon session on the budget and Option 1 implementation which started Wednesday last week.

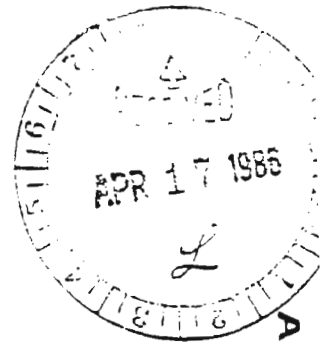


**EXECUTIVE-LEGISLATIVE BUDGET CONFERENCE.** In an effort to reach a meeting of the minds on the controversial implementation of Option 1 and the FY'88 budget the legislators met with Governor Ada and his staff yesterday. Top panel shows the senators around a long oval table. Lower panel shows Governor Ada explaining a point with Speaker Franklin Quitugua to his left and Lt. Governor Frank Blas.

Tribune photo by Jobenny Lema



TERRITORY OF GUAM  
OFFICE OF THE GOVERNOR  
AGAÑA, GUAM 96910  
U.S.A.



RICARDO J. BORDALLO  
GOVERNOR

April 16, 1986

ATTACHMENT 10

Honorable Carl T. C. Gutierrez  
Speaker  
Eighteenth Guam Legislature  
P. O. Box CB-1  
Agana, Guam 96910

*Edwards*  
5:15 PM

Dear Mr. Speaker:

In reviewing Bill 586, several provisions of the bill were immediately recognizable from past vetoed legislation. Again, here were those same objectionable provisions, intermixed with commendable projects, such as an appropriation for the Guam Mass Transit and the Close-Up Program. Several weeks ago, I transmitted separate legislation addressing the funding needs for both the Guam Mass Transit and Close-Up. The Guam Mass Transit, a program that I have consistently believed to serve a useful community purpose for thousands of our island residents, has been paralyzed because of the legislative limbo that has been created.

Although provisions regarding Mass Transit and Close-Up are commendable, a provision involving a water rebate based on the consumers' quantity of usage, and another potential endangerment of GCC's accreditation, are sections of the Bill which create a dilemma.

As Governor of the People of Guam, I must and will continue to veto legislation that I believe in good conscience is not beneficial for our island as a whole. When the Legislature plays the unfair game of including potentially harmful provisions of law with positive, useful legislation, I am forced to weigh the good against the bad. In the case at hand, I believe the "bad" far outweighs the good. I am therefore vetoing Bill 586 in its entirety.

However, I have included in separate proposed legislation, all sections of Bill 586 that I believe are worthwhile provisions of law. I trust and hope that the Legislature will take the appropriate action and pass these provisions separately, without resorting to an override.

On April 9, 1986, I transmitted separate legislation addressing the very important issue of the teachers' pay raise. That legislation identified sound, new revenue, to be generated from an increase in the poker machine license fees. I stated in my transmittal letter that although I continue to be opposed to the proliferation of poker machines, and believe them to be a source of socio-economic problems on Guam, I feel compelled to tap this growing industry for a worthy purpose.



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The use of the personnel lapses identified for re-appropriation in this bill, to fund the teachers' pay raise, is not the wisest choice of action we have before us. First of all, not only will the use of these personnel lapses shortchange certain agencies, but it is this Administration's viewpoint that due to the crisis status of our General Fund, all lapses in all categories in the Budget Act (P.L. 18-15) should be allowed to lapse to help reduce the cumulative General Fund deficit. That deficit is at the level of \$124.9 million, as of December 1985.

Secondly, the source of funding in Bill 586 is faulty because it is not permanent. The continuance of pay adjustments for the teachers, beyond September 30, 1985, is left for my determination under Section 40 of the bill. In other words, by October 1, 1986, there will again be a problem with respect to funding of teachers' pay raises.

Under the bill which I transmitted on April 9, 1986, a permanent source of funding for the teachers' pay raises is indeed provided by the increased poker machine fees. In other words, this problem is avoided by an already existing proposal — a bill with a sound revenue base, a bill with a revenue-generating mechanism. Using this logic, I see no valid reason why the prior legislation which I have already transmitted over to the Legislature, addressing the funding for the teacher pay increases, was not implemented immediately. The video poker machine industry is a growing, lucrative industry. We may as well create something good from an otherwise socially and morally worthless situation.

The much-needed salary increases for our teachers is essential to the quality of education on our island. Our youth are the life and blood of our future. We must work toward ensuring the security of that future, through quality education.

I view Bill 586 as a dichotomy within itself — it attempts to accomplish a worthwhile, responsible end — the teachers' pay raise — by a less than responsible, unwise means. Again, the intent of Bill 586 would better be accomplished through funding under our proposed bill, transmitted on April 9, 1986.

My prior objections regarding appropriations from the Government Claims Fund are still valid. Bill 586 attempts to appropriate \$477,087 from the Government Claims Fund for a purpose unrelated to a claim against the Government. As I stated in my other veto message of prior bills with the identical appropriations, although payment of incidental and replacement costs to those citizens may be necessary and deserving, this fund is the wrong source to tap. Citizens who currently have valid claims against the Government deserve to be compensated for their hardship, which was brought on by the fault of the Government.

With respect to Sections 26, 27 and 28 of Bill 586, again I have been advised that these sections could constitute political intermeddling, by setting the salary of the Vice-President of GCC (at least at Step 7, of Professor IV, Level for Administrators).

The Accreditation Commission for Community and Junior Colleges of the Western Association of Schools and Colleges, has emphasized that substantial autonomy by the GCC Board on personnel and fiscal matters is required. If this autonomy is watered down, accreditation is seriously threatened. Again, I have extreme opposition to any measure that would even remotely endanger the accreditation of the GCC.

With respect to Sections 41 and 42, I have reservations with any rebate that is given to consumers based generally on the "amount of usage" of water. Why can't such a "rebate" be given to only the truly needy, as I proposed in a bill transmitted concurrently with my veto of Bill 738?

Bill 586 still bases the idea of a rebate on amount of water consumption. Special need or indigency should be the criteria for subsidy, not quantity of usage.

Bill 586 still creates the inequity that Bill 738 did — it does not really accomplish its purpose. Again, Bill 586 gives the appearance of a law championed toward addressing the needy and the poor. However, upon a closer look, many needy persons with large families will not qualify for the rebate, while some single affluent persons who are low water consumption users, would qualify.

Instead of enacting into law an overbroad, overinclusive piece of legislation, I have already proposed legislation to ensure that only the truly needy qualify for a subsidy. We must guarantee that the poor are assisted, as they should be. That portion of the Six Million Dollar subsidy not utilized or encumbered, appropriated by the Eighteenth Guam Legislature to the Public Utility Agency of Guam in P.L. 18-15, would better serve the public interest if it were appropriated to the Department of Public Health and Social Services, for allocation among those water consumers who qualify under the Public Assistance Food Stamp Program. I have already proposed this in bill form transmitted concurrently with my veto of Bill 738. Although Public Health is currently assisting the indigent with utility bills, this new subsidy will help with respect to any increase in persons qualifying for assistance, due to the new, increased water rates authorized by the Public Utilities Commission.

If we are going to try to continue and improve the quality of life on our island as we know it, those of us who should be responsible, must be responsible. Our water system is desperately in need of improvements. These improvements cost money. Advocating a rebate for those of us who are not truly needy, truly indigent, will only hurt Guam in the long run.

Bill 586 proposes a total General Fund appropriation of \$1,723,500 of which \$1,590,000 is to fund the teachers pay raise under Option I of the Classification and Pay Maintenance Review Task Force Phase I Report.

Bill 586 further proposes revenue sources in support of these appropriations ranging from Personnel lapses of nine (9) agencies to reductions in the currently authorized appropriations for power costs and the Assistance Payments Program of the Department of Public Health and Social Services. After considering these revenue sources, the net General Fund appropriations in Bill 586 comes to \$269,163. Should Bill 586 become law, this amount should be added to the FY 1986 General Fund over-appropriation which is at the tune of some \$17.4 million as of the enactment of Public Law 18-31.

Because of my commitment to Fiscal Responsibility in Government, I vehemently oppose the appropriation sections from the General Fund.

It's about time some revenue-generating measures were proposed, rather than continued spending measures. I have attempted to do so in my proposed poker machine fee increase. Let us not take lightly the severe deficit status of our General Fund.

Sincerely yours,

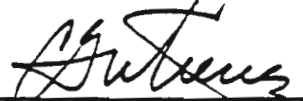
RICARDO J. FORDALLO

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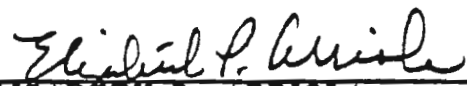
EIGHTEENTH GUAM LEGISLATURE  
1986 (SECOND) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO THE GOVERNOR

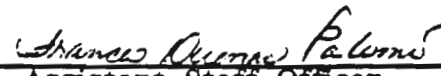
This is to certify that Substitute Bill No. 586 (LS), "AN ACT TO REPEAL AND REENACT 17 GCA CHAPTER 41 RELATIVE TO ESTABLISHING A DEPARTMENT OF VOCATIONAL REHABILITATION AND FOR OTHER PURPOSES", was on the 4th day of April, 1986, duly and regularly passed.

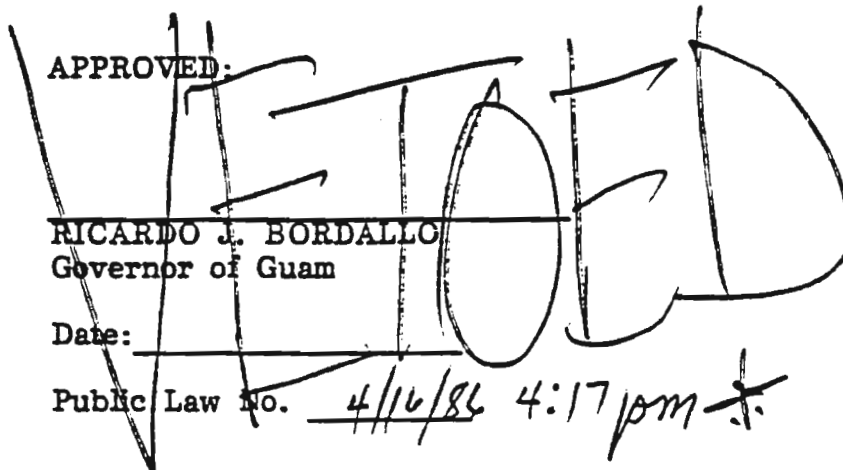
  
CARL T. C. GUTIERREZ  
Speaker

Attested:

  
ELIZABETH P. ARRIOLA  
Senator and Legislative Secretary

-----  
This Act was received by the Governor this 4<sup>th</sup> day of APRIL  
1986, at 7:45 o'clock P.m.

  
Frances Quemas Palomo  
Assistant Staff Officer  
Governor's Office

APPROVED:  
  
RICARDO J. BORDALLO  
Governor of Guam  
Date: \_\_\_\_\_  
Public Law No. 4/16/86 4:17 pm

STATE OF THE TERRITORY ADDRESS  
THE HONORABLE JOSEPH F. ADA  
GOVERNOR OF GUAM  
APRIL 8, 1987



LIEUTENANT GOVERNOR BLAS, SPEAKER QUITUGUA AND HONORABLE MEMBERS OF THE NINETEENTH GUAM LEGISLATURE, JUDGE DUENAS, JUDGE ABBATE AND JUDGES OF THE SUPERIOR COURT, CONGRESSMAN BLAZ, ARCHBISHOP APURON, COMMISSIONER BLAS AND MEMBERS OF THE COMMISSIONER'S COUNCIL OF GUAM, COLONEL WILLIAM WEST III, WHO IS REPRESENTING MAJOR GENERAL MARKS, THE REVEREND THOMAS HILT, MEMBERS OF THE DIPLOMATIC CORPS, DISTINGUISHED GUESTS, MY DEAR PEOPLE OF GUAM.

IT IS INDEED A PLEASURE TO RETURN TO THE HALLS OF THE LEGISLATURE.

TODAY, I APPEAR BEFORE YOU TO PRESENT THE 1987 STATE OF THE TERRITORY ADDRESS, AND TO PRESENT MY FIRST BUDGET AS GOVERNOR OF GUAM. AS I LOOK TO YOU, MY FORMER COLLEAGUES, MY NEW FRIENDS AND FELLOW PUBLIC SERVANTS, I ASK FOR YOUR SUPPORT...AS WE MOVE FORWARD TOGETHER TO CONSTRUCT THE FRAMEWORK OF OUR GOVERNMENT AND TO WORK TOWARDS PROSPERITY FOR OUR TERRITORY IN THE NEXT FEW YEARS.

I AM PLEASED TO PRESENT TO YOU TODAY, AFTER MUCH SOUL SEARCHING, A BUDGET WHICH IS BALANCED...A BUDGET WHICH IS FISCALLY SOUND...A BUDGET WHICH REPRESENTS A MAJOR INVESTMENT IN OPPORTUNITY FOR OUR CITIZENS IN THE TERRITORY.

MY BUDGET FOR FISCAL YEAR 1988 REFLECTS MY SINCERE COMMITMENT TO PUBLIC INTEREST...IT REFLECTS MY EFFORTS TO INCREASE PRODUCTIVITY AND EFFICIENCY IN OUR LOCAL GOVERNMENT. IT REFLECTS A REPRIORITIZATION OF THE NEEDS OF OUR

STATE OF THE TERRITORY

PAGE 2

PEOPLE AND OF OUR GOVERNMENT. IT REFLECTS A SPIRIT OF ECONOMIC RECOVERY THAT WOULD FOSTER PROSPERITY IN OUR TERRITORY'S ECONOMIC DEVELOPMENT.

I AM PRESENTING MY FISCAL YEAR 1988 BUDGET AS PART OF AN OVERALL FOUR-YEAR FINANCIAL PLAN THAT HAS FIVE VERY BASIC OBJECTIVES: ONE: TO REDUCE THE MASSIVE DEFICIT OF THIS GOVERNMENT; TWO: TO MINIMIZE TAX BURDENS UPON OUR PEOPLE; THREE: TO LIVE UP TO OUR LEGAL FINANCIAL COMMITMENTS TO OUR PEOPLE AND EMPLOYEES OF THIS GOVERNMENT; FOUR: TO PROVIDE NECESSARY INFRASTRUCTURE IMPROVEMENTS FOR OUR PEOPLE...ESPECIALLY THOSE PEOPLE IN THE SOUTH WHO HAVE BEEN DENIED FOR TOO LONG...AS WELL AS PROVIDE INFRASTRUCTURE NEEDED TO REALIZE OUR TERRITORY'S ECONOMIC POTENTIAL; AND FIVE: TO PROVIDE ESSENTIAL SERVICES TO OUR PEOPLE, SUCH AS, HEALTH, PUBLIC SAFETY, WELFARE AND EDUCATION.

IT'S NOT EASY TO ACHIEVE THESE GOALS, ESPECIALLY UNDER THE PRESENT FINANCIAL CONDITION OF OUR GOVERNMENT.

WHILE OUR PRIVATE SECTOR ECONOMY IS EXPERIENCING GROWTH, IT'S NO SECRET THAT OUR GOVERNMENT IS ON THE BRINK OF FINANCIAL DISASTER...THE CONSEQUENCES OF WHICH ARE INDEED HORRIFYING.

STATE OF THE TERRITORY

PAGE 3

THE RECORD SHOWS AT THE END OF FISCAL YEAR 1986, THE TOTAL GENERAL FUND DEFICIT, WHICH INCLUDES THE GENERAL FUND-RELATED LONG-TERM DEBT, WAS PLACED AT \$132 MILLION. THIS DOES NOT INCLUDE 35 MILLION DOLLARS NEEDED FOR LEGAL OBLIGATIONS THAT WE INHERITED FOR FISCAL YEAR 1987. BY THE END OF FISCAL YEAR 1987, THIS FIGURE WILL REACH THE LEVEL OF \$170 MILLION. THIS DOES NOT INCLUDE THE UNFUNDED PENSION LIABILITY OF OVER \$295 MILLION, THE HIGHWAY FUND BOND OF \$35 MILLION, OR OTHER ACCRUED LONG-TERM OBLIGATIONS OF \$15 MILLION. THIS TRAGIC STATE OF AFFAIRS IS SOMETHING THAT WE INHERITED, YET, IT IS SOMETHING THAT WE FACE.

EVEN AS WE SPEAK TODAY, THE EFFECTS OF THE DEFICIT AND THE PROBLEMS THAT STEM FROM OUR CURRENT FINANCIAL CRISIS CONTINUE TO GROW. OUR ECONOMY IS FUELED BY THE GROWTH OF FEDERAL EXPENDITURES AND THE INFLUX OF TOURISTS AND PRIVATE INVESTORS, OUR GOVERNMENT IS FALLING BEHIND IN ITS ABILITY TO SUPPORT THIS ECONOMIC EXPANSION AND PROVIDE SERVICES TO OUR PEOPLE. OUR HOSPITAL, WHICH ITSELF IS FACING A CASH SHORT FALL OF MORE THAN \$12 MILLION, CONTINUES TO SUFFER FROM THE LACK OF NECESSARY SUPPLIES AND LIFE-SAVING EQUIPMENT.

OUR SCHOOLS REMAIN SAFETY HAZARDS BECAUSE OF THE LACK OF FUNDS TO PROPERLY FIX OR MAINTAIN THEM. SOME OF OUR SCHOOL KIDS CONTINUE TO SHARE THEIR TEXTBOOKS...THAT IS, IF THEY ARE LUCKY ENOUGH TO HAVE THEM...POLICE CARS CONTINUE TO BREAK DOWN...WITH NO FUNDS FOR REPAIRS.

STATE OF THE TERRITORY

PAGE 4

OUR WATER SYSTEM, PUBLIC TRANSPORTATION, SEWERS...ALMOST EVERY AREA OF SERVICE TO THE GENERAL PUBLIC IS PLAGUED WITH THE SAME TYPES OF PROBLEMS...INADEQUATE SUPPLIES, INSUFFICIENT RESOURCES, A GENERAL INABILITY TO GIVE TO THE PEOPLE OF GUAM THE HIGH QUALITY OF SERVICE THEY SO RICHLY DESERVE.

THIS DEFICIT...THIS CANCER THAT IS EATING AWAY AT THIS GOVERNMENT...IS CAUSING PROBABLY THE SINGLE GREATEST CRISIS THAT WE HAVE FACED SINCE THE END OF WORLD WAR TWO.

ON A BRIGHTER NOTE, WE MUST RECOGNIZE THAT OUR GENERAL ECONOMY IS FLOURISHING...NEW HOMES FOR OUR PEOPLE AND HOTELS FOR OUR VISITORS ARE SPRINGING UP THROUGHOUT THE ISLAND. IT IS SCARY TO NOTE THAT THIS BUDDING INDUSTRY IS IN DANGER BECAUSE WE DO NOT HAVE THE NECESSARY INFRASTRUCTURE TO KEEP UP WITH THIS GROWTH.

OUR PEOPLE ARE SUFFERING TODAY AS A RESULT OF OUR FINANCIAL PROBLEMS...AND UNLESS WE DO SOMETHING NOW TO REVERSE THE TIDE, WE WILL BE FACING THE POSSIBILITY OF THOUSANDS OUT OF WORK...OUR PUBLIC ASSISTANCE PROGRAMS WILL BE EXHAUSTED...THE EFFECT ON OUR PRIVATE SECTOR WILL BE DISASTROUS...OUR GENERAL ECONOMY WILL CERTAINLY SINK INTO A RECESSION...PERHAPS ONE DAY A DEPRESSION. THIS IS THE FUTURE THAT AWAITS US...UNLESS WE ACT NOW TO FACE THIS FINANCIAL PROBLEM HEAD ON, ONCE AND FOR ALL.

STATE OF THE TERRITORY

PAGE 5

IT IS POINTLESS TO TALK ANYMORE ABOUT JUST WHO IS ACTUALLY RESPONSIBLE FOR THESE CONDITIONS...A CENTURY OF FINGER-POINTING WILL DO NOTHING TO ALLEVIATE THE SUFFERING OF OUR PEOPLE...OR TO FORESTALL THE DISASTER WHICH LIES JUST OVER THE HORIZON.

WE, THE POLITICIANS ESPECIALLY, HAVE TO SHOULDER A PART OF THE BLAME...BUT WE MUST ALSO WAKE UP TO THE HARSH REALITY OF OUR FINANCIAL CRISIS AND JOIN HANDS IN FINDING SOLUTIONS TO THE PROBLEM. WE ALL KNOW, IN OUR HEARTS, THAT THIS PROBLEM CAN ONLY BE SOLVED BY COMING TOGETHER...BY WORKING AS ONE. WE MUST MEET THIS CHALLENGE...AND WE WILL EMERGE VICTORIOUS.

WE CAN NO LONGER AFFORD TO IGNORE THE SEVERITY OF THIS IMPENDING CRISIS...CLOSING OUR EYES OR TURNING THE OTHER WAY WILL NOT MAGICALLY WIPE AWAY THE PROBLEMS.

I REALIZE THAT ANY ATTEMPT TO DEAL WITH OUR DEFICIT MUST BE TWO-PRONGED. ON ONE HAND, WE MUST REDUCE THE COST OF GOVERNMENT...ON THE OTHER, WE MUST IMPROVE OUR REVENUE POSITION. DOING ONE WITHOUT THE OTHER, AT THIS POINT, GIVEN OUR FINANCIAL CONDITION, WILL NOT ALLOW US TO ACHIEVE FISCAL INTEGRITY FOR THE GOVERNMENT OR PROVIDE NECESSARY SERVICES TO THE PUBLIC.

STATE OF THE TERRITORY

PAGE 6

THAT IS WHY...IMMEDIATELY AFTER ASSUMING OFFICE, I SIGNED EXECUTIVE ORDER 87-2...WHICH IS THE FIRST STEP TO CONTAINING THE COST OF GOVERNMENT. THIS AUSTERITY PROGRAM INCLUDED PUTTING THE BRAKES ON HIRING...A TIGHTENING UP OF THE GOVERNMENT'S TRAVEL PRACTICES...AND OTHER MEASURES AIMED AT SAVING YOUR TAX DOLLARS FROM BEING WASTED ON NEEDLESS PROJECTS.

I AM HAPPY TO REPORT THAT THE ACTIONS TAKEN BY THIS ADMINISTRATION IN THE FIRST 80 DAYS WILL RESULT IN A SAVINGS OF MORE THAN \$12 MILLION FOR THE PEOPLE OF GUAM.

WE HAVE BEEN ABLE TO SAVE AT LEAST \$2 MILLION IN PERSONNEL COSTS. BY SLOWING DOWN THE HIRING OF PERSONNEL, OR BY LEAVING NON-CRITICAL POSITIONS IN GOVERNMENT UNFILLED, WE EXPECT TO SAVE AT LEAST \$5 MILLION IN THIS ONE CATEGORY ALONE BY THE END OF THIS FISCAL YEAR.

WE ARE SAVING TAX DOLLARS BY REDUCING LUXURY COMMUNICATIONS EQUIPMENT. WE ARE SAVING MONEY THROUGH ENERGY CONSERVATION THAT WILL REDUCE OUR POWER CONSUMPTION BY 15%.

STATE OF THE TERRITORY

PAGE 7

THE ADMINISTRATION RECENTLY SUCCEEDED IN ERASING NEARLY \$6 MILLION IN PENALTY CHARGES ON OUR DELINQUENT POWER BILLS. I WAS VERY PLEASED THAT THE BOARD AND MANAGEMENT OF GPA RECOGNIZED THE GOVERNMENT'S CURRENT FINANCIAL CONDITION...AND AGREED TO HELP SAVE YOUR TAX DOLLARS...FOR OTHER CRITICAL NEEDS.

CONTINUING IN THE SPIRIT OF COST-CONTAINMENT, MY ADMINISTRATION WILL FIND MORE WAYS TO CUT COSTS...WE ARE NOW WORKING TOWARDS MOVING THOSE DEPARTMENTS AND AGENCIES THAT CURRENTLY USE COMMERCIAL OFFICE SPACE TO GOVERNMENT-OWNED BUILDINGS.

BY JUNE OF THIS YEAR, WE HOPE TO MOVE THE DEPARTMENT OF EDUCATION TO THE ADMINISTRATION BUILDING IN AGANA, THEREBY SAVING OVER \$400,000 ANNUALLY IN RENTAL FEES ALONE. ALREADY, WE HAVE MOVED THE GUAM MASS TRANSIT AUTHORITY OFFICES TO VACANT SPACE AT THE DEPARTMENT OF PUBLIC WORKS. MORE MOVES ARE FORTHCOMING.

WITHIN A FEW MONTHS I ALSO EXPECT TO TRANSMIT TO THE LEGISLATURE PROPOSED MERGERS OF EXISTING GOVGUAM DEPARTMENTS. I HAVE ALWAYS VIEWED REORGANIZATION, FIRST AS A MEANS OF SAVING MONEY, BUT ALSO, AND PERHAPS MORE IMPORTANTLY, AS A VEHICLE TO IMPROVE EFFICIENCY THROUGHOUT THE GOVERNMENT.

STATE OF THE TERRITORY

PAGE 8

THE SUCCESSES OF THIS ADMINISTRATION IN ITS FIRST THREE MONTHS HAVE REDUCED THE DEFICIT...BUT MY FRIENDS, EVEN AFTER SAVING NEARLY \$12 MILLION...IT IS NOT ENOUGH...THERE IS MUCH WORK TO BE DONE.

WHEN WE ENTERED THIS ADMINISTRATION, WE FACED A 1987 BUDGET SHORT FALL OF \$53 MILLION. THROUGH OUR EFFORTS, WE HAVE REDUCED THIS SHORT FALL SUBSTANTIALLY. HOWEVER, JUST TO GET US THROUGH THE BALANCE OF THIS FISCAL YEAR...EVEN AS WE CONTINUE CUTTING BACK...WE WILL BE NEEDING AN ADDITIONAL \$35 MILLION. I AM HOLDING BACK THE SUPPLEMENTAL REQUESTS FROM BEING TRANSMITTED TO THE LEGISLATURE UNTIL I AM TOTALLY CONFIDENT THAT WE HAVE CUT BACK IN ALL AREAS THAT WE CAN.

LADIES AND GENTLEMEN, IN PREPARING THE FISCAL YEAR 1988 BUDGET, LET ME ASSURE YOU THAT I LOOKED CLOSELY AT THE MANY WAYS TO CUT FAT OUT OF GOVERNMENT. AND AS I PROMISED, I AM BEGINNING AT THE TOP BY CUTTING \$200,000 OUT OF THE BUDGET FOR THE GOVERNOR'S OFFICE. I COMBINED THE OFFICES OF GOVERNOR AND LT. GOVERNOR, AND, CONSEQUENTLY, REDUCED THE NUMBER OF PEOPLE EMPLOYED IN THE GOVERNOR'S OFFICE...LET THE MESSAGE RING CLEAR...THAT THIS ADMINISTRATION IS COMMITTED TO REDUCING THE DEFICIT AND IMPROVING GOVERNMENT SERVICES AND EFFICIENCY.



STATE OF THE TERRITORY

PAGE 9

AS I MENTIONED EARLIER, THE FISCAL YEAR 1988 BUDGET IS A BALANCED ONE. WE HAVE CONFIDENTLY IDENTIFIED \$227 MILLION IN REVENUES FOR NEXT YEAR...AND WE HAVE \$227 MILLION IN EXPENDITURES.

HOWEVER, THIS \$227 MILLION DOLLAR BUDGET IS AN AUSTERE, BARE-BONES BUDGET. IT WILL CARRY OUT THE BASIC OPERATIONS OF OUR GOVERNMENT...BUT DOES NOT ADDRESS CERTAIN ITEMS THAT I KNOW ALL OF US CONSIDER TO BE OF VITAL IMPORTANCE.

AS AN EXAMPLE, OUR HOSPITAL REQUIRES THE INFUSION OF \$5 MILLION IN FY 1988...EVEN AFTER A RATE INCREASE OF 31%. WE ALL RECOGNIZE THE IMPORTANCE OF ADEQUATE HEALTH CARE. WE ARE COMMITTED TO RESTORING OUR HOSPITAL TO A CONDITION WHERE IT OFFERS THE BEST QUALITY CARE. THIS REQUIRES AN INVESTMENT ON OUR PART.

IN THE SAME AREA, WE HAVE MADE A COMMITMENT TO HELP THE FAMILIES OF GUAM THAT CANNOT AFFORD DECENT MEDICAL CARE...WE MUST BACK UP THIS COMMITMENT BY PROVIDING \$2.6 MILLION TO THE MEDICALLY INDIGENT PROGRAM.

STATE OF THE TERRITORY

PAGE 10

WE ARE COMMITTED TO SOLVING...ONCE AND FOR ALL ...THE WATER PROBLEMS OF THIS TERRITORY...WE ARE COMMITTED THAT NEVER AGAIN WILL THE PEOPLE OF GUAM...ESPECIALLY THOSE WHO LIVE IN THE SOUTH... EVER HAVE TO SUFFER THE ABSENCE OF CLEAN WATER...TO DO THAT, WE HAVE TO MAKE AN INVESTMENT OF \$5.5.MILLION. ADDITIONALLY, WE PLAN TO INVEST AROUND \$80 MILLION TO IMPROVE THE ISLAND-WIDE WATER SYSTEM.

WE ARE COMMITTED TO PROTECTING OUR PEOPLE FROM CRIME. OUR POLICE DEPARTMENT NEEDS AN ADDITIONAL \$300,000 TO CONTINUE WAGING ITS WAR AGAINST CRIMINALS, DRUG DEALERS AND OTHER THREATS TO OUR SAFETY.

IF WE TRIED TO FUND THESE NEEDS AND OBLIGATIONS USING THE CURRENT REVENUE BASE...I ASSURE YOU THAT WE WILL SEE OUR DEFICIT AND RELATED LONG-TERM DEBT JUMP FROM \$132 MILLION TO \$264 MILLION IN THE NEXT FOUR YEARS...AND MORE IMPORTANTLY, THIS WILL BRING ABOUT THE COMPLETE FINANCIAL COLLAPSE OF THIS GOVERNMENT. WE WILL CERTAINLY BE IN NO POSITION TO IMPROVE OUR ISLAND-WIDE WATER SYSTEM...TO REPAIR OUR DILAPIDATED SCHOOLS...AND TO CREATE A HEALTHY ENVIRONMENT FOR OUR ECONOMY TO EXPAND FURTHER...IT WOULD BE NEARLY IMPOSSIBLE TO DO ANYTHING OF LASTING IMPORTANCE FOR OUR PEOPLE.

STATE OF THE TERRITORY

PAGE 11

IF WE FOLLOW THIS DISASTROUS COURSE, WE WOULD REQUIRE AN ADDITIONAL \$175 MILLION IN LONG-TERM DEBT OVER THE NEXT FOUR YEARS...JUST TO FUND THE BASIC OPERATIONS OF GOVERNMENT. WE SIMPLY DO NOT HAVE THE BORROWING AUTHORITY TO DO THIS UNDER THE ORGANIC ACT.

ALL WE WOULD BE DOING IS PASSING A TREMENDOUS DEBT TO OUR FUTURE GENERATIONS ...WE WOULD BE HOLDING OUR KIDS HOSTAGE TO OUR FISCAL IRRESPONSIBILITY...MORTGAGING THEIR FUTURE...TO PAY FOR OUR DAY TO DAY NEEDS. THIS IS THE TYPE OF PRACTICE THAT HAS GOTTEN US INTO THIS MESS...THIS IS PRECISELY THE TYPE OF BEHAVIOR WE MUST PUT TO AN END...FOR THEIR SAKE.

IT IS FOR THESE MANY REASONS THAT I APPEAR BEFORE YOU TODAY TO ASK FOR YOUR SUPPORT IN MAKING AN INVESTMENT IN THE FUTURE OF THIS TERRITORY...AN INVESTMENT THAT WILL REDUCE OUR DEFICIT AND PROVIDE ESSENTIAL SERVICE TO OUR PEOPLE. THIS INVESTMENT CALLS FOR AN IMMEDIATE INCREASE IN REVENUE...AN INCREASE IN SOME TAXES...SUCH AS A 2% HIKE IN THE GROSS RECEIPTS TAX AND OTHER INCREASES IN LICENSES AND FEES.

ANOTHER REVENUE PLAN TO HELP PAY FOR THESE ESSENTIAL, BUT UNFUNDED NEEDS, IS A PLAN TO LEVY A NOMINAL HOTEL REGISTRATION FEE ON VISITORS WHO COME TO GUAM.

STATE OF THE TERRITORY

PAGE 12

THESE ARE NOT EASY DECISIONS, BUT THEY ARE DECISIONS WE MUST MAKE.

THIS INVESTMENT IN THE FUTURE OF OUR TERRITORY DOES NOT ONLY TOUCH UPON REVENUE GENERATION...IT CALLS FOR RESTRAINT IN SPENDING. NO MATTER WHAT REVENUE GENERATION PACKAGE WE CONSIDER...WE CANNOT AFFORD A 100% IMPLEMENTATION OF THE OPTION ONE GOVERNMENT EMPLOYEE RAISES THIS YEAR. WE WANT TO DO IT...BUT WE CANNOT.

THIS IS A HARD DECISION...BUT IT'S A DECISION WE MUST HAVE THE COURAGE TO MAKE. I CALL FOR A GRADUAL PHASE-IN OF THE IMPLEMENTATION OF THE OPTION ONE PAY INCREASES OF GOVGUAM'S EMPLOYEES.

I WANT TO HONOR THIS COMMITMENT TO THE EMPLOYEES, HOWEVER, I AM ASKING THE EMPLOYEES TO JOIN ME IN RESTORING FISCAL INTEGRITY TO THIS AILING GOVERNMENT. WE MUST SPREAD OUT THE FULL IMPLEMENTATION OF THIS PLAN...AND I AM PROPOSING A GRADUATED 25/50/25 PERCENT INCREASE PLAN OVER THE NEXT THREE YEARS.

STATE OF THE TERRITORY

PAGE 13

IT IS LIKELY THAT CERTAIN SECTIONS OF OUR COMMUNITY...INCLUDING OUR GOOD FRIENDS IN THE CHAMBER OF COMMERCE... MAY BE UPSET BY ANY FURTHER INCREASE IN LOCAL TAXES. BUT IT IS VITAL THAT THE BURDEN OF THESE HARD TIMES BE SHOULDERED BY US ALL. I CAN ONLY ASK FOR A CHANCE...A CHANCE TO SHOW HOW THIS TEMPORARY MEASURE WILL HELP US TO TURN THIS ISLAND AROUND BECAUSE LADIES AND GENTLEMEN...THIS INVESTMENT IN OUR FUTURE WILL BEGIN TO REAP SOME BENEFITS WITHIN THE NEXT FOUR YEARS...WITH THIS PLAN, WE WILL REDUCE THE GOVERNMENT'S DEFICIT AND RELATED LONG-TERM DEBT BY APPROXIMATELY \$50 MILLION.

BUT MORE IMPORTANTLY, LADIES AND GENTLEMEN, THIS FINANCIAL PLAN WILL PUT US IN A BETTER POSITION TO BEGIN IMPROVING OUR INFRASTRUCTURE THROUGHOUT THE ISLAND...TO PROVIDE ENOUGH WATER TO THE SOUTH...TO REPAIR OUR SCHOOLS...TO WORK ON OUR WASTE WATER SYSTEM THAT WILL AVERT A HEALTH AND SAFETY HAZARD TO THE GENERAL PUBLIC. NEVER AGAIN WILL NEW DEVELOPMENT PROJECTS THAT PROMISE TO EMPLOY HUNDREDS OF OUR PEOPLE BE THREATENED BY INADEQUATE WATER, ROADS OR SEWERS...NEVER AGAIN WILL OUR PEOPLE HAVE TO SUFFER DEPRIVATIONS SO UNNECESSARY IN THIS MODERN AGE.

I ASSURE YOU THAT OUR NEEDS FOR ADDITIONAL REVENUE ARE TEMPORARY...THAT IF WE MAKE THIS INVESTMENT IN OUR FUTURE TODAY...OUR CONTINUING EFFORT TO REDUCE THE SIZE AND EXPENSE OF GOVERNMENT...AND INCREASE THE SCOPE AND SIZE OF OUR ECONOMY...WILL PAY DIVIDENDS THAT WILL BENEFIT EVERYONE.

THAT IS WHY I PROPOSE THAT ANY REVENUE MEASURES WE ENTERTAIN MUST HAVE A SUNSET PROVISION TO ALLOW FOR REVIEW DOWN THE ROAD...WHEN WE REACH THE POINT WHEN THE GOVERNMENT'S FINANCIAL CONDITION IS HEALTHY, I WILL PROPOSE RETURNING DIVIDENDS TO OUR PEOPLE IN THE FORM OF REBATES ON UTILITIES. I PROPOSE THAT WE RETURN THE INVESTMENT TO EVERY MAN AND WOMAN WHO WORKS AND PAYS TAXES IN THE TERRITORY OF GUAM.

LET ME ASSURE YOU THAT EVERYTHING WE ARE DOING WILL BE FOR THE BENEFIT OF ALL OF OUR PEOPLE...A DECENT WATER SYSTEM...A STRONG ECONOMY...A BETTER EDUCATION SYSTEM...BENEFITS US ALL. IF TODAY, ALL OF US BITE THE BULLET AND PITCH IN...IT IS ONLY BECAUSE IN THE END WE WILL REAP THE BENEFITS OF A BETTER GUAM...A NEW GUAM...TOGETHER.

STATE OF THE TERRITORY

PAGE 15

REST ASSURED THAT OUR NEW ADMINISTRATION WILL CONTINUE ITS VIGOROUS PROGRAM OF COST-CONTAINMENT...AND WE WILL DILIGENTLY PURSUE ANY NEW ADMINISTRATIVE WAY TO RAISE REVENUES. FOR EXAMPLE, COLLECTING TAXES FROM OFF-ISLAND MILITARY PERSONNEL WHO CALL GUAM THEIR HOME. BY DOING THIS, WE CAN REALIZE AN ADDITIONAL FOUR TO FIVE MILLION DOLLARS IN REVENUE.

AND IT'S ABOUT TIME THAT WE CLEAN UP THE MESS AT OUR GUAM ECONOMIC DEVELOPMENT AUTHORITY. OUT OF 132 LOANS MADE BY GEDA, 94 ARE DELINQUENT. THAT'S OVER 70%. OVER \$3 MILLION IN DELINQUENT LOANS NEED TO BE COLLECTED. WHAT IS MORE, GEDA HAS BEEN FORCED TO PAY \$1 MILLION IN BANK GAURANTEED LOANS THAT WENT BAD. THIS IS A DISMAL RECORD AND IT HAS TO STOP NOW.

I HAVE DIRECTED GEDA TO GO AFTER THE DELINQUENT LOANS. THIS AUTHORITY, WHICH WAS SUPPOSED TO BE THE SPARK PLUG OF OUR ECONOMIC DEVELOPMENT, HAS BECOME A SOURCE OF FREE AND EASY MONEY TO PEOPLE WHO HAVE BEEN UNABLE...OR UNWILLING...TO MAKE GOOD.

I ASSURE YOU, THAT THIS WILL NOT HAPPEN IN THE FUTURE. I HAVE DIRECTED GEDA TO EVALUATE ITS MISSION...TO COME UP WITH AN ECONOMIC MASTER PLAN WHICH WILL BENEFIT OUR TERRITORY AND OUR PEOPLE...TO ASSIST OUR LOCAL BUSINESSES AND TO ATTRACT OFF-ISLAND INVESTORS TO GUAM. IN THE FUTURE, THE ACTIVITIES OF GEDA WILL BENEFIT ALL OF OUR PEOPLE, NOT JUST A SELECT FEW.

LET ME ASSURE THE PRIVATE SECTOR THAT WILL BE MAKING INVESTMENTS IN GUAM'S FUTURE, THAT YOU WILL DO BUSINESS WITH THIS GOVERNMENT IN AN ENVIRONMENT THAT IS FAIR AND FREE OF CORRUPTION. IN THE NEW GUAM, WE ARE COMMITTED TO HONESTY AND INTEGRITY. YOU CAN COMPETE FAIRLY WITHOUT FEAR OF FAVORITISM, PAYOFFS, OR OTHER CORRUPT PRACTICES.

AS A FINAL COMMENT ON DEFICIT REDUCTION, I COMMEND THE MEMBERS OF THE DELTA FORCE...WHICH IS A PRIME EXAMPLE OF HOW LEADERS FROM THE DIFFERENT SECTORS OF OUR COMMUNITY CAN POOL THEIR RESOURCES TO DEVELOP WAYS TO REDUCE THE DEFICIT...WAYS THAT ARE PRACTICAL AND WAYS THAT CAN BE SUPPORTED BY ALL PARTIES.

THERE IS NO DOUBT THAT THE FINANCIAL CONDITION OF THIS GOVERNMENT IS THE NUMBER ONE CONCERN THAT FACES US TODAY...HOWEVER, WE MUST NOT LOSE SIGHT OF THE OTHER CONCERNS WHICH MUST BE DEALT WITH.



OUR HOSPITAL...OUR EDUCATIONAL SYSTEM...OUR WATER SYSTEM...OUR JUVENILE AND CRIMINAL JUSTICE SYSTEM...AND OUR QUEST FOR A NEW POLITICAL STATUS...ALL OF THESE RANK HIGH ON OUR LIST OF PRIORITIES FOR THIS ADMINISTRATION...ALL OF THESE REQUIRE THAT WE JOIN FORCES AND USE OUR CREATIVITY...OUR INNOVATION...OUR TALENT... FOR POSITIVE CHANGE.

DECADES OF FISCAL NEGLECT AND POOR MANAGEMENT HAVE TAKEN THEIR TOLL ON THE HOSPITAL...AND WHAT IS FRIGHTENING IS THAT THESE PROBLEMS, IF LEFT UNCHECKED, WILL CONTINUE TO AFFECT THE LEVEL OF SERVICES BEING PROVIDED TO OUR PEOPLE.

IN RECENT WEEKS, THE GOVERNOR'S OFFICE HAS BEEN WORKING CLOSELY WITH THE HOSPITAL BOARD AND MANAGEMENT TEAM...TO CARVE OUT A PLAN THAT WOULD ALLOW THE HOSPITAL TO OVERCOME THE \$12 MILLION CASH REQUIREMENT IT INHERITED...SO THAT IT CAN BEGIN TO PURCHASE THE NECESSARY MEDICINE AND SUPPLIES THAT ARE ESSENTIAL TO DECENT MEDICAL CARE.

WE MUST PUT THE HOSPITAL BACK ON A SOUND FINANCIAL FOOTING. I AM APPEALING TO THIS AUGUST BODY TO HELP LAY THE GROUNDWORK TO ENSURE THAT NO FUTURE GOVERNOR MUST EVER FACE THE SAD DUTY OF REPORTING THAT OUR PRIMARY PROVIDER OF MEDICAL CARE ON THIS ISLAND IS ON THE VERGE OF COLLAPSE...I CALL ON ALL OF YOU...TO HELP PROTECT OUR PEOPLE AND TO GIVE THEM THE QUALITY HEALTH CARE THEY DESERVE. I KNOW THAT IN THE SPIRIT OF COOPERATION, WE SHALL SUCCEED.

STATE OF THE TERRITORY

PAGE 18

AS PARENTS, ANOTHER AREA OF IMMEDIATE CONCERN IS OUR EDUCATIONAL SYSTEM. WE WANT TO SEE OUR KIDS BEST PREPARED TO MEET THE CHALLENGES OF GUAM'S FUTURE...WE WANT THEM TO ENJOY THE BENEFITS OF A GOOD CAREER...WE WANT THEM TO KNOW THE HAPPINESS THAT COMES FROM LIVING A PRODUCTIVE LIFE.

SADLY, HOWEVER, OUR EDUCATIONAL SYSTEM TODAY IS NOT COMPLETELY LIVING UP TO THIS TASK. I DON'T THINK WE SHOULD TOLERATE THIS SITUATION FOR ONE MORE DAY.

THE PROBLEM IS NOT HOW MUCH MONEY WE SPEND ON EDUCATION. THE PROBLEM, AS I SEE IT, IS ONE OF PRIORITIES...IT IS ON HOW THOSE MONIES ARE SPENT. IN DOE TODAY, FUNDS ARE BEING SPENT ON DOCTORAL PROGRAMS FOR ADMINISTRATORS...I SAY, IF TEACHING KIDS IS THE PRIORITY, THEN THESE TRAINING FUNDS SHOULD BE SPENT IN THE CLASSROOM.

I ASK YOU...TO JOIN ME TODAY...IN WORKING TOWARDS RESTRUCTURING THE PRIORITIES OF THE DEPARTMENT OF EDUCATION...SO THAT THEY REFLECT THE NEEDS OF OUR PEOPLE AND OUR TERRITORY.

OUR SCHOOL KIDS TODAY...ARE ALSO FACING A REAL PROBLEM...THAT COULD PLAGUE THE REST OF OUR SOCIETY LIKE IT DID DURING THE MID-1970'S.

STATE OF THE TERRITORY

PAGE 19

ALL OF US THEN WERE WITNESS TO A TERRIBLE PAGE IN OUR HISTORY. THE ABUSE OF CHEMICAL SUBSTANCES, ESPECIALLY HEROIN, WAS RAMPANT ON OUR ISLAND...AND OUR PEOPLE PAID A TERRIBLE PRICE IN HUMAN SUFFERING.

LIVES WERE DESTROYED...CRIMES AGAINST PROPERTY AND PERSONS ESCALATED...OUR PEOPLE SUFFERED FROM A PLAGUE OF ROBBERIES, BURGLARIES, CAR THEFTS AND OTHER CRIMES.

THIS IS CERTAINLY A PERIOD IN OUR HISTORY THAT NONE OF US WANT TO REPEAT...BUT IT SEEMS THAT THE DRUG PROBLEM IS REARING ITS UGLY HEAD IN OUR TERRITORY ONCE AGAIN. AFTER MANY YEARS OF ABSENCE, OUR POLICE ARE FINDING AN INCREASE OF HEROIN ON OUR ISLAND.

I WANT TO MAKE IT PERFECTLY CLEAR...ESPECIALLY TO THOSE WHO ARE PUSHING DRUGS THROUGHOUT THE ISLAND...THAT THIS ADMINISTRATION HAS LAUNCHED AN ALL-OUT WAR AGAINST DRUGS. UNDER THE DIRECTION OF THE GUAM POLICE AND IN COOPERATION WITH THE FEDERAL LAW ENFORCEMENT AGENCIES, WE ARE CRACKING DOWN ON DRUG DEALERS, DRUG IMPORTERS, ALL THOSE WHO CORRUPT OUR SCHOOL KIDS AND WHO ENDANGER OUR LIVES.

STATE OF THE TERRITORY

PAGE 20

I HAVE DIRECTED OUR CHIEF OF POLICE AND OUR ATTORNEY GENERAL, TO BEGIN A CRACK-DOWN ON ALL DRUG TRAFFICKERS. I WANT THE DRUG DEALERS TO BE APPREHENDED...I WANT THEM PROSECUTED...I WANT THEM CONVICTED...THIS I KNOW IS WHAT ALL THE PEOPLE OF GUAM DEMAND.

AND TO OUR YOUNG PEOPLE...WHEN SOMEONE COMES UP TO YOU AND TEMPTS YOU TO USE DRUGS..."JUST SAY NO!"

JUST SAY NO TO DRUGS...JUST SAY NO TO THE TEMPTATION TO COMMIT CRIMES...JUST SAY NO TO DRINKING. THE FUTURE OF OUR ISLAND RESTS IN YOU, OUR YOUNG PEOPLE...BY SAYING NO TODAY, YOU WILL ENJOY A BRIGHTER FUTURE TOMORROW.

AND MY FRIENDS, WE HAVE GOOD TIMES IN STORE FOR US IN OUR IMMEDIATE FUTURE. TODAY, WE ARE ON THE THRESHOLD OF ACHIEVING A NEW POLITICAL STATUS FOR OUR TERRITORY...A COMMONWEALTH OF GUAM.

THIS IS TRULY AN IMPORTANT STEP...AND AN EXCITING ONE...FOR THE PEOPLE OF GUAM. OUR NEW POLITICAL STATUS WILL SURELY OPEN UP NEW OPPORTUNITIES TO US ALL...WHETHER IT BE IN ACHIEVING AN OPEN SKIES POLICY OR A 200-MILE ECONOMIC ZONE. IT IS THE KEY TO UNLOCKING THE DOORS TO GREATER PROSPERITY.

STATE OF THE TERRITORY

PAGE 21

I AM PLEASED TO NOTE THAT OUR PEOPLE WILL FINALLY BE VOTING ON OUR DRAFT COMMONWEALTH ACT IN A PLEBESCITE ON AUGUST 8. ALTHOUGH THE DRAFT ACT MAY NOT BE PERFECT, IT IS TIME TO HEAR FROM THE PEOPLE OF GUAM SO THAT WE CAN CARRY THEIR MESSAGE TO OUR FRIENDS AND FELLOW AMERICANS IN OUR NATION'S CAPITAL.

I KNOW THAT WE WILL FIND SYMPATHETIC EARS AND HELPING HANDS IN WASHINGTON. FEDERAL OFFICIALS WERE QUITE RESPONSIVE TO THE NEEDS OF OUR TERRITORY DURING MY TRIP TO WASHINGTON EARLIER THIS YEAR. DURING THAT TRIP...AND WITH THE ABLE LEADERSHIP AND ASSISTANCE OF OUR CONGRESSMAN BEN BLAZ...THE GUAM DELEGATION, WHICH WAS COMPOSED OF MYSELF, SPEAKER QUITUGUA AND MEMBERS OF THE 19TH GUAM LEGISLATURE, WAS ABLE TO SCORE SIGNIFICANT VICTORIES IN THE AREA OF CAPITAL IMPROVEMENT FUNDS.

THROUGH A UNITED EFFORT, WE WERE ABLE TO SECURE \$6 MILLION DESPARATELY NEEDED TO SUPPLEMENT OUR EFFORTS TO PROVIDE CLEAN WATER AND SAFE DISPOSAL OF WASTE ON OUR ISLAND. WE LOOK FORWARD TO THE ASSISTANCE OF OUR CONGRESSMAN AND HIS COLLEAGUES, AND THEIR LEADERSHIP IN THE HALLS OF CONGRESS TO HELP FURTHER THE GOOD WORK WE STARTED TOGETHER.

WITH THIS SPIRIT OF COOPERATION, BETWEEN LEADERS IN GUAM AND IN CONGRESS, WE CAN ACHIEVE OUR QUEST FOR COMMONWEALTH, AND INSURE A NEW GUAM OF PROSPERITY.

STATE OF THE TERRITORY

PAGE 22

IN THE NEXT FEW DAYS, GUAM WILL BE HOSTING A CONGRESSIONAL DELEGATION HEADED BY CONGRESSMAN BEN BLAZ AND JOINED BY SEVERAL VISITING MEMBERS OF U.S. CONGRESS WHO HAVE DIRECT INFLUENCE OVER FEDERAL POLICY TOWARDS OUR TERRITORY. IT IS IMPORTANT THAT CONGRESS HAVE THE OPPORTUNITY TO SEE OUR PROBLEMS AND OUR POTENTIAL FIRST HAND.

NATURALLY, THERE ARE MANY OTHER ISSUES WHICH WE WILL BE ADDRESSING IN THE YEARS AHEAD...ISSUES WHICH AFFECT OUR YOUTH, OUR SENIOR CITIZENS, AND OUR VETERANS...ISSUES OF ENVIRONMENT AND CULTURE...ISSUES WHICH AFFECT RECREATION, SOCIAL SERVICES AND CORRECTIONS...ISSUES CONCERNING OUR RELATIONSHIP WITH OUR MICRONESIAN NEIGHBORS AND OUR ASIAN FRIENDS. OUR DEPARTMENT AND AGENCIES ARE HARD AT WORK IN ALL THESE AREAS, AND I AM SURE THAT I WILL HAVE THE OPPORTUNITY TO REPORT ON THEIR PROGRESS AT A LATER DATE.

MY FRIENDS, AS I LOOK UPON THE FACES IN THIS HALL, AND AS I THINK OF OUR PEOPLE...I AM ENCOURAGED...I AM INVIGORATED. AS WE GO FORTH TO DO BATTLE AGAINST OUR TROUBLES...I CANNOT THINK OF ANYONE BETTER TO HAVE AT MY SIDE THAN YOU. I KNOW YOUR TALENTS AND YOUR CONCERN FOR OUR TERRITORY...I KNOW THAT ALL OF US WOULD RATHER FACE GRAVE HARDSHIP NOW THAN LET GUAM DOWN.

STATE OF THE TERRITORY

PAGE 23

THE RENAISSANCE OF OUR TERRITORY IS MY GOAL. WE CAN AND WE WILL PROVIDE OPPORTUNITY FOR OUR PEOPLE IN THE NEW GUAM. WE CAN FULFILL OUR OBLIGATION TO THEM AND TO GENERATIONS YET TO COME.

OVER FORTY YEARS AGO, WHEN OUR PEOPLE FACED SIMILAR TIMES OF GRAVE TROUBLES, THEY PROVED THEY COULD OVERCOME THE ADVERSITIES. THEY DEMONSTRATED COURAGE IN THE FACE OF DANGER AND DILIGENCE IN THE FACE OF HARDSHIP. OUR PEOPLE CAME TOGETHER...AS ONE FAMILY...AND OVERCAME THE DIFFICULTIES OF THE TIME AND PROCEEDED TO BUILD A BETTER GUAM.

MY FRIENDS, I HAVE GREAT FAITH...BECAUSE I KNOW THAT WE HAVE THE RESOURCES OF THE BEST PEOPLE ON EARTH...THE PEOPLE OF GUAM.

TODAY, OUR HOME...THE LAND OF OUR BIRTH...NEEDS OUR HELP...SHE NEEDS OUR COURAGE AND OUR DEDICATION.

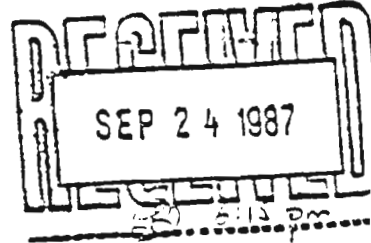
LET US GO FORTH TOGETHER TO BUILD THE NEW GUAM...I HAVE CONFIDENCE IN OUR ABILITIES...HOPE FOR OUR FUTURE...AND FAITH IN THE PROMISE OF TOMORROW.

SI YUUS MAASE...THANK YOU...GOD BLESS US ALL.



*Territory of Guam*

OFFICE OF THE GOVERNOR  
AGANA, GUAM 96910  
U.S.A.



SEP 24 1987

Honorable Don Parkinson  
Acting Speaker  
Nineteenth Guam Legislature  
P.O. Box CB-1  
Agana, Guam 96910

Dear Mr. Speaker:

Transmitted herewith is Bill No. 455, which I have vetoed in its entirety.

I take this action simply because I feel I have no option but to do so. In the simplest terms, I do not believe that this is a balanced budget, and will, in fact, increase the deficit that our Territory is struggling under. This is something that I have pledged to avoid.

There are numerous items in this Bill that are poorly timed. Foremost in that list is the 100 percent implementation of the Option 1 pay increases for Government of Guam employees.

Although our hard working government employees are surely deserving of a decent living wage, it would be unfair for us as elected leaders to promise them a pay raise that can only become a reality by bankrupting this entire government.

I strongly feel that our plan to phase in the implementation of Option 1 on a 25-50-25 percent basis, which was approved by this legislature in Public Law 19-5 is practical and fair.

Moreover, there are items in the Bill which I simply feel the people of Guam cannot afford. Under the current financial conditions we face, there is simply no way that we can entertain a comprehensive pay increase for elected officials. The people of this Territory will not stand for it, and I cannot stand for it.

We are in difficult times; of this there can be no doubt. We have a strong need to improve the infrastructure of this Territory, improve the conditions at our Hospital, maintain the operations of this Government, and reduce the deficit. We must accomplish all these things through a balanced FY 88 budget that contains real revenues and that addresses the real needs of all the people of this Territory. I know this is not an easy job, but we must operate within our means.

002117

ATTACHMENT 12



TRANSMITTAL LETTER - BILL 455

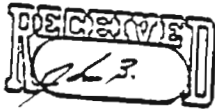
Page 2

I trust we feel very similarly - about the priorities our Government must address, and the need to simultaneously keep our deficit from growing.

I look forward, as always, to working with you to accomplish these ends. I am confident that we can work together to come up with a budget that is in the best interests of the Territory, and do so in an expeditious manner.

Sincerely,

*Joseph F. Ada*  
JOSEPH F. ADA  
Governor



9:35

9-25-27

130325

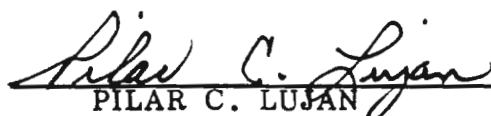
NINETEENTH GUAM LEGISLATURE  
1987 (FIRST) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO THE GOVERNOR

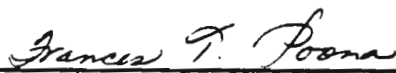
This is to certify that Substitute Bill No. 455 (COR), "AN ACT MAKING APPROPRIATIONS FOR THE OPERATIONS OF THE EXECUTIVE AND JUDICIAL BRANCHES OF THE GOVERNMENT OF GUAM AND THE GUAM VISITORS BUREAU FOR THE FISCAL YEAR ENDING SEPTEMBER 30, 1988, AND FOR OTHER PURPOSES," was on the 16th day of September, 1987, duly and regularly passed.

  
FRANKLIN J. A. QUITIGUA  
Speaker

Attested:

  
PILAR C. LUJAN  
Senator and Legislative Secretary

-----  
This Act was received by the Governor this 18<sup>th</sup> day of September, 1987, at 3:53 o'clock P.m.

  
Francis T. Poona  
Assistant Staff Officer  
Governor's Office

APPROVED:

\_\_\_\_\_  
JOSEPH F. ADA  
Governor of Guam

Date: \_\_\_\_\_

Public Law No. \_\_\_\_\_



PUBLIC INFORMATION OFFICE  
DEPARTMENT OF EDUCATION  
GOVERNMENT OF GUAM  
P.O. BOX DE  
AGANA, GUAM 96910  
TEL: 472-8901/2/3/4

GLORIA B. NELSON  
Director of Education

May 19, 1988  
~~May 14, 1987~~

SYLVIA MONYRES  
Public Information Officer

Memorandum

To: Director of Education

From: Public Information Officer

Subject: Civil Service Commission's Preliminary Report on DOE Administrators New Pay Range Allocation

The Civil Service Commission's preliminary report on DOE administrators' new pay range allocation contends that the proposed DOE Administrators pay range allocations have been developed to be consistent with pay range allocations of other positions under the Civil Service Commission classification and pay system in consideration of the similarities and differences in complexity of duties, level of responsibility and qualifications.

I strongly question and contest the CSC contention that the salary of the Department of Education Public Information Officer should be similar to that of other GovGuam PIO's based on similarity of duties and responsibilities and I take great exception to the proposed pay range allocation (44-1 to 44-10) for the Department of Education Public Information Officer under the CSC Option I Plan. To say the least it is illogical. The duties and responsibilities of the Public Information Officer for the Government of Guam's largest department remains the same, yet the CSC proposes a whopping reduction of \$6,422.00 (L30-10) to \$32,602 (44-10) at the top level allocation.

It is incomprehensible to the incumbent DOE-PIO that the CSC could compare the scope of the Department of Education Public Information Officer with those of other GovGuam Department Public Information Officer's.

The Department of Education Public Information Officer's position differs not only in the scope and diversification of services it provides but most significantly in the fact that its responsibilities extend beyond that of the District Office.

Perhaps the CSC has failed to consider that the Department of Education Public Information Officer serves at both the State (District) and local (schools) levels providing an extensive array of services to the District Central Office, the Territorial Board of Education and the 35 schools.

Further, many of the tasks assigned to the DOE-PIO beyond those in the job description fall in the category of "and other tasks assigned by the Director". Briefly its under this category that Special Projects are executed.

Under Special Projects, the Department of Education Public Information Officer coordinates a variety of projects that range from nationally originated programs, such as the Teacher In Space Project, Centennial Scholars, Presidential Fitness Awards, etc. -- to locally sponsored civic and government events, activities and contests. A listing of all interdepartmental and civic contests, activities and events coordinated by the Department of Education Public Information Officer is available in the office for review.

For the record, it is important to note that because the Department of Education Public Information Officer provides services to the 35 schools in addition to that of the District Office and the Board, the hours on the job far exceed a 40 hour week. The Department of Education Public Information Officer's job is not an 8:00 a.m. to 5:00 p.m. job, nor is it confined to Monday thru Friday. As the PR person the Department of Education Public Information Officer's presence at District Office, Board and school functions is essential to gather information for the media, coordinate media coverage, to provide photographic services and most importantly for public relations purposes -- mingling with, talking to and socializing with the school populations and the community. Its during these occasions that education misinformation and misconception are corrected, and the Public Information Officer has an opportunity to answer questions parents may have about the system.

Some of the duties performed by the Department of Education Public Information Officer that extend beyond the regular work day are as follows:

Night Activities -- include but are not limited to Board Meeting, Orientation for the Military, Graduation Ceremonies, Special Program (Christmas Pageants, School Carnivals, Celebration of Scholars) Special Meeting, Social Functions - Educational Related.

Weekend Activities -- These activities range from Educational Festival, Synchronized Movement, Graduations, Accreditation, School Fund-raisers.

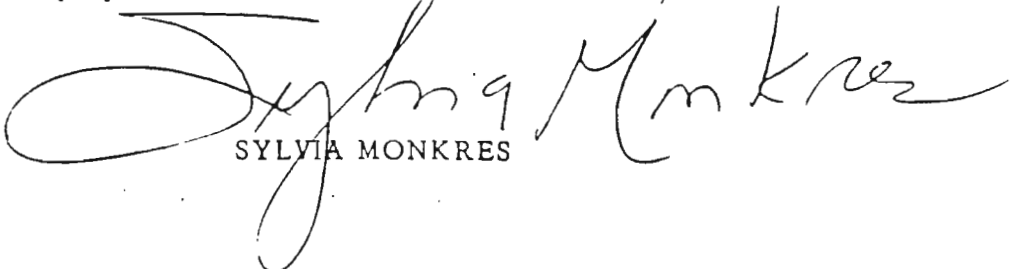
Emergencies -- Emergencies that impact the schools such as water and power outages are monitored by the PIO. This calls in many instances for all night monitoring with the respective GovGuam agencies - noting its progress, reporting to the Director, advising the schools, the media and also coordinating with bus operations.

Typhoon Watch -- During pending typhoons, the Department of Education Public Information Officer works very closely with Civil Defense, the media and the schools which serve as primary shelter. Activities are monitored 24 hours for the extent of the watch.

In reviewing other DOE positions having similar levels of responsibility (State and district) and also being a one person operation such as that of the PIO, I noticed that the proposed pay range of the ERO (which under the current salary schedule is the same as that of the PIO) remains relatively the same. My responsibilities have not decreased why is there a vast difference in the proposed salary schedule of DOE personnel positions having similar levels of responsibility?

For your information, I have attached a listing of some of my duties and responsibilities under the categories of -- Dissemination of Information, Public Relations, Publications, Coordination of Departmental/Inter-Departmental/National Activities, Records, Monitoring Activities and PR Resource.

For the above reasons, I adamantly disagree with the CSC proposed salary schedule for the Department of Education Public Information Officer, and kindly request re-evaluation of the proposed Public Information Officer salary.

  
SYLVIA MONKRES

Attachments

## DISSEMINATION OF INFORMATION

- Disseminate school/district news information that is of interest to the public via Press Releases, Feature Stories, For your Information, Press Conferences, Interviews, Telephone Calls.
- Disseminate information and coordinate with the schools information regarding scholarships - NIH Centennial, Governor's, Civic, Presidential Fitness Awards; Contests.

## PUBLIC RELATIONS

- Arrange for media coverage of schools' activities and events as requested by schools.
- Arrange radio/television/newspaper interviews of school and district personnel upon request of media or school/district personnel.
- Provide photographic services upon request.
- Respond to crisis/emergencies affecting the schools, follow-up with GovGuam Agencies involved -- PUAG/GPA/EPA, etc. and release Public Service Announcements on Emergency in the form as Advisory to Parents.
- Respond to schools' inquiries on PR, policies, contests and educational related matters.
- Provide advisory and consultative services to the schools on PR and other subject as requested by schools. Examples -- protocol, seating arrangements, guest speakers, how to respond to media on particular controversial or sensitive issues.
- Provide speaking service to civic organizations and schools.
- Suggest school stories to media which merit publicity.
- Prepare messages and speeches (for school year books and school events).
- Staff government officials on tour of schools and visitations during special activities and provide government and civic organization information about the schools.
- Represent the Department on numerous organization such as Guam Visitors Bureau's Tourism Industrial Relations/Visitor Satisfaction and Community Development Committees. Where applicable, information is disseminated to schools such as Tourism Week Activities, Christmas of Guam, and other GVB/DOE co-sponsored activities such as the numerous Sports Day between Japanese and local school students and other exchange programs.
- Contact schools to check rumors called in by media, parents, or students.
- Relay information to clarify or interpret information presented at Board meeting to media.

## PUBLICATIONS

- Prepare and publish the Department's Newsletter.
- Compile the Department's Annual Report.
- Prepare and publish brochure on Education In Guam Public Schools.


March 2, 1988

Memorandum

To: All Department of Education Administrators  
Who Did Not Receive Option I

From: Marion C. Wright, Jr. Temporary Chairman  
Option I Salary Committee

For several months a number of administrators have informally discussed our options in seeking redress in receiving Option I pay raises. Most all Department of Education administrators were omitted from more than a 5% pay increase when teachers received a 30% increase in their salaries in August 1986. I have been requested to temporarily chair the Salary Committee to begin action to force the Civil Service Commission and the Legislature to correct this inequity. Please read the attached correspondence. Our time is running out. I am calling a meeting in the back room at Sizzler Restaurant in Agana for Thursday night, March 10, 7:30 p.m. to determine your interest in pursuing the above, selecting a lawyer to place on retainer, and discuss our options. It is estimated that it will cost each administrator at least \$100.00 to establish a fund for legal action. Please plan to attend this important meeting. The Acting Director of Education is making an effort to resolve this impasse as did the former Director, but she will likely need our solid backing.



MARION C. WRIGHT, Jr.

Attachments

## PUBLICATION (CONT.)

- Prepare and publish annually brochure on Information for Parents and information for news media on Opening of Schools.
- Prepare a district directory of schools, divisions and TBOE personnel.
- Write a weekly column for publication in the TRIBUNE about school and Central Office activities and submit same information to TV GUAM and PDN ISLANDSTYLE.

## COORDINATION OF DEPARTMENTAL/INTER-DEPARTMENTAL ACTIVITIES

- Coordinate programs between schools and private non-profit organizations such as -- American Cancer Society "Great Smoke Out", Fresh Start, Lytico/Bodig Telethon and Ronald McDonald's Visit to school.
- Coordinate visitation of schools by off-island education officials, local dignitaries, special groups (student exchange groups, visiting Astronauts, etc.)
- Work with schools/BBMR/DOA on DOI Capital Improvement Projects and assist in following up with locally funded CIP's.
- Coordinate activities between Governor's Office and the Schools/District Office such as, Governor's Student Leadership Seminar, Proclamations, Awards, Recognition Ceremonies, Workshops and Seminars.
- Coordinate programs/activities/contests between schools and GovGuam Agencies such as Guam Energy Office -- (Energy Fair Poster Contest), Airport Authority (FAA Contest and Awards Ceremony), Port Authority (Tours); Public Works /DOE (Groundbreaking Ceremonies).
- Coordinate with schools/GovGuam Agencies and Private Sector on Special Projects such as Teachers Recruitment/Housing/Financing.
- Coordinate activities between agencies and ethnic organizations and schools -- Chinese Acrobatic and Singing Groups.
- Work with schools on Special Projects such as -- Federal Lands, Capitol Improvement Projects, Accreditation Related Activities.
- Coordinate Special Projects such as Teacher In Space Project, Visit of Astronaut Jon McBride.
- Coordinate Graduation Ceremonies at the 5 island high schools.

## RECORDS

- Keep photo file on school/district activities.
- Keep newspaper clippings file on school and district activities pertaining to DOE.

## MONITORING ACTIVITIES

- Monitor radio/TV shows for comments about the school/district and comment accordingly.

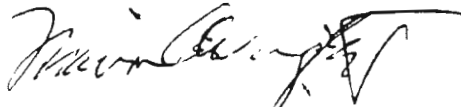


PR RESOURCE

- Place long distance calls upon request by Board/Director/schools to follow-up on certain activities.
- Provide schools and the District Office with current listing of media personnel and articles which are helpful in establishing school/community public relations.
- Follow-up on requests made by schools regarding bussing concerns (No show, late busses and crowded busses).

Page 2 - Memo

D.O.E. Central office administrators need to have a re-evaluation of many positions. A totally fair process will likely never be developed. At the present time the Director's testimony to the Legislature of returning to the point factors needs to be emphasized. It is the fairest that can be devised by the Department of Education with all of our present biases.



MARION C. WRIGHT, Jr.



*Territory of Guam*

OFFICE OF THE GOVERNOR  
AGANA, GUAM 96910  
U.S.A.

Acknowledgment Receipt

Received By: J. E.

Time: 6:55 p.m.

Date: 9/30/87

SEP 30 1987

ATTACHMENT 13

The Honorable Franklin J. Quitugua  
Speaker  
Nineteenth Guam Legislature  
Post Office Box CB-1  
Agana, Guam 96910

Dear Mr. Speaker:

Earlier today, I vetoed Bill 263, which contains the Fiscal Year 1988 Budget for the Government of Guam.

Unless the Legislature acts to pass a FY 88 budget bill, part of this government must shut down tomorrow.

In order to avert this crisis, I hereby call the Nineteenth Guam Legislature into special session under the authority vested in me by section 18 of the Organic Act of Guam. This special session shall convene on Wednesday, September 30, 1987 at 7:00 p.m.

I am calling this special session to consider the following items:

A. A Government of Guam budget for the entire Fiscal Year 1988 or an interim Government of Guam budget for the first three months of Fiscal Year 1988 including funding for payment of all furloughed employees; and

B. The \$40 million loan package for Fiscal Year 1987; and

C. The date and funding for the combined election on the Draft Commonwealth Act and for filling the vacancy left by the late Senator Pedro C. Sanchez.

Mr. Speaker, I sincerely believe that you and your colleagues do not want to see our people in this Territory suffer needlessly because of this impasse. The actions taken by the Democratic majority of the Nineteenth Guam Legislature on Bills 455 and 263 left me with no other choice but to veto these fiscally-irresponsible measures and to prepare an Emergency Plan which I will implement at midnight tonight.

Quite frankly, I do not want to resort to this action, however, I am forced to do so until the Legislature passes a balanced budget for FY 88 or interim budget for the first quarter of FY 88.

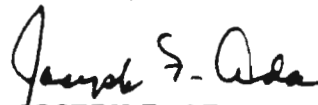
That is why I am proposing an interim Fiscal Year 1988 budget at the same level as FY 87 with 25% implementation of Option 1 for a three month period so that we can avert the pending shutdown of this government. I would like you to know that I would be willing to compromise on the Option 1 issue by agreeing to a 50-50 percent implementation over the next two fiscal years as long as the budget that comes before me is a balanced one.

I firmly believe that it is critical for us to allow this government to continue its operations to ensure that the public health, welfare and safety of the people and education of the children of this Territory is not placed in serious jeopardy.

I have faith that through sincere cooperation between your good office and mine, we can arrive at a responsible Fiscal Year 1988 budget for the Government of Guam.

Thank you in advance for your usual cooperation and concern for the welfare of the people of this Territory. Si Yuus Maase.

Sincerely,

  
JOSEPH F. ADA  
Governor

190331

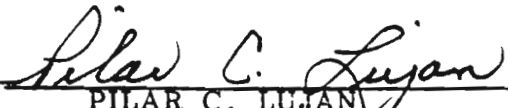
NINETEENTH GUAM LEGISLATURE  
1987 (FIRST) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO THE GOVERNOR


This is to certify that Substitute Bill No. 263 (LS), "AN ACT TO CONVEY A CERTAIN PORTION OF DEDEDO MIDDLE SCHOOL IN DEDEDO VILLAGE CONTIGUOUS TO LOTS 7 AND 8, BLOCK 20 TO THE ADJACENT LOT OWNERS AND TO AUTHORIZE AN EXCHANGE OF PROPERTY IN THE MUNICIPALITY OF MACHANAO, YIGO BETWEEN THE GOVERNMENT OF GUAM AND HATSUHO INTERNATIONAL INC. (GUAM), AND FOR OTHER PURPOSES," was on the 30th day of September, 1987, duly and regularly passed.

  
FRANKLIN S. A. QUITUGUA  
Speaker

Attested:

  
PILAR C. LUJAN  
Senator and Legislative Secretary

-----  
This Act was received by the Governor this 30<sup>th</sup> day of September, 1987, at 1:30 o'clock p.m.

  
Heidi S. Bersamin  
Assistant Staff Officer  
Governor's Office

APPROVED:

\_\_\_\_\_  
JOSEPH F. ADA  
Governor of Guam

Date: \_\_\_\_\_

Public Law No. \_\_\_\_\_

**Acknowledgment Receipt**

Received By: J.E.

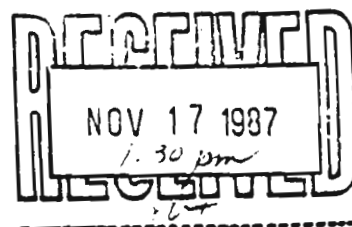
Time: 1:55 p.m.

Date: 9/30/87



*Territory of Guam*

OFFICE OF THE GOVERNOR  
AGANA, GUAM 96910  
U.S.A.



ATTACHMENT 14

NOV 14 1987

Honorable Franklin J.A. Quitugua  
Speaker  
Nineteenth Guam Legislature  
P.O. Box CB-1  
Agana, Guam 96910

19-10

Dear Mr. Speaker:

I am very pleased to announce that in 1988, for the first time in many years, the people of Guam will have a truly balanced budget.

I have signed Bill 611 into law, as of November 14, 1987, with some modification through item veto.

Our government budget for fiscal year 1988 is set, as of today, at \$236 million dollars. This is a day to rejoice, this is a day that our government leadership, in all branches of government, can be proud of. We have all promised our people a balanced budget, and we have kept our promise.

This giant step in the direction of fiscal responsibility, this great step in the direction of reducing the horrendous deficit we struggle under, is not just an accomplishment of the administration. We could not do it alone. I must take this opportunity to commend our Republican Minority leader, Senator Alberto Lamorena III and all the Republican senators for their outstanding display of courage all through this budget process. Our eight Republican senators stood firm against those who wanted to make this budget a vehicle to increase spending on behalf of the people, I thank them. I would also like to acknowledge the statesmanship of yourself, Mr. Speaker, and the other Democrats senators who had the wisdom and the courage to compromise with us on this budget, and by so doing spare our territory from unnecessary pain and harm. Yours was an example of leadership, and I look forward to working with you over the next year in solving not only the financial problems we face, but other problems of deep concern.

*Franklin J.A. Quitugua*  
*11/17/87*  
*1:30 pm*

002515

In this 1988 budget we have managed at long last to break a vicious circle. We have broken a cycle of ever increasing debt and ever increasing despair, a cycle of higher and higher deficits, a legacy of misery for our young generations.

This is not the end but only a beginning. Although we have managed to balance this budget, we are not stopping here. We will continue to strive, through the balance of this fiscal year, to save money wherever we can, and to do such things as are possible to increase revenues. However, in order to do this most effectively, it is time for the legislature to realize that they cannot shackle the hands of the Governor any longer. The cuts that we have made in this budget have reduced it to a truly bare bones budget. It is vital that this government have the flexibility it needs to manage this government efficiently and effectively, to increase savings and get the most out of every precious dollar we spend. Consequently, I am requesting the legislature to restore to the office of the Governor an authority that many Governors have had previously. I am requesting the legislature to give this office a 15% across the board transfer authority that will give us the flexibility we need to do the best job we can for our people.

I have included for introduction to the legislature, a bill that would give me 15% transfer authority during fiscal year 1988. This authority will enable us to respond rapidly to changing conditions, and maximize our ability to save even greater amounts in the months to come.

Some of the cuts we have had to make in this budget may seem to be large, but upon closer examination, are actually without severe impact. For example, the \$2 million in cuts at the Department of Education are based upon our discovery that last year DOE attempted to encumber at least \$1.8 million on the last week of FY 1987.

We are given to understand that this was not a one time occurrence in DOE. It is apparent, under these circumstances, that DOE's budget has been historically padded, if such fiscal gymnastics are necessary in the last week of the fiscal year. Better to revert these funds to the General Fund, if they cannot be properly expended by DOE in a 12 month period.

In the case of Guam Memorial Hospital, the level of subsidy has been reduced, but at \$5.3 million, is still \$300,000 higher than the subsidy we originally requested, a subsidy of \$5 million.

The Medically Indigent Program and Public Assistance Payments program have had a historical problem of lapsing large amounts of money from fiscal year to fiscal year. As an example, MIP started this fiscal year with a carry-over balance of \$1.3 million. Let us also bear in mind that total MIP expenditures in FY 87 were only \$2.7 million. Given the carry-over available to MIP, in FY 88, MIP will have \$5 million to spend, even after the \$600,000 cut.

Similarly, Public Assistance lapsed \$1.4 million in FY 87. While we recognize that it has been an established custom in GovGuam to pad budgets and use lapses as a management tool, we feel that it is a custom best honored in the breach, rather than the practice. To the greatest extent possible, we want our Government programs to be budgetted to the tune of what they will actually require in FY 88, and not more. It is apparent to us that these cuts will only prevent further lapses; they will not prevent anyone from receiving service who requires it.

What savings we can realize, what additional funds we may garner, will be devoted primarily to the reduction of our deficit and the building of Guam's infrastructure. We are going to create a new cycle, a cycle of growth and prosperity.

As we are able to invest in our infrastructure, as we build and improve our water and sewer systems, our roads and utilities, we will be promoting the greater economic growth of Guam, a growth now threatened by our debt and infrastructure problems, this will mean more jobs for our people, and more revenue for our territory.

Most important, this will mean better service for the people we are most concerned about, the people who live on Guam, and call Guam their home.

It will still be a long hard battle before we are able to claim final victory over our financial problems, but this budget will be like a shot heard around the world, a declaration of our sincerity that will be heard not only on Guam, but in the halls of Washington, and in the financial marketplace of New York. This budget declares that we are serious about making a change in the way things have been, that we are serious about solving our financial problems and lifting this heavy deficit burden from the backs of our people.



It is with pleasure, that I sign Bill 611, as amended through item veto, into law.

The one aspect of signing this Bill into law that was not so pleasurable was the fact that five agencies received full implementation of Option 1, contrary to the spirit of the 60% - 40% compromise. On pages 138 and 139, we find language which authorizes the full payment of Option 1 to these agencies. It is unfortunate that I cannot affect this section by item veto, as I must assuredly would given the fact that this type of language only exacerbates the level of inequity that we are charged with perpetuating in this Government. This language is something of a betrayal to the other employees who are receiving 60%

The following are a few suggestions for amendments to the act you can consider during your next session:

At page 133 of the Bill, Chapter X, Section 7 is cast in terms of an "appropriation" of \$194,000 from the Exxon Settlement Fund. That language does not accurately reflect the role of the Legislature with respect to the use of the fund. The following language would be more appropriate.

"Section 7. The Legislature concurs with the expenditure by the Guam Energy Office of One Hundred Ninety-four Thousand Dollars (\$194,000) from the Exxon Settlement Fund for the purpose indicated in the agency's application to the U.S. Department of Energy. However, the approval is contingent upon receipt of written approval from the U.S. Department of Energy."

At pages 153 and 154 of the Bill, Chapter XI, Section 33 contains provisions that are troublesome for the following reasons:

1. It will encourage taxpayers who have actual or potential claims against the government not to pay their taxes. The payment of taxes should be kept separate from claims against the government and prompt payment should be enforced.
2. There is a possible conflict with the Internal Revenue Code, IRC Section 6151(a) requires the taxpayer to "pay such tax" at the time and place fixed for filing the return.

3. The Director of Administration issues the note, but the Director of Revenue and Taxation makes adjustments when only a part of principal is applied, and this is to tax "and other obligations due the Government of Guam". Both functions should be consolidated in one department, preferably DOA. DOA can issue a credit voucher to DRT when the note is partially applied to a tax.
4. The provisions present complications for bankruptcy proceedings. The Bankruptcy Code has its own set-off provisions and Section 33 may not be consistent with them.
5. Another complication is the effect of the note on penalties for late payment of taxes.

At page 163 of the Bill, line 27, is the reference to "Fiscal Year 1987 " as intended by the Legislature?

The following section deals with the administrative provisions concerning the Department of Revenue and Taxation and their functions. Comments are made in a section by section manner with reference to Bill 611.

Section 16 of Chapter XI of the Act adds a new Section 19001 to the Government Code. In effect this new section would allow the department to enter into payment arrangements with delinquent taxpayers.

It allows for a repayment period not in excess of sixty (60) months. Moreover, the repayment arrangements can be supplemented by assignment of receivables.

The new section requires all tax payments to be current. The Director would be able to require gross receipts tax payments on a frequency of greater than once a month on current taxes. It further requires all tax returns to be filed on time.

Levies and liens would have to be required to taxpayer's property. Default procedures would be instituted.

It further provides that any payment agreement entered into prior to the effective date of this section shall remain in effect.

Analysis: Section 19501.0210 of the Government Code allows the Tax Commissioner (The Director) to enter into binding agreements for the installment liquidation of any delinquent taxes due the Government of Guam as he deems favorable to the government. In essence, all the provisions of the new law are in capsule form in the present section.

We takes strong exception to the wording of subsection (a) on assignment of receivables. Revenue and Taxation is tasked with collecting past due accounts which in essence is reducing our receivables. It would serve no useful purpose to replace a receivable with a receivable. No law current or proposed should contain such language as it neither cures receivables, increases government balances, or resolves issues.

How would it serve the government to receive an assignment of receivables that contains doubtful accounts, accounts that would need collection service over and above the original tax receivable? These assignments would only present the department more problems than their worth. We strongly urge this language be repealed from this section. Moreover, as the provisions of this section are already operative in Section 19501.0210 of the Government Code, we urge that Section 16 of the Act be repealed in its entirety.

Addendum to Section. This section as well as other sections of the Act make reference to the application of the Guam Territorial Income Tax Law. As you should know, the Legislature may make no law which would affect the application of the Guam Territorial Income Tax Law as such law would be inorganic. We strongly urge you to omit any and all language contained within this section and other sections of this Act which effect the application of the GTITL.

Section 17 adds a new section 19002 to the Government Code which mandates an eighty (80) percent collection standard on all current taxes and seventy (70) percent collection standard on all past due receivables.

It also goes on to mandate certain procedures in the event that certain taxes aren't paid timely. October 1, 1987 is the commencement date.

Analysis: At first glance an eighty (80) percent collection standard may seem a reasonable and worthwhile goal to pursue. However, because of the continuing nature of "current taxes" we envision extreme difficulty in realizing this standard. Also "current taxes due" become "past due receivables" instantaneously, the department really is afforded no opportunity to begin collection procedures for current taxes due. The department then is at the mercy of the taxpaying public as we must rely on them to pay their taxes on time to the extent of eighty (80) percent of current taxes due. We hope the Legislature realizes now the difficulty of such a mandate.

The mandate of the seventy (70) percent collection standard is just as difficult to realize for practically the same reason as the mandate for "current taxes due". No sooner would this department realize a seventy (70) percent collection standard that current taxes become past due taxes changing the ratio of collected taxes over collected and uncollected taxes.

We feel that mandates such as this should not be codified. The Legislature should know that the department is striving to collect as much as it can with or without legislative mandates. This is our job. This is our duty.

We understand that the department was given additional funding for personnel. We can assure you that much of this funding will go toward increasing and improving our collection force. This is legislation we need to improve collections. The mandates should be repealed immediately.

The new section 19002 goes on to penalize a taxpayer for failure to file gross receipts tax returns for three successive months after a prompt hearing pursuant to the Administrative Adjudication Law. Moreover, all assets shall be seized after such hearing until all required returns are filed.

Analysis: We feel that the present penalties allowed by law are insufficient to deter non-compliance. We feel that this additional penalty would be effective, however, we would suggest a minimum closure period of five (5) days even after all required returns are filed.

We take exception to the hearing pursuant to the Administrative Adjudication Law. We feel that such a hearing may compromise the confidentiality of the taxpayer too soon in the process. We must protect the confidentiality of the taxpayer at this early stage of events. We would like this language on AAL repealed.

The new section 19002 goes on to limit types of property acceptable as settlement for outstanding tax liabilities.

Analysis: This paragraph neither adds nor diminishes the power of the government. We feel it should be repealed for this reason.

Section 18 adds a new Section 16027 which addresses business licenses. Professionals usually acquire a license from their appropriate board, tax-exempt organizations are required to apply for tax-exempt status and upon approval by this department are granted tax-exempt certificates. We feel that the catch all under the proposed subsection (a) of Section 16027 would encompass too many commercial activities of too many classes of persons. We urge the repeal of this subsection as written. Subsection (b) of Section 16027 is good and we support it.

Subsection (c) of Section 16027 is good and we support it without comment. Subsection (d) of Section 16027 is unsatisfactory for the same reason as Subsection (a).

Section 19 of the Act seeks to direct the Director of Revenue and Taxation to perform certain duties and report the outcome to both the Governor and the Speaker of the Legislature.

Subsection (a) provides that the Director compare telephone listings with business license records and report to the Legislature within one hundred and twenty (120) days. It also directs the Guam Telephone Authority to perform certain duties...

Analysis: While there may be a viable intent somewhere herein, the Section itself is nothing more than an invasion of Executive prerogative. Reports are to be made yet the purpose of all this is not mentioned anywhere in the section which lead us to wonder just what motivation lies behind this particular bit of legislation. Without a specific purpose, we become very concerned of the Legislature's use of such information. In fact, this bit of legislation appears to be the Legislature's attempt to dictate to the Governor on just how to run the government.

The Executive Branch with the Governor at the forefront must be left to their own devices to run the government. The Legislature must not ever intrude into the day-to-day business of the Executive Branch. We recommend the repeal of this section.

Section 20 of the Act adds a new Section 19546 to the Government Code which addresses the Statute of Limitations for collections. The statute of limitation would increase from three (3) years to seven (7) years for collection of unpaid gross receipts taxes after the return is filed. We support this increase as it would give the department additional time to address its total receivables.

However, the section goes on to limit the statute for purposes of audit to only one (1) year. We don't understand the reasoning behind this decrease. At times we find it difficult to address audits within the present three (3) years statute. It would be all the more difficult with the one (1) year statute. Departmental awareness of returns would be considerably shortened with this new section.

Therefore, we recommend that this one (1) year statute be stricken from the language of the section.

Section 21 adds a new section 19547 to the Government Code which penalizes a corporation for not filing an annual return. The annual return would be required in the event that a monthly return was not filed during the previous calendar year. Suspension of the corporate license and certificate would occur after a hearing pursuant to the Administrative Adjudication Act (AAA).

Analysis: The intent of this section is not clear. Does it absolve the corporation of filing monthly return? Are the penalties associated with monthly filing done away with? It is unclear.

At this point in time, we are preparing rules we wish the Legislature to consider. These rules would change the present monthly filing requirements into quarterly filing requirements. However, the rules would not change the monthly payment requirements for all business privilege taxes due.

Again, we take exception to the hearing pursuant to the AAA. We feel that such a hearing, if open to the public, would reveal taxpayer information which must be held confidential at this early point in the proceeding.

We ask to repeal any reference to any hearing pursuant to the AAA anywhere it appears in Section 16 through 28 of the Act.

Section 22 adds Section 16028 to the Government Code which addresses Closures of Businesses operating without a license. Title XVII, Chapter II already addresses this area and is adequate in itself. This legislation adds no new power to the government.

Because there is already adequate law we urge repeal of this section.

Section 23 adds a new Section 16029 to the Government Code. We feel that real property taxes should be included in the language of the section.

Section 24 adds a new Section 19548 which fixes corporate liability of gross receipts taxes upon corporate officers, directors, and employees. Such liability of officers, directors, and employees shall be the same as the fixed upon officers, directors, and employees for unpaid U.S. Corporate Income Tax.

Analysis: We recommend the U.S. Corporate Income Tax be substituted with unpaid wage withholding taxes. The rules under unpaid wage withholding taxes would be more effective.

Section 26 does not address which Code is amended by these provisions. In any event, there is sufficient ambiguity contained in the language to lead to illegal disclosure problems. Specifically, not all Government of Guam agencies or departments need tax information but as the language now reads they may be privy to such information. This section should be repealed.

Section 27 does not add or diminish the power of the government. Consequently, it is superfluous.

Section 28 adds a new Section 19701 to the Government Code which addresses Cause of Actions. The intent of this new section is already addressed in Section 19503.02 G.C. As such, this section is unnecessary.

The following is a list of the specific changes that are being made to Bill 611, in the form of item vetos, for the purpose of reducing the total level of appropriations contained in that Bill to a level consistent with revenue projections for Fiscal Year 1988.

The Honorable Franklin J.A. Quitugua  
Page 11

1	2	3	4
PAGE NO. BILL 611	LINE	CHANGE FROM:	CHANGE TO:
10	19	1,988,091	1,915,369
10	25	2,065,091	1,992,369
11	18	1,072,185	1,028,058
11	26	1,937,946	1,893,819
13	7	819,145	765,853
13	14	864,674	811,382
13	16	6,731,790	6,561,649
13	16	7,156,790	6,986,649
13	25	134,175	116,030
14	8	182,490	164,345
14	12	163,014	151,701
14	16	169,403	158,090
14	19	101,368	92,606
14	24	141,745	132,983
15	2	124,928	124,010
15	6	140,278	139,360
15	9	91,019	90,350
15	13	101,657	100,988
15	15	92,255	91,577
15	19	101,162	100,484
15	22	176,294	174,998
15	26	191,844	190,548
17	5	1,245,972	1,204,191
17	5	1,414,972	1,373,191
17	13	142,241	106,861
17	15	38,818	34,746
17	20	213,200	173,748
18	7	814,320	774,868
18	15	22,311	22,141
19	3	33,989	33,819
19	3	42,489	42,319
19	7	33,989	33,819
19	7	42,489	42,319
19	17	20,401	19,415
19	22	197,151	196,165
19	24	197,151	196,165
20	7	81,315	63,945
20	9	31,428	30,479
20	12	113,743	95,424
20	25	189,702	171,383
20	25	264,252	245,933
21	7	61,119	58,646
21	14	95,586	93,113
22	13	494,596	492,123



22	21	261,775	199,827
23	3	379,135	317,187
23	12	410,326	384,912
23	18	446,119	420,705
24	2	1,398,941	1,392,355
24	8	1,446,602	1,440,016
24	10	2,517,263	2,423,315
24	10	2,584,263	2,490,315
24	20	38,689	29,556
25	3	211,215	202,082
25	6	1,110,343	1,095,860
25	11	1,140,343	1,125,860
25	22	1,826,558	1,802,942
26	15	33,400	13,900
26	17	851,725	832,225
26	22	82,684	81,550
27	3	3,089,918	3,088,784
28	9	10,800	4,800
28	11	10,800	4,800
28	13	5,326,839	5,300,205
32	17	258,840	226,678
32	21	1,154,227	1,122,065
32	21	1,265,194	1,233,032
32	24	6,432,365	6,400,203
32	24	6,543,332	6,511,170
35	17	178,262	171,030
35	19	22,617	21,613
35	21	200,879	192,643
35	23	200,879	192,643
36	9	116,629	114,870
36	15	347,618	345,859
36	23	351,818	350,059
37	7	258,789	257,495
37	7	1,321,081	1,039,981*
37	17	258,789	257,495
37	17	1,321,081	1,319,787
37	19	258,789	257,495
37	19	1,321,081	1,319,787
38	7	200,301	187,274
38	9	227,510	222,560
38	17	539,274	521,297
38	21	184,615	170,496
38	25	185,915	171,796
39	9	345,428	335,428
39	13	357,928	347,928
39	16	3,866,856	3,851,856
39	20	3,946,040	3,931,040
40	5	6,990,284	6,933,138
40	19	57,000	52,089

40	25	251,639	246,728
41	12	500,677	472,883
41	17	539,921	512,127
41	19	982,115	949,410
41	19	1,049,940	1,017,235
46	10	190,037	180,577
46	16	251,081	241,621
47	6	43,904	34,444
47	10	44,204	34,744
48	3	144,611	135,151
48	7	145,611	136,151
48	10	167,205	140,851
48	14	173,087	146,733
50	2	1,486,889	1,432,155
50	2	1,551,060	1,496,326
50	20	206,434	197,840
50	24	219,934	211,340
51	2	195,763	177,244
51	7	203,583	185,064
51	18	180,164	173,406
51	23	192,764	186,006
52	11	891,359	857,488
52	11	1,121,359	1,087,488
52	20	353,123	341,089
53	3	854,117	842,083
54	5	2,406,749	2,394,715
54	13	278,186	263,172
54	21	337,755	322,741
54	24	1,137,808	1,069,330
55	1	147,274	137,776
55	3	1,285,082	1,207,106
55	6	274,098	219,068
55	10	276,848	221,818
55	12	1,899,685	1,751,665
55	21	225,399	216,475
56	7	304,720	295,796
56	9	304,720	295,796
56	17	156,368	154,271
56	26	174,588	172,491
57	10	96,995	83,261
57	14	116,005	102,271
57	25	419,374	403,543
58	10	71,569	66,894
58	17	934,938	930,263
58	20	934,938	930,263
62	18	659,998	634,200
63	3	1,164,009	1,138,211
63	20	1,476,753	1,434,005
63	25	1,550,637	1,507,889

64	17	489,877	465,213
64	22	638,507	613,843
64	25	574,212	513,390
65	4	615,058	554,236
65	6	5,159,595	5,005,563
65	15	366,616	327,466
65	21	471,486	432,336
65	23	1,757,991	1,729,864
66	7	2,449,023	2,420,896
66	7	3,582,923	3,554,796
66	10	8,757,190	8,424,467
66	10	10,040,217	9,707,494
66	17	9,325,292	8,992,569
66	17	10,834,238	10,501,515
66	25	12,245,801	11,845,801
66	25	14,888,647	14,488,647
67	7	81,797	81,326
67	13	94,106	93,635
67	15	94,106	93,635
67	25	139,803	117,385
67	25	670,930	648,512
68	9	317,454	295,036
68	9	1,537,792	1,515,374
68	12	342,058	294,764
68	21	482,787	435,493
68	23	800,241	730,529
68	23	2,020,579	1,950,867
69	24	472,617	450,593
70	2	500,000	488,388
70	4	994,715	961,079
70	6	902,213	838,019
70	10	964,786	900,592
70	12	2,322,337	2,224,507
70	23	70,849	10,000
70	24	67,000	30,000
70	25	1,500	0
70	26	19,800	0
71	3	189,149	70,000
71	6	356,311	331,156
71	10	35,000	15,000
71	12	408,611	363,456
71	25	4,486,912	4,318,437
72	2	65,243	46,243
72	3	2,670,170	2,650,170
72	6	1,860,000	1,720,000
72	7	159,600	149,600
72	10	9,407,131	9,049,656
72	16	221,024	218,022
72	20	3,570	893

72	22	304,803	299,124
73	9	1,893,793	1,806,414
73	11	10,000	5,000
73	12	548,000	498,000
73	13	546,664	516,664
73	14	27,944	22,944
73	15	379,943	94,986
73	17	3,406,344	2,944,008
73	23	509,913	472,946
74	3	603,454	566,487
74	7	197,125	191,259
74	12	187,000	46,750
74	14	441,875	295,759
74	19	10,860	0
74	20	366,638	166,638
74	23	133,753	73,660
74	24	16,500	4,125
74	26	1,233,968	950,640
75	3	2,034,490	2,026,781
75	10	2,077,212	2,069,503
75	20	20,000	5,000
75	22	125,086	110,086
75	24	429,638	414,253
76	6	450,738	435,353
76	9	885,072	876,006
76	14	13,000	3,250
76	16	935,942	917,126
76	19	1,638,343	1,586,428
76	24	12,000	3,000
76	26	1,706,845	1,645,930
77	2	1,842,179	1,813,185
77	7	15,164	3,791
77	9	1,939,184	1,898,817
77	13	1,041,579	1,011,736
77	18	16,000	4,000
77	20	1,090,604	1,048,761
77	22	1,305,635	1,302,515
78	1	20,000	5,000
78	3	1,385,247	1,367,127
78	6	411,679	399,615
78	11	11,200	2,800
78	13	437,059	416,595
78	16	1,558,319	1,540,392
78	21	5,500	1,375
78	23	1,639,859	1,617,807
78	26	1,378,050	1,370,530
79	5	20,000	5,000
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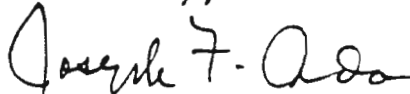
79	14	16,288	4,072
79	16	1,275,286	1,254,136
79	24	20,320	5,080
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80	3	557,868	546,404
80	8	16,000	4,000
80	10	594,223	570,759
80	13	964,250	947,424
80	18	20,000	5,000
80	20	1,020,461	988,635
80	22	740,415	729,940
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81	3	776,039	758,064
81	6	1,806,028	1,793,610
81	11	36,000	9,000
81	13	1,910,199	1,870,781
81	16	677,150	673,054
81	21	10,000	2,500
81	23	721,787	710,191
82	4	20,000	5,000
82	6	1,499,100	1,434,100
82	8	834,035	830,609
82	13	20,000	5,000
82	15	905,315	886,889
82	18	1,203,595	1,200,091
82	23	20,000	5,000
82	25	1,268,589	1,250,085
83	2	1,341,788	1,321,246
83	7	23,453	5,864
83	9	1,444,214	1,406,083
83	12	679,254	675,750
83	17	11,005	2,752
83	19	717,443	705,686
83	22	1,177,420	1,147,711
84	1	5,000	1,250
84	3	1,217,710	1,184,251
84	6	1,346,004	1,339,164
84	11	30,000	7,500
84	13	1,438,289	1,408,949
84	16	1,298,986	1,286,223
84	21	27,764	6,941
84	23	1,401,165	1,367,579
85	4	208,331	181,359
85	12	511,648	484,676
85	15	2,819,405	2,748,552
85	20	60,000	15,000
85	22	2,964,711	2,848,858
85	25	3,172,721	3,145,449
86	4	31,913	7,979

86	6	3,300,236	3,249,030
86	14	59,000	14,750
86	16	1,908,288	1,864,038
86	24	50,000	12,500
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87	8	17,952	4,488
87	10	1,735,064	1,721,600
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87	17	15,303	3,826
87	19	2,137,215	2,113,887
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88	23	4,157,803	4,105,935
88	26	1,881,682	1,877,788
89	5	30,000	7,500
89	7	2,022,282	1,995,888
89	10	2,408,875	2,392,136
89	15	80,000	20,000
89	17	2,624,487	2,547,748
89	21	3,612,242	3,597,166
90	1	77,475	19,369
90	3	3,874,562	3,801,380
90	7	79,325,573	76,525,573
91	8	151,326	128,881
91	12	154,292	131,847
91	19	1,023,020	999,056
91	24	1,157,223	1,133,259
91	24	1,289,250	1,265,286
92	8	66,664	38,536
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92	22	225,244	170,654
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93	2	345,716	283,719
93	6	353,489	291,492
93	17	2,868,816	2,677,692
93	17	3,000,843	2,809,719
94	9	1,427,506	1,396,990
95	10	2,324,218	2,293,702
95	19	6,742,147	6,641,035
96	6	6,775,072	6,673,960
96	9	731,380	697,058
97	5	935,291	900,969
97	8	1,732,456	1,686,459

98	11	2,963,146	2,917,149
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102	17	944,527	864,855
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103	4	1,112,423	1,032,751
103	12	1,088,740	1,028,077
103	23	1,310,561	1,249,898
103	25	1,310,561	1,249,898
104	8	783,982	770,541
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104	19	1,018,744	1,002,463
104	23	3,990,645	3,803,769
105	17	73,358	60,327
105	17	110,141	97,110
105	26	77,551	64,520
105	26	114,334	101,303
106	3	109,580	81,869
106	3	193,120	165,409
106	17	171,618	143,907
106	17	255,158	227,447
106	20	270,600	256,762
106	20	453,649	439,811
107	9	370,132	356,294
107	9	553,181	539,343
108	13	208,125	144,396
108	13	819,336	755,607
109	6	613,054	549,325
109	6	1,226,108	1,162,379
109	9	461,865	440,488
109	18	3,340,438	2,920,079
109	18	6,640,438	6,220,079
109	22	3,919,992	3,478,256
109	22	7,219,992	6,778,256
109	25	142,979	127,694
109	25	279,988	264,703
110	8	2,007,686	1,992,401
110	8	4,007,686	3,992,401
110	25	8,049,282	7,473,952
110	25	14,667,869	14,092,539
111	24	306,799	285,422
112	5	316,799	295,422

113	3	635,504	614,127
113	3	2,364,754	2,343,377
113	6	15,813,249	14,936,402
113	6	24,161,304	23,284,239
113	17	1,116,666	1,001,319
113	26	2,635,121	2,519,774
114	3	2,635,121	2,519,774
114	11	1,217,511	1,124,257
114	16	1,696,660	1,603,406
114	18	1,696,660	1,603,406
114	26	4,690,681	4,591,296
115	5	5,632,675	5,533,290
115	7	5,632,675	5,533,290
115	15	1,441,526	1,317,739
115	19	1,485,327	1,361,540
115	21	1,485,237	1,361,540
116	7	768,185	722,056
116	11	867,385	821,256
116	13	867,385	821,256
116	21	1,327,118	1,261,702
116	26	1,921,952	1,856,536
117	2	1,921,952	1,856,536
117	10	2,039,439	1,916,185
117	14	2,157,267	2,034,013
117	16	2,157,267	2,034,013
118	15	16,396,388	15,729,816
118	15	16,429,388	15,762,816
132	16	4,300,000	3,700,000
133	12	18,000,000	10,800,000
134	12	128,132	127,491
136	13	171,438	156,438
136	17	4,000,000	992,748
136	22	230,000	0

Sincerely,



JOSEPH F. ADA  
Governor

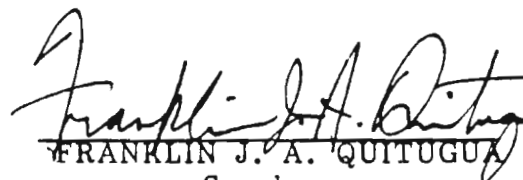
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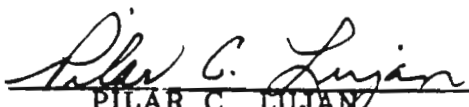
NINETEENTH GUAM LEGISLATURE  
1987 (FIRST) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO THE GOVERNOR

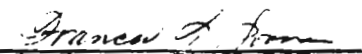
This is to certify that Substitute Bill No. 476 (LS), "AN ACT TO AMEND THE APPROPRIATIONS MADE IN P.L. 18-15, MAKING REPROGRAMMING APPROPRIATIONS WITHIN THE VARIOUS DEPARTMENTS AND AGENCIES AND FOR OTHER PURPOSES," was on the 11th day of August, 1987, duly and regularly passed.

  
FRANKLIN J. A. QUITUGUA  
Speaker

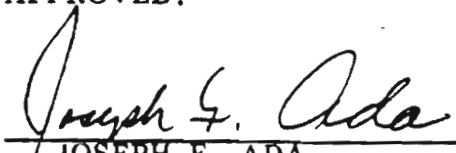
Attested:

  
PILAR C. LUJAN  
Senator and Legislative Secretary

-----  
This Act was received by the Governor this 18<sup>th</sup> day of August, 1987,  
at 3:35 o'clock P.M.

  
Assistant Staff Officer  
Governor's Office

APPROVED:

  
JOSEPH F. ADA  
Governor of Guam

WITH THE EXCEPTIONS NOTED  
IN THE ACCOMPANYING LETTER  
OF TRANSMITTAL

Date: August 21, 1987

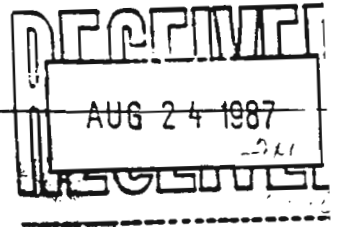
Public Law No. 19-5





*Territory of Guam*

OFFICE OF THE GOVERNOR  
AGANA, GUAM 96910  
U.S.A.



AUG 21 1987

Honorable Pilar C. Lujan  
Acting Speaker, Nineteenth Guam Legislature  
Post Office Box CB-1  
Agana, Guam 96910

Dear Madame Speaker:

Transmitted herewith is Substitute Bill No. 476, which I have signed into law as of this date.

I must confess that I have taken this act with strong reservations. There are many aspects of this bill which are ...upon analysis ...faulty. The only real impetus for approving this measure is the necessity of preventing a payless payday this week and the extreme urgency of meeting the outstanding obligations of this Government ... such as some \$18 million in tax refunds our people have long been waiting for, money for vendors who have supplied our hospital, schools and other institutions and services, money to pay for overtime already earned by many of our hard-working Government employees, money to pay our retirement fund for past deposits not made, and other current obligations ... as well as the need to meet obligations that are ongoing for the balance of this fiscal year, such as payroll and operational expenses.

It is also vital that we begin immediate implementation of the sewer reversal project. We must address this crying infrastructural need as soon as possible if we are not to jeopardize the public health and the continuing economic expansion of this Territory, as well as hundreds of millions in development which will bring great benefits to our people.

These reasons alone compel me to approve this measure. Nonetheless, and especially in view of the fact that the many appropriations contained in this bill are not accompanied by sources of new revenue, I have determined it necessary in the interest of maintaining some level of fiscal responsibility to reduce the appropriations in Bill 476 by \$ 1.36 million.

Rec'd. 5/24/87  
5:15 pm  
J. Lujan

001862

Honorable Pilar C. Lujan  
Page Two

It is apparent to me that we all agree on the need to improve service to our people and pay the legitimate obligations of this Government. We all agree on the need to build the infrastructure of this Territory in a manner consistent with the economic growth we avidly anticipate in the near future, and on the essential task of reducing our Government deficit.

This must be the last time that this Government ever has to borrow funds simply to meet operational costs. It is my sincere hope that revenue enhancement is addressed in the 1988 budget, so that we can truly restore fiscal integrity and quality service to the people.

The administration remains unconvinced that we shall see the revenue levels forecast in Section 1 of this bill. We appreciate the Legislature's concurrence with the necessity to borrow funds to meet cash obligations this fiscal year. This will hopefully prevent our having to defer the payment of obligations to some time in the future. We now all recognize that this is the root of our growing deficit problem, this constant desire to defer (augmented by the practice of appropriation without real revenue sources) and it is promising that we have come together in a positive move to assure that such deferrals cease. Let us remember, however, that what we borrow today we must repay tomorrow. We need new revenue sources to do this.

There are a few riders attached to this measure which cause immediate problems.

One of these troublesome sections is Section 136. This section which establishes a new freedom of information act for the Territory is at first glance a wonderful thing. I am personally highly supportive of such legislation generically, indeed, I authored Guam's first Sunshine Statute.

Unfortunately, upon close scrutiny Section 136 will be a problem for this Government. Especially troublesome is the new subsection 6990. I assure you that especially in these times, we cannot afford to have the Directors of our Departments and Agencies spend 90 days doing nothing more than conducting an inventory and classification of all publicly held writings. The task mandated by this subsection seems monumental given the time frame prescribed and accomplishable only by ignoring many other vital concerns.

We would appreciate some modification of this section. It is, after all a question of priorities. There are many important administrative tasks to be accomplished in the meeting of our fiscal goals and social goals such as the reduction of crime, and the restoration of good service in our health and education system. These objectives will suffer unless our administrators and Directors are given a more reasonable time frame with which to complete what could be a monumental task.

This administration stands foursquare, as always, behind a strong defense of the public right to know, but we recognize that there are perhaps less cumbersome ways of guaranteeing that right. For our part, we do so by simply trying to meet ... to the best of our ability ... every legitimate request for information.

Another problematic section is Section 89. Section 89 is unnecessary. This administration has already reduced employment in the line departments and agencies of this Government by 10% in the first seven months of this year. We are pleased with our progress, and will continue to strive towards our objective to reduce these personnel costs, regardless of the presence or absence of legislation such as this.

Although we are more than pleased to work with the Legislature in developing ways to reduce employment in the public sector ... the specifics of Section 89 seem to indicate that the Legislature intends to step over the Organic Act bounds of Separation of Powers and become another Executive Branch. This type of section severely erodes our ability to function effectively within the fiscal constraints that prevailing conditions, and the previous Administration, have imposed upon us.

I am also disturbed by Section 89's disregard for the autonomous nature of our Port, GTA, GPA, University and Community College and all the Autonomous Agencies, many of which derive no part of their operating expenses from the General Fund. Indeed, I am sufficiently concerned to have directed Counsel to examine whether Section 89 may constitute a problem for the covenants surrounding financing for GTA and GPA. Beyond the shadow of a doubt, this section further erodes the autonomy of our institutions of higher learning and may pose a threat to accreditation.

Once again, this measure has reminded me of the need to discontinue the practice of multi-subject legislation, a practice that I fought against during that time I was myself a Senator. It is vital that we begin to look at pieces of legislation which involve a single subject, so that each proposal can be evaluated upon its own merit, and even more importantly, so that each proposal has the benefit of public hearing. We must not allow measures to become law without the input of the people whom we all serve ... the people of Guam. I sincerely hope you will join with me in restoring to our people this legitimate franchise.

In conclusion, I urge the Legislature to reconsider the sections that have been noted. I am well aware of the conditions upon which some of these amendments and riders were adopted and am interested, as I know you are, in making sure that these sections do not have any unforeseen and damaging effects to our Territory.

Further, I once again express my confidence that the Legislature will address this Territory's crying need to identify new sources of revenue in Fiscal Year 1988, so that our people can receive the level of service from their Government they expect and deserve, in a manner consistent with responsible financial practice. We must reduce the Government deficit. We must improve the quality of service delivered to our people in all areas. I know that this is our mutual goal. It seems to me that our course is clear.

At the end of this fiscal year, our total unreserved General Fund deficit and associated long-term debt will total around \$176 million, not inclusive of the unfunded Retirement Fund liability. Let us assure our people that this number will decline in the future.

I have made the following specific changes in Substitute Bill No. 476. The first set of adjustments, inclusive of changes made from page 73 through page 101, have been made due to anticipated lapses in personnel which will affect these items and require less funding at this time.

1	2	3	4
Page No. (Sub. Bill 476)	Line	Change From	To
73	5	351,655	349,805
73	11	401,647	399,797
74	5	133,006	131,947

Honorable Pilar C. Lujan  
Page Five

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74	12	136,682	135,623
75	6	726,205	723,888
75	16	3,493,946	3,491,629
76	5	226,878	225,680
76	11	330,337	329,139
77	5	430,671	426,663
77	10	441,614	437,606
78	5	1,813,907	1,808,073
78	12	2,864,856	2,859,022
79	5	458,609	458,078
79	11	554,169	553,638
80	5	201,426	201,154
80	11	265,176	264,904
81	5	530,842	526,673
81	11	664,927	660,758
82	6	1,945,499	1,933,649
82	13	1,990,988	1,979,138
83	14	397,536	395,862
83	14	840,706	839,032
83	22	415,500	413,826
83	22	894,896	393,222
84	2	845,960	839,323
84	9	881,541	874,904
84	11	1,579,810	1,565,894
84	18	1,642,454	1,628,538
85	2	1,824,151	1,808,448
85	9	1,895,165	1,879,462
85	11	1,013,851	1,005,151
85	18	1,048,188	1,039,488
85	20	1,255,016	1,244,680
86	5	1,312,399	1,302,023
86	7	410,301	407,055
86	14	426,418	423,172
86	16	1,473,184	1,463,828
87	4	1,541,608	1,532,252
87	6	1,298,138	1,286,383
87	13	1,347,237	1,335,482
87	15	1,184,149	1,176,819
87	22	1,235,572	1,228,242
88	2	701,088	695,645
88	9	740,735	735,292
88	11	558,930	553,738
88	18	583,194	578,002

88	20	917,309	911,045
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89	15	716,563	712,022
89	17	1,734,718	1,720,176
90	5	1,814,373	1,799,831
90	7	664,467	658,466
90	14	688,511	682,510
90	16	1,369,824	1,357,835
91	3	1,425,757	1,413,768
91	5	812,595	806,174
91	12	851,800	845,379
91	14	1,187,222	1,176,598
91	21	1,230,412	1,219,788
92	2	1,309,162	1,297,887
92	9	1,354,131	1,342,856
92	11	647,535	642,747
92	18	672,757	667,969
93	2	1,170,369	1,158,439
93	9	1,219,343	1,207,413
93	11	1,271,623	1,264,184
93	18	1,330,578	1,323,139
93	20	1,309,893	1,298,000
94	6	1,364,696	1,352,803
95	6	192,762	190,575
95	14	1,262,978	1,260,791
95	16	2,771,002	2,748,077
95	23	2,897,813	2,874,888
96	2	3,047,079	3,015,324
96	9	3,191,594	3,159,839
96	11	1,640,895	1,630,259
96	18	1,742,577	1,731,941
96	20	997,646	986,645
97	5	1,066,011	1,055,010
97	7	1,579,440	1,569,307
97	14	1,635,590	1,625,457
97	16	2,000,387	1,983,021
98	4	2,070,934	2,053,568
98	6	4,107,054	4,070,214
98	13	4,288,856	4,252,016
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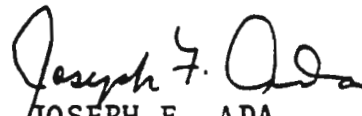
Honorable Pilar C. Lujan  
Page Seven

99	4	1,548,154	1,540,723
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99	15	1,887,966	1,870,529
100	4	2,024,900	2,007,463
100	6	2,336,945	2,315,212
100	13	2,497,202	2,475,469
101	5	3,744,400	3,706,281
101	13	3,920,664	3,882,545
102	20	77,729,824	77,229,824
102	20	78,209,220	77,709,220

The adjustments in this group are being made as it is my determination that the adjusted amounts are sufficient for the purposes intended for each item.

154	28	440,000	200,000
155	3	150,000	125,000
155	9	175,000	125,000
155	14	150,000	125,000
157	5 and 6	88,905	69,112
157	8	4,927	0
157	9	2,950	0
157	11	3,987	0
157	13	4,228	0
157	15	3,701	0
157	17	50,000	30,000
157	20 & 21	59,640	39,640
157	26	45,000	20,000
158	26	20,000	10,000
162	26	300,000	150,000
163	21	100,000	75,000
164	28	163,000	100,000
167	19	350,000	160,000

Sincerely,

  
JOSEPH F. ADA  
Governor  
190304



INITIATIVE MEASURE TO BE SUBMITTED DIRECTLY TO THE  
VOTERS

SUMMARY

This initiative would:

1. Make Option 1 Salary Increases proposed by Civil Service Commission Task Force fully implemented immediately.
2. Would make this full implementation retroactive to October 1, 1987
3. Would allow the Governor to transfer money from any department account, fund or object classification to pay implementation, and use lapsed funds for that purpose.
4. Would direct the Governor to submit proposed legislation to pay any shortfalls caused by full implementation of Option 1.
5. Would appropriate \$18,000,000.00 from the general fund to pay full implementation of Option 1 retroactive to October 1, 1987.

TEXT OF PROPOSED MEASURE:

An Initiative to repeal and reenact Section 5 of Chapter XI of Public Law 19-10, to provide for full implementation of Option 1 of the proposed salaries recommended by the Civil Service Commission in the Classification and Pay Maintenance Review Task Force Phase I Report dated November 7, 1985, to be effective retroactively to October 1, 1987, and to amend Section 5 of Chapter X of Public Law 19-10 to appropriate funds for said implementation, and for other purposes.

Be it enacted into law by the People of the Territory of Guam Pursuant to an initiative measure:

Section 1. Section 5 of Chapter XI of Public Law 19-10 is hereby repealed and reenacted to read as follows:

"Notwithstanding any other provision of Law, Option 1 of the proposed salaries recommended by the Civil Service Commission in the Classification and Pay Maintenance Review Task Force Phase I Report dated November 7, 1985, shall be fully and immediately implemented, no later than 30 days after the effective date of this Act, to be effective retroactively to October 1, 1987, for all employees.

The Governor may transfer money from any Department, account, fund or object Classification to make payment for the implementation of said option 1, and may use any lapse funds for purposes of paying said option 1 benefits. If there is any shortfall, he shall promptly submit proposed legislation to the Legislature to address any shortfalls caused by this Act."

Section 2. Section 5 of Chapter X of Public Law 19-10, is repealed and reenacted to read:

"Section 5. The sum of Eighteen Million Dollars (\$18,000,000) is appropriated from the General Fund to all government of Guam agencies to which appropriations are made pursuant to this Act to pay for the funding requirements of Section 5, 6, 7, 8, 9, and 10 of Chapter XI of this Act (Public Law 19-10). This payment is to be made retroactive to October 1, 1987 and is to be implemented no later than thirty (30) days after passage of this Act."

INITIATIVE MEASURE TO BE SUBMITTED DIRECTLY TO THE VOTERS

INITIATIVE TO PROVIDE FULL IMPLEMENTATION  
 RETROACTIVE TO OCTOBER 1, 1987 OF OPTION 1 SALARY  
 INCREASES RECOMMENDED BY CIVIL SERVICE COMMISSION  
 TASK FORCE AND APPROPRIATE FUNDS THEREFORE.

SIGNERS OF THIS PETITION MUST BE QUALIFIED VOTERS OF THE TERRITORY OF GUA

—SIGNATURES—

DO NOT WRITE IN THIS  
 COLUMN. FOR USE OF  
 ELECTION CLERKS.

PLACE OF RESIDENCE. GIVE  
 STREET AND NUMBER IF  
 SUCH EXIST.

SOCIAL SECUR  
 OR C.I. No.

PRINTED NAME	SIGNATURE	PLACE OF RESIDENCE. GIVE STREET AND NUMBER IF SUCH EXIST.	P.O. BOX	SOCIAL SECUR OR C.I. No.
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November 18, 1987



Executive Director  
Guam Election Commission  
GCIC Building  
Agana, Guam

Dear Sir:

Enclosed please find a draft of a proposed initiative measure, in duplicate, entitled:

An Initiative to repeal and reenact Section 5 of Chapter XI of Public Law 19-10, to provide for full implementation of Option 1 of the proposed salaries recommended by the Civil Service Commission in the Classification and Pay Maintenance Review Task Force Phase I Report dated November 7, 1985, to be effective retroactively to October 1, 1987, and to amend Section 5 of Chapter X of Public Law 19-10 to appropriate funds for said implementation, and for other purposes.


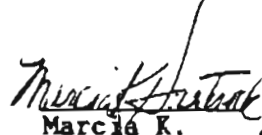
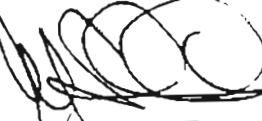
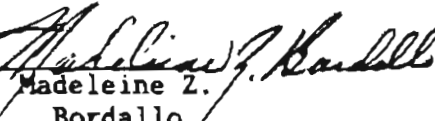
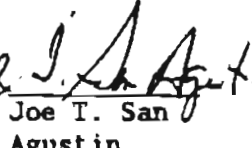
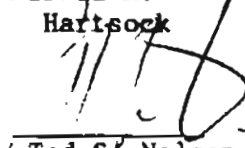
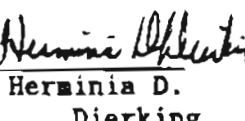
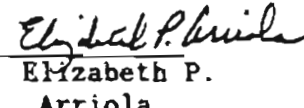
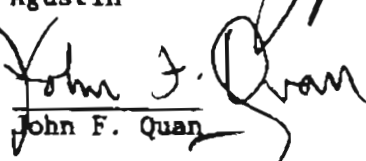
We request that this initiative measure be prepared for placement on the Ballot for voting, if sufficient signatures of Registered Voters be garnered during the time allowed by law.

To this end, we request that a summary of the chief purposes and points of the proposed measure be prepared. We would, of course, also request that the legal counsel of the Commission submit to us any changes in the form of the submitted draft of the initiative measure, for our consideration. To this end, the undersigned submit the \$200 filing fee.

The proponents designate the following person as the person for the receipt of all official communications from the Director and the Commission:

William Don Parkinson, 192 F. Flores St, Agana, Guam 96910. Phone 477-9126 / 477-7637

All of the undersigned proponents are registered Guam Voters. All have mail address of Box CB-1, Agana, Guam 96910.

 William Don Parkinson	 Marcia K. Hartsock	 A.J. "Sonny" Shelton	 Madeleine Z. Bordallo
 Joe T. San Agustin	 Ted S. Nelson	 Herminia D. Dierking	 Elizabeth P. Arriola
 John F. Quan			



**GUAM ELECTION COMMISSION**  
Territory of Guam  
P.O. Box BG  
Agana, Guam 96910  
(671)477-9791/2/3



December 14, 1987

William Don Parkinson  
192 F. Flores Street  
Agana, Guam 96910

Dear Mr. Parkinson:

Thank you for your November 18, 1987 letter proposing an initiative measure. Please note, this measure after meeting the necessary qualifications will be placed on the next scheduled General Election on November 8, 1988.

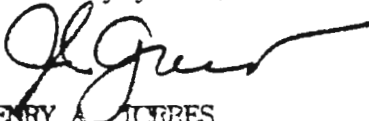
Pursuant to Rule 201(c) of the Rules and Regulations implementing Chapter 17, Title 3 Guam Code Annotated, Counsel for the Commission has reviewed the proposed measure and advised that the draft measure does not embrace unrelated subjects. Accordingly, the following has been prepared by Counsel and approved by the Commission Board through Resolution No. 87-3:

- (1) A summary of the chief purposes and points of the measure, and
- (2) A short title of the measure showing the nature of the measure and the subject to which it relates.

Please be advised that the date of this letter is designated as the "OFFICIAL SUMMARY DATE." Therefore, you have ninety (90) days from the date of this letter to submit the required number of signatures on the appropriate petition forms; the deadline being March 14, 1988. The required number of signatures is Six Thousand Eight Hundred Thirty-five (6,835) in which the Commission will have up to twenty (20) days from the day of submission to review. Note that the signatures must be of those who are registered voters.

Please feel free to call on me should you have further questions.

Sincerely yours,

*for:*   
HENRY A. TORRES  
Acting Executive Director

Enclosures

BOARD OF DIRECTORS  
GUAM ELECTION COMMISSION

RESOLUTION NO. 87-3

RESOLUTION APPROVING SHORT TITLE AND  
SUMMARY OF INITIATIVE MEASURE  
TO PROVIDE FULL IMPLEMENTATION OF OPTION #1  
AND TO APPROPRIATE FUNDS FOR SAID IMPLEMENTATION,  
AND FOR OTHER PURPOSES

WHEREAS, an initiative measure to repeal and reenact Section 5 of Chapter XI of Public Law 19-10, to provide for full implementation of Option 1 of the proposed salaries recommended by the Civil Service Commission in the Classification and Pay Maintenance Review Task Force Phase I Report dated November 7, 1985, to be effective retroactively to October 1, 1987, and to amend Section 5 of Chapter X of Public Law 19-10 to appropriate funds for said implementation, and for other purposes, was filed with the Election Commission of Guam on November 18, 1987, by William Don Parkinson, Marcia K. Hartsock, A.J. "Sonny" Shelton, Madeleine Z. Bordallo, Joe T. San Agustin, Ted S. Nelson, Herminia D. Dierking, Elizabeth P. Arriola, and John F. Quan, proponents; and

WHEREAS, it is legal counsel's opinion that the initiative measures do not embrace unrelated subjects; and

WHEREAS, legal counsel for the Election Commission has prepared the attached short title and summary of said initiative measure pursuant to Rule 202 of the Rules and Regulations implementing Public Law 14-23; therefore,

BE IT RESOLVED that the Election Commission hereby adopts legal counsel's opinion, approves said short title and summary, and directs the Executive Director to delivery the same to the proponent along with the deadline for the filing of petitions pursuant to Rule 202(c) of the Rules and Regulations implementing Public Law 14-23.

DATED this 14 day of December, 1987.

  
\_\_\_\_\_  
JAMES S. BROOKS, Chairman

  
\_\_\_\_\_  
VINCENT A. LEON GUERRERO, Vice-Chairman

  
\_\_\_\_\_  
THOMAS J.M. CALVO, Member

  
\_\_\_\_\_  
JOSE R. ALVAREZ, Member

\_\_\_\_\_  
LEONTILA L.G. HERRERO, Member

  
\_\_\_\_\_  
FLORENCIO T. RAMIREZ, Member

  
\_\_\_\_\_  
FRED S. JACKSON, MEMBER

# PETITION

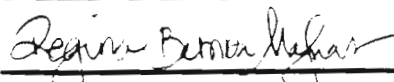
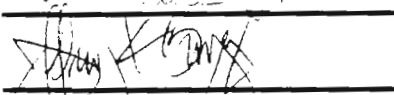
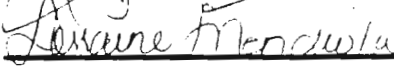

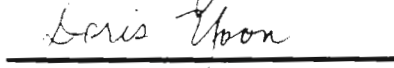
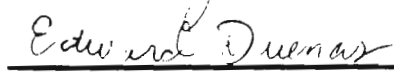
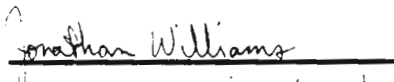
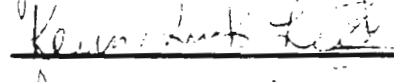
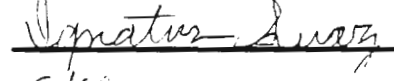

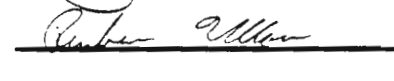
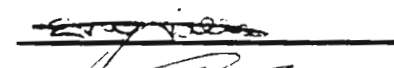

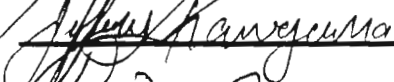
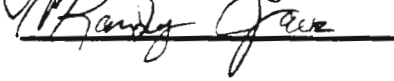
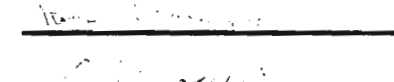
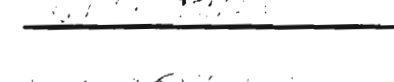

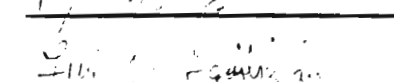
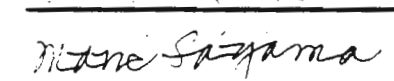

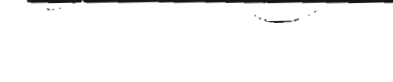
ATTACHMENT 16 (B)

We, the undersigned, present this petition to you and the public citizens of Guam and seek your support and action to resolve the DOE administrator pay inequities. DOE administrators are the only GovGuam employees not granted Option 1 pay.

**WE, THEREFORE, PETITION AND SEEK THE SUPPORT OF THE 19TH GUAM LEGISLATURE, THE GOVERNOR, AND THE BOARD OF EDUCATION TO:**

1. Repeal subsections (d) and (f) of Section 34 of P.L. 18-32 which removed the indexing of administrator pay to teacher pay and removed incentives to continue their education. Thus, 17 GCA Sections 5120-5123 and Section 2 of P.L. 15-138, retroactive to 8/15/86, should be restored.
2. Appropriate and release for use funds necessary to implement paragraph 1.

SIGNATURE	PRINTED NAME	VILLAGE
<i>[Signature]</i>	SIEN LIAN ZUCKER	DEDEDO
<i>[Signature]</i>	FLORENCE DELA ROSA	MANGILAO
<i>[Signature]</i>	FLORENCE P. MARTINEZ	TALIFOTO
<i>[Signature]</i>	BERAZEN M. MEDINA	DEDEDO
<i>[Signature]</i>	BERNARDETTE CAMACHO	TAMUNING
<i>[Signature]</i>	Josephine P. Catalay	MANGILAO
<i>[Signature]</i>	DAVID M. SCHOFIELD	MANGILAO
<i>[Signature]</i>	P. DUNN	MANGILAO
<i>[Signature]</i>	MARY J. HUNST	MANGILAO
<i>[Signature]</i>	MORA GARARINUNG	YAGO
<i>[Signature]</i>	Edmund Pasan	YONA
<i>[Signature]</i>	SUELE DEBES DONGIT	MANGILAO
<i>[Signature]</i>	JEFF E. JAROLF	BARBARA
<i>[Signature]</i>	CLAIRE A. CRUZ	MANGILAO
<i>[Signature]</i>	LAWRENCE KODINAPLAKKAL	MANGILAO

SIGNATURE	PRINTED NAME	VILLAGE
	REGINA BERNI MAFNAS	BARRIADA
	JEFFREY & CECILIA	CUBAN PAGO
	Lorena Mercedola	HYDRA HEIGHTS
	Lynna Ojeda	SINAJANA
	Doris Yoon	AGUA HEIGHTS
	Edward Duenas	MONTE MONG
	Jonathan Williams	AGUA HEIGHTS
	Ken Sok Tin	AMIGUEL
	IGNATUS SUAR	MANGILAO
	ERIC LIZAMA	YONIP
	Reuben Ulloa	YONA
	EYA VILIA	DEDEDO
	Julian Cruz	BARRIADA
	JEFFERY RANGAMA	DEDEDO
	RANDY JACK	DEDEDO
	[unclear]	[unclear]
	[unclear]	[unclear]
	[unclear]	[unclear]
	[unclear]	[unclear]
	ELIO AQUINO	TAMUNINGA KUAN
	MATIC SAZAMA	YONA, YONA
	DORIS C. IGNACIO	YONA, YONA

SIGNATURE	PRINTED NAME	VILLAGE
<i>Tina Marie Ulloa</i>	Tina Marie Ulloa	Barrigada
<i>Josephine Perez</i>	Josephine C. Perez	Yona (Yuna)
<i>Jessica Aguilera</i>	Jessica Aguilera	Barrigada
<i>Steve Morrisey</i>	STEVE MORRISEY	Mongmong
<i>Andrew Mervalen</i>	ANDREW MERVALEN	Csan
<i>Anthony Gallo</i>	ANTHONY GALLO	Agana Heights
<i>Lamberto Dionisio</i>	LAMBERTO DIONISIO	BARRIGADA
<i>Eileen Cruz</i>	Eileen Cruz	Bazi Garapan
<i>Ritee Eram</i>	Ritee M. Eram	Mangilao
<i>Donald P. Gamacho</i>	Donald P. Gamacho	Agana
<i>Vanessa I. Hylero</i>	Vanessa I. Hylero	Agana Heights
<i>Wendi Barones</i>	Wendi E	
<i>LUCY Taisacan</i>	LUCY Taisacan	Mangilao
<i>CLAIRE EMERKERO</i>	CLAIRE EMERKERO	MONG MONG
<i>JENNIFER ESPINOSA</i>	JENNIFER ESPINOSA	Agana Heights
<i>ERIC BUCHEL</i>	ERIC BUCHEL	Yona
<i>Rudy Guerrero</i>	Rudy Guerrero	Mongmong
<i>VICTOR T BARBARA</i>	VICTOR T BARBARA	BARRIGADA
<i>JESSICA GUELFAT</i>	JESSICA GUELFAT	MANGILAO
<i>Priscilla Tebu</i>	Priscilla Tebu	Mangilao



SIGNATURE

PRINTED NAME

VILLAGE

SIGNATURE	PRINTED NAME	VILLAGE
<i>[Signature]</i>	<i>[Printed Name]</i>	<i>[Village]</i>
<i>[Signature]</i>	<i>[Printed Name]</i>	<i>[Village]</i>
<i>[Signature]</i>	Glenda Freese	Nimitz Hill
<i>[Signature]</i>	Releen Good	Barangaya
<i>[Signature]</i>	Diana Dalaros	Manuila
<i>[Signature]</i>	<i>[Printed Name]</i>	<i>[Village]</i>
<i>[Signature]</i>	<i>[Printed Name]</i>	<i>[Village]</i>
<i>[Signature]</i>	Ketha	Barangaya
<i>[Signature]</i>	MICHELLE ATANG	SINASANA
<i>[Signature]</i>	GADY O. DUGNAC	Yonip
<i>[Signature]</i>	Bernard Procalis	Mangiao
<i>[Signature]</i>	IRENE CARRERA	HTs
<i>[Signature]</i>	RIHO [unclear]	Mangiao
<i>[Signature]</i>	NARVIN TERLATE	Agana Hts
<i>[Signature]</i>	Elaine Johnson	Agana Hts
<i>[Signature]</i>	YOLANDA TERLATE	Agana Heights
<i>[Signature]</i>	CARLEEN MENDIOLA	Agana Heights
<i>[Signature]</i>	ADNA CRUE	Agana Hts
<i>[Signature]</i>	MELISSA FLORES	Agana Hts
<i>[Signature]</i>	JUDY CAMACHO	Agana Heights
<i>[Signature]</i>	NICOLA CHERERA	Agana Hts
<i>[Signature]</i>	ROSE PEREDA	Agana Hts



SIGNATURE

PRINTED NAME

VILLAGE

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Michael J. Torres MICHAEL J. TORRES SINAJANA

Steven T. Rivera STEVEN T. RIVERA SINAJANA

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# PETITION

We, the undersigned, present this petition to you and the public citizens of Guam and seek your support and action to resolve the DOE administrator pay inequities. DOE administrators are the only GovGuam employees not granted Option 1 pay.

WE, THEREFORE, PETITION AND SEEK THE SUPPORT OF THE 19TH GUAM LEGISLATURE, THE GOVERNOR, AND THE BOARD OF EDUCATION TO:

1. Repeal subsections (d) and (f) of Section 34 of P.L. 16-32 which removed the indexing of administrator pay to teacher pay and removed incentives to continue their education. Thus, 17 GCA Sections 5120-5123 and Section 2 of P.L. 15-138, retroactive to 8/15/86, should be restored.
2. Appropriate and release for use funds necessary to implement paragraph 1.

SIGNATURE	PRINTED NAME	VILLAGE
<i>Carlito Hermogina</i>	CARLITO HERMOGINA	DEDEDO
<i>Virginia Her...</i>	VIRGINIA HERMOGINA	Dededo
<i>Alejandra C. Quan</i>	Alejandra C. Quan	Dededo
<i>Evangelina L. Magdel</i>	Evangelina L. Magdel	Dededo
<i>Joaquin B. Jesus</i>	Joaquin B. Jesus	Dededo
<del><i>Edward J. Zenon</i></del>	<del>Edward J. Zenon</del>	<del>Dededo</del>
<i>Alfredo L. Torre</i>	Alfredo L. Torre	Yona
<i>Bernadita B. Torre</i>	Bernadita B. Torre	Yona
<i>A. B. Zenon</i>	A. B. Zenon	Dededo
<i>Raymond V. Tonzon</i>	RAYMOND V. TONZON	DEDEDO
<i>Jose S. Apuron</i>	Jose S. Apuron	Mitte
<i>Roman G. Guafuero</i>	ROMAN G. GUAFUERO	DEDEDO
<i>Nicola Mambusan</i>	Nicola Mambusan	TAMUNING
<i>Jose Tirrit</i>	JOSE TIRIT	TAMUNING

SIGNATURE

PRINTED NAME

VILLAGE

<i>[Signature]</i>	J. KATHIAN	TAMUNING
<i>[Signature]</i>	CAROLAN BARTON	<i>[Village]</i>
Antonio R. Cruz	Antonio R. Cruz	Tamuning
Reggie M. Papalia	Reggie M. Papalia	Dataton
<i>[Signature]</i>	Jonathan F. Reyes	Agat
Kel A. Licto	KEL ALICTO	Dededo
Fred DeLacruz	FRED DELACRUZ	Sinait
Anita C. Naruti	ANITA C. NARUTI	Imada
Olivia T. Flores	OLIVIA T. FLORES	Agaña
Edward T. Flores	EDWARD T. FLORES	<i>[Village]</i>
<i>[Signature]</i>	<i>[Name]</i>	<i>[Village]</i>
Rosario C.M. Cruz	ROSARIO C.M. CRUZ	Loto
Manuel Q. Taitano	MANUEL Q. TAITANO	SINHANA
Manuel Q. Taitano	MANUEL Q. TAITANO	Nigo
Alfonso M. Camacho	ALFONSO M. CAMACHO	To To
Jesse C. Babato	JESSE C. BABATO	Sta. Rita
Gloria Nelson	Gloria Nelson	M-T-M
HARUKO N. MATSUURA	HARUKO N. MATSUURA	AGAT
Flore M. Aguon	Flore M. AGUON	AGAT
Baldovino E. Aguon	BALDOVINO E. AGUON	AGAT
<i>[Signature]</i>	<i>[Name]</i>	<i>[Village]</i>
<i>[Signature]</i>	<i>[Name]</i>	<i>[Village]</i>

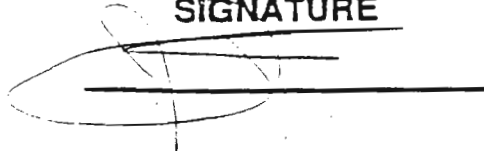

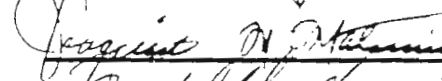


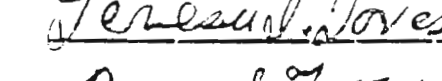
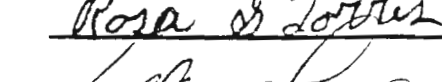
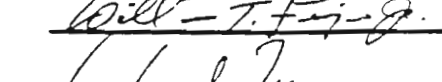
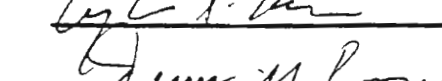
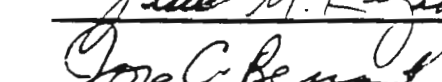
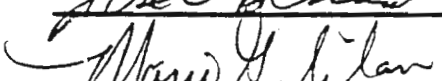
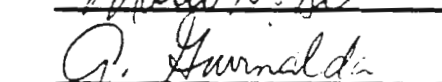
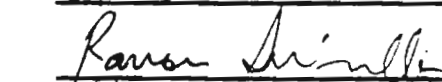
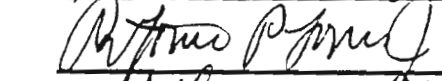
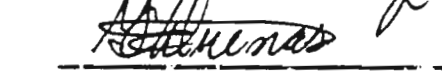
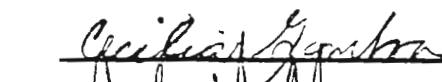

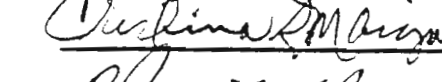
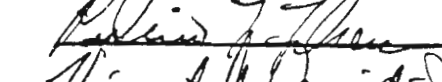
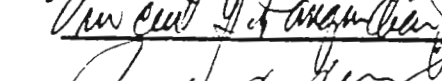
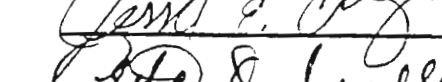
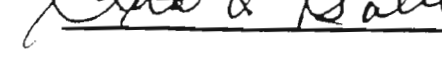

SIGNATURE

PRINTED NAME

VILLAGE

SIGNATURE	PRINTED NAME	VILLAGE
<del>Enrique C. Baza</del>	ENRIQUE C. BAZA	YONA
<del>John S. Tritano</del>	JOHN S. TRITANO	Dededo
<del>Joseph N. Davis</del>	JOSEPH N. DAVIS	Dededo
<del>Frank M. Portusach</del>	FRANK M. PORTUSACH	Agaña Hts
<del>Jesus F. Chaco</del>	JESUS F. CHACO	YONA
<del>Virginia Tingzon</del>	VIRGINIA TINGZON	Dededo
<del>Mercedes Hernandez</del>	MERCEDES HERNANDEZ	Dededo
<del>Yara N. Chantouros</del>	YARA N. CHANTOUROS	Dededo
<del>Teresita Puentes</del>	TERESITA PUENTES	Dededo
<del>Dina S. Cruz</del>	DINA S. CRUZ	San Antonio
<del>Hona B. Blas</del>	HONA B. BLAS	Yigo
<del>Teresita S. Matias</del>	TERESITA S. MATIAS	Dededo
<del>Jesse L. Santiago</del>	JESSE L. SANTIAGO	MATAAC
<del>Josefa Patricia T. Cruz</del>	JOSEFA PATRICIA T. CRUZ	Dededo
<del>Francisco G. Cruz</del>	FRANCISCO G. CRUZ	DEDEDO
<del>Melina P. Serrano</del>	MELINA P. SERRANO	Dededo
<del>Cristobal Telia</del>	CRISTOBAL TELIA	Dededo
<del>Rosa V. Francisco</del>	ROSA V. FRANCISCO	MANGILAO
<del>Mechelins Telia</del>	MICHELINS TELIA	Dededo
<del>JoAnn L. Sablan</del>	JOANN L. SABLAN	Yigo
<del>Emilia R. Perez</del>	EMILIA R. PEREZ	Dededo
<del>Joaquin T. Manibasa</del>	JOAQUIN T. MANIBASA	Sinjayan

SIGNATURE	PRINTED NAME	VILLAGE
Jenbel V. Manbayan	Jenbel V. Manbayan	Tung Mang
Terri C. Rivera	Terri C. Rivera	Tuman
ANTONIO B. RIVERA	ANTONIO B. RIVERA	TUMAN
Rosa S. Kim	Rosa S. Kim	DEDE DO
Cecilia H. Lelis	Cecilia H. Lelis	Dededo
Evangelina Chang	Evangelina Chang	Dededo
Gracia Vergara	Gracia Vergara	Dededo
Lillian T. Manibasan	Lillian T. Manibasan	Dededo
Christina C. Santos	Christina C. Santos	Dededo
Loretta Delgado	Loretta Delgado	Dededo
Dorothea S. Ishmael	Corollego S. Ishmael	Dededo
JUAN DELA CRUZ	Juan Dela Cruz	DEDEDO
Jose S. Reyes	Jose S. Reyes	Meriga
Jose M. Garriga	Jose M. Garriga	Dededo
Simplicio T. Pardo	Simplicio T. Pardo	Dededo
Joaquin M. Palomo	Joaquin M. Palomo	Piti
Ana S. Palomo	Ana S. Palomo	Piti
Ana M. Cho	ANA M. CHO	BARRIGADA

SIGNATURE	PRINTED NAME	VILLAGE
	JOSEPH C. AGUON	BARRIADA
	THOMAS P. TORRES	ORDOT
	JOAQUIN M. MATSUMIYA	PAGAT MANGILAO
	ROSE S. TORRES	AGAT
	DONATO S. TORRES	AGAT
	TERESITA S. TORRES	PAGAT
	ROSA S. TORRES	AGAT
	WILLIAM T. FAJERA	BARRIADA
	AUGUSTIN S. TORRES	AGAT
	JESUS M. REYES	AGAT
	JOSE C. BENARD	Dededo
	MARIO G. SUMAN	BARRIADA
	ARSENIO G. GUALIDO	Dededo
	RAMON GUINAYAN	DEDEDO
	ANTONIO P. TORRES JR	AGAT
	GERALD C. DUENAS	DEDEDO
	CECILIA D. GAMBOA	AGAT
	ANDREW S. MASGA	Toto, Guam
	CRISTINA MASGA	TOTO
	PRUDENCIO T. FLORES	Sivarayan
	VICENT G. PANGINJAN	Deceño
	JESSE E. CRUZ	Mangilao
	RITA O. GALLO	Mangilao



MAY 2008  
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 Div. of Sp. Ed.  
 Box DE  
 55910

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2. Appropriate and release for use funds necessary to implement paragraph 1.

14  
 12/2/08

SIGNATURE	PRINTED NAME	VILLAGE
<i>Julia R. Sisson</i>	Julia R. Sisson	Dededo
<i>Josephine M. Camacho</i>	Josephine M. Camacho	Barrigada
<i>[Signature]</i>	<i>[Name]</i>	<i>[Village]</i>
<i>Cristina I. Whitt</i>	Cristina I. Whitt	Barrigada
<i>Andrew W. Miller</i>	Andrew W. Miller	Santa Rosa
<i>Rose S. Posadas</i>	Rose S. Posadas	Montgomery
<i>Benjamin P. Posadas</i>	Benjamin P. Posadas	Montgomery
<i>Jose A. Rosario</i>	Jose A. Rosario	Barrigada
<i>Sylvia I. Quenga</i>	Sylvia I. Quenga	Dededo
<i>Sally I. Tavares</i>	SALLY I. TAVARES	DEDEDO
<i>James McDonald</i>	James McDonald	Agaña HqB
<i>BETHA IRIARTE</i>	BETHA IRIARTE	DEDEDO

SIGNATURE	PRINTED NAME	VILLAGE
Juan L. Iriarte	JUAN LG IRIARTE	DEDEDO
Clara J. Iriarte	CLARA J. IRIARTE	BARRIGADA
Rosa I. Tove	ROSA I. TOVE	DEDEDO
<del>Vincent S. Iriarte</del>	VINCENT S. IRIARTE	AGANA HIGTS.
Ann E. O. Cruz	ANN E. O. CRUZ	AGANA HIGTS.
Albert Mendia	ALBERT MENDIA	MAINA
Jess Aguon	Jess Aguon	Barr
Catherine N. McDonald	Catherine N. McDonald	Agana Heights
Paul M. McDonald	PAUL M. McDONALD	" "
James N. White	JAMES N. WHITE	BARRIGADA
ML. Tageron	ML. TAGERON	Dededo
Juan C. Iriarte	JUAN C. IRIARTE	MANGILAO
Richard Ulls	Richard Ulls	Agana
Frances D. McDonald	Frances D. McDonald	Chalan Pago
Hucille G. Iriarte	Hucille G. Iriarte	Mangilao
Arthur R.C. Mergist	Arthur R.C. Mergist	Agat
Nancy Hall	Nancy Hall	Latte Heights
June Pangelmar	June Pangelmar	Mangilao
MARY ROTH	MARY ROTH	Dededo
Rebecca A. Stephenson	Rebecca A. Stephenson	Gigo
Rosa Roberts Carter	Rosa Roberts Carter	Yona
Paz M. Roden	Paz M. Roden	Tamuning
Dr. Marilyn Jackson	Dr. Marilyn Jackson	Mangilao

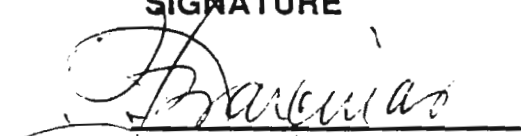
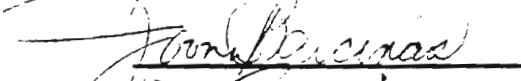
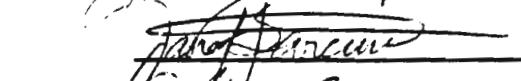
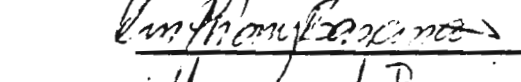
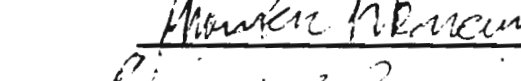
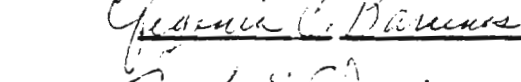
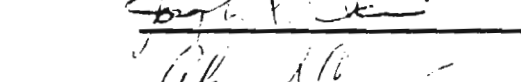
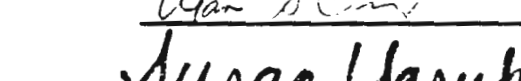

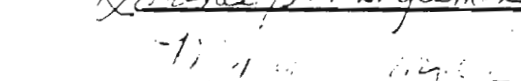
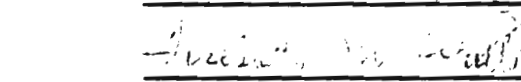
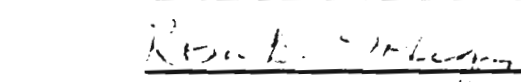




# PETITION

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2. Appropriate and release for use funds necessary to implement paragraph 1.

SIGNATURE	PRINTED NAME	VILLAGE
	TOMAS BARCINAS	Santa Rita
	Joan BARCINAS	Santa Rita
	Janet Barcinas	Santa Rita
	ANTHONY BARCINAS	SANTA RITA
	THOMAS S. BARCINAS	SANTA RITA
	ELIZABETH C. BARCINAS	SANTA RITA
	JOSEPH P. CASSELLA	SANTA RITA
	ALAN S. CASSELLA	SANTA RITA
	SUSAN YASUHIRO	Santa Rita
	Lorena B. Argallo	Agaña
	MARIA S. ARGALLO	Agaña
	ERNESTA M. ARGALLO	Agaña
	KEVIN S. ARGALLO	Agaña
	PAMELA R. ARGALLO	Agaña

SIGNATURE	PRINTED NAME	VILLAGE
<i>Francis G. Sanchez</i>	FRANCIS G. SANCHEZ	UMATAC
<i>Alfred Quintana</i>	ALFRED QUINATA	UMATAC
<i>Rosemary Hasanon</i>	ROSEMARY HASANON	AGAT
<i>Adrian</i>	ADRIAN F. SABLON	PITI
<i>Frances A. Topasna</i>	FRANCES A. TOPASNA	MERIZO
<i>Delores C. Nangata</i>	DELORES C. NANGATA	"
<i>Imat H.</i>	IMAT H.	PITI
<i>Frank C. Cruz</i>	FRANK C. CRUZ	MERIZO
<i>Margaret S. Tyrlaj</i>	MARGARET S. TYRLAJ	AGAT
<i>Antonio J. Barcinas</i>	ANTONIO BARCINAS	MERIZO
<i>Hector Medina</i>	HECTOR MEDINA	UMATAC
<i>Vincent S. Gurinata</i>	VINCENT S. GURINATA	UMATAC
<i>Tessie D.C. Quinata</i>	TESSIE D.C. QUINATA	UMATAC
<i>Leonard J. Pruski</i>	LEONARD J. PRUSKI	TALOFOTO
<i>George T. Guinata</i>	GEORGE T. GUINATA	UMATAC
<i>Frances A. Bagay</i>	FRANCES A. BAGAY	DEDEDO
<i>Gregorio M. Barta</i>	GREGORIO M. BARTA	SANTA RITA
<i>David B. Smith</i>	DAVID B. SMITH	PITI
<i>Rosa S. Guinata</i>	ROSA S. GUINATA	UMATAC
<i>Jose S.N. Barcinas</i>	JOSE S.N. BARCINAS	MERIZO
<i>Josephine P. Barcinas</i>	JOSEPHINE P. BARCINAS	MERIZO
"		



# PETITION

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2. Appropriate and release for use funds necessary to implement paragraph 1.

SIGNATURE	PRINTED NAME	VILLAGE
<i>Jesse A. Acfalle</i>	Jesse Acfalle	Nedledo
<i>Florence C. Herwig</i>	FLORENCE C. HERWIG	Mungmung
<i>Nino Pangilinan</i>	Nino Pangilinan	Mong Mong
<i>Vicente A. Bamba</i>	VICENTE A. BAMBA	SINAJANA GU.
<i>Priscilla T. Taitague</i>	Priscilla T. Taitague	Inavajan B4.
<i>Rosario C. Dominguez</i>	ROSARIO C. DOMINGUEZ	Mong Mong
<i>Maria C. Castro</i>	MARIA C. CASTRO	MAITE
<i>Catalina Tavares</i>	Catalina Tavares	Mangilao
<i>Maria L. Laurel</i>	MARIA L. LAUREL	Yona
<i>Candelaria Santos</i>	CANDELA MARIA SANTOS	Mangilao
<i>Benny C. Guzman</i>	BENNY GUZMAN	Mina
<i>Frank O. Ruiz</i>	FRANK O. RUIZ	AGAT
<i>Ed ...</i>	ED ...	Mangilao

SIGNATURE

PRINTED NAME

VILLAGE

*[Signature]* CAROLINA D. GABCO BARRIGADA

*[Signature]* Frances P. Hernandez ~~BARRIGADA~~ BARRIGADA

*[Signature]* Margaret S. Aguon BARRIGADA

*[Signature]* ~~...~~ ~~...~~ ~~...~~

*[Signature]* Catherine M. Lujan JANNING

*[Signature]* Carmen D. Manibusan TAMUNDAG

*[Signature]* Teofila A. Jose MANGMONG

*[Signature]* Dolores C. CANDASO BARRIGADA

*[Signature]* ANNIE P. CONCEPCION DEDEDO

*[Signature]* Eu-zimia R. Bolvin MANGMONG

*[Signature]* Esther W. Almeida ~~BARRIGADA~~ MANGMONG

*[Signature]* Mercedes M. P. Caba ~~BARRIGADA~~

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*



17

# PETITION

We, the undersigned, present this petition to you and the public citizens of Guam and seek your support and action to resolve the DOE administrator pay inequities. DOE administrators are the only GovGuam employees not granted Option 1 pay.

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2. Appropriate and release for use funds necessary to implement paragraph 1.

14

SIGNATURE	PRINTED NAME	VILLAGE
<i>Vincent S. Iruarte</i>	Vincent S. Iruarte	Sinajana
<i>Annie Reyes</i>	ANNIE REYES	Sinajana
<i>Frank Thomas</i>	FRANK THOMAS	VIGOR
<i>William E. Voigtlander</i>	WILLIAM E. VOIGTLANDER	TAMUNING
<i>John Northway</i>	JOHN NORTHWAY	AGANA
<i>Dee Northway</i>	DEE NORTHWAY	BARRIGANA
<i>Bob Rosario</i>	BOB ROSARIO	DEDEDE
<i>E. Lopez</i>	E. LOPEZ	AGANA HEIGHTS
<i>CC Chapparro</i>	Bernadita C. Chapparro	YIGO
<i>Frank Chapparro</i>	Frank F. Chapparro	YIGO
<i>Rosalie H. Cruz</i>	Rosalie H. Cruz	DEDEDE
<i>Barbara G. Leon Guerrero</i>	BARBARA G. LEON GUERRERO	AGANA HEIGHTS
<i>William E. Voigtlander</i>	WILLIAM E. VOIGTLANDER	TAMUNING



# PETITION

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Appropriate and release for use funds necessary to implement paragraph 1.

NATURE	PRINTED NAME	VILLAGE
<i>St. Michael's</i>	<i>Donna M. Nintese</i>	<i>Yigo</i>
<i>Lina S. Pison</i>	MARLINE L. AGUIAR	<i>Deedee</i>
<i>St. Michael's</i>	MARIA N. SAN NICOLAS	<i>Yigo</i>
<i>St. Michael's</i>	Debra A. Doucette	<i>Agat</i>
<i>St. Michael's</i>	Anthony M. Quitnqua	SINATANA
<i>Yigo</i>	BERYL W BENNETT	YIGO
<i>Adalberto Hill</i>	GUADALUPE HILLS	<i>Agana Heights</i>
<i>St. J. Cruz</i>	OLIVA T. CRUZ	<i>Agana</i>
<i>St. E. Camp</i>	KALICE E CAMP	<i>Maiti</i>
<i>St. D. Estes</i>	JOHN D. ESTES	<i>Tamuning</i>
<i>St. E. Estes</i>	JANICE L. ESTES	<i>Tamuning</i>
<i>St. Michael's</i>	<i>Deanna V. Hill</i>	<i>Yigo</i>
<i>St. M. Borja</i>	Alice M. Borja	<i>Yona</i>

# PETITION

The undersigned, present this petition to you and the public citizens of Guam seek your support and action to resolve the DOE administrator pay inequities. Administrators are the only GovGuam employees not granted Option 1 pay.

**THEREFORE, PETITION AND SEEK THE SUPPORT OF THE 19TH GUAM LEGISLATURE, THE GOVERNOR, AND THE BOARD OF EDUCATION:**

Repeal subsections (d) and (f) of Section 34 of P.L. 18-32 which removed the indexing of administrator pay to teacher pay and removed incentives to continue their education. Thus, 17 GCA Sections 5120-5123 and Section 2 of P.L. 15-138, retroactive to 8/15/86, should be restored..

Appropriate and release for use funds necessary to implement paragraph 1.

SIGNATURE	PRINTED NAME	VILLAGE
<i>M. Dueñas</i>	MARIA M. DUEÑAS	Toto
<i>Genevieve Leon Guerrero</i>	Genevieve Leon Guerrero	AREA HEIGHTS
<i>Florent V. Northway</i>	Florent V. Northway	Barrigada
<i>BARBARA A SANTA ANA</i>	BARBARA A SANTA ANA	DEDEDO
<i>Christopher M. Wilson</i>	Christopher M. Wilson	ENARAJAN
<i>W. Zucken</i>	W. Zucken	Dededo
<i>SEGUNDO S. JUNIS</i>	SEGUNDO S. JUNIS	Dededo
<i>NICANOR C. OCMAMP</i>	NICANOR C. OCMAMP	DEDEDO

# PETITION

the undersigned, present this petition to you and the public citizens of Guam seek your support and action to resolve the DOE administrator pay inequities. administrators are the only GovGuam employees not granted Option 1 pay.

**THEREFORE, PETITION AND SEEK THE SUPPORT OF THE 19TH GCM LEGISLATURE, THE GOVERNOR, AND THE BOARD OF EDUCATION TO:**

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Appropriate and release for use funds necessary to implement paragraph 1.

NATURE	PRINTED NAME	VILLAGE
<i>Carmen A. Lizama</i>	CARMEN A. LIZAMA	Yona
<i>John G. Anderson</i>	JOHN G. ANDERSON	Dededo
<i>Ana A. Herrera</i>	ANA A. HERRERA	AGAT
<i>Jose Anderson</i>	JOSE ANDERSON	DEDEDO
<i>Christine A. Anderson</i>	CHRISTINE A. ANDERSON	DEDEDO
<i>Prudencia G. Anderson</i>	PRUDENCIA G. ANDERSON	DEDEDO
<i>Joseph G. Anderson</i>	JOSEPH G. ANDERSON	DEDEDO
<i>Sylvia C. G. Anderson</i>	SYLVIA C. G. ANDERSON	DEDEDO
<i>Maryann N. Barcinas</i>	MARYANN N. BARCINAS	MANGILAO
<i>Arfel Baldevia</i>	ARFEL BALDEVIA	STA RITA
<i>Rita C. Opadit</i>	RITA C. OPADIT	Suman
<i>Evelyn G. Paulino</i>	EVELYN G. PAULINO	Inarajan
<i>Gloria P. Fernandez</i>	GLORIA P. FERNANDEZ	Tumon



# PETITION

We, the undersigned, present this petition to you and the public citizens of Guam and seek your support and action to resolve the DOE administrator pay inequities. DOE administrators are the only GovGuam employees not granted Option 1 pay.

**WE, THEREFORE, PETITION AND SEEK THE SUPPORT OF THE 19TH GUAM LEGISLATURE, THE GOVERNOR, AND THE BOARD OF EDUCATION TO:**

1. Repeal subsections (d) and (f) of Section 34 of P.L. 18-32 which removed the indexing of administrator pay to teacher pay and removed incentives to continue their education. Thus, 17 GCA Sections 5120-5123 and Section 2 of P.L. 15-138, retroactive to 8/15/86, should be restored..
2. Appropriate and release for use funds necessary to implement paragraph 1.

SIGNATURE	PRINTED NAME	VILLAGE
<i>B. Delosarte</i>	Brenda De Rosa <small>Robert W. Compton P.O. Box 8133 Merizo, GU 96916</small>	Tigara HAS
<i>Robert W. Compton</i>	<i>Robert W. Compton</i>	Merizo
<i>Sylvia A. Conner</i>	SYLVIA A. CONNER	SANTA RITA
<i>Charles C. Barrett</i>	Charles C. Barrett	Merizo
<i>John Bushnell</i>	John Bushnell	Merizo
<i>Robert E. Wood</i>	Robert E. Wood	Inarajan
<i>James ...</i>	<i>James ...</i>	<i>James ...</i>
<i>John ...</i>	<i>John ...</i>	<i>John ...</i>
<i>Jessie ...</i>	JESSIE ...	SANTA RITA
<i>Ann ...</i>	ANN ...	Dededo
<i>John ...</i>	JOHN ...	Dededo
<i>John ...</i>	JOHN ...	Dededo
<i>Regie Recies</i>	REGIE RECIES	TADAVIDO
<i>Robert F. Obispo</i>	ROBERT F. OBISPO	Dededo

SIGNATURE	PRINTED NAME	VILLAGE
<i>[Signature]</i>	THOMAS PAUL	Dadedo
<i>[Signature]</i>	CELSO (GIANCHAN)	DEDEDO
<i>[Signature]</i>	VIC De Roca	De Dedo
<i>[Signature]</i>	JAIMIE E. BADONG	MANBILAO
<i>[Signature]</i>	GIULIO J. NASTI	454T
<i>[Signature]</i>	MICHAEL POPE	DEDEDO
<i>[Signature]</i>	AMADOR AGUIRRE	DEDEDO
<i>[Signature]</i>	JOSÉ DE CASTRO	DEDEDO
<i>[Signature]</i>	BENJAMIN BUONAI	DEDEDO
<i>[Signature]</i>	VIC S. SERRANO	VAUSTA
<i>[Signature]</i>	DISRAELI J. NINET	NCS DEDEDO
<i>[Signature]</i>	ROBERTO SANDRINI	MATE
<i>[Signature]</i>	FRONISU GAMBORA	Monong
<i>[Signature]</i>	C. Q. PANG	Ayana Height
<i>[Signature]</i>	Don Simpson	Tamuning
<i>[Signature]</i>	ESTELLE LINDEN	DEDEDO
<i>[Signature]</i>	VIC P. CHICNO	Tamuning
<i>[Signature]</i>	JESUS DELOS SANTOS	De Dedo
<i>[Signature]</i>	FRANCOIS	DEDEDO
<i>[Signature]</i>	ALBERTO	DEDEDO
<i>[Signature]</i>	MILTON BRUNO	IPAN
<i>[Signature]</i>	ALBERTO	DEDEDO



# PETITION

4  
 MAY 1988  
 RECEIVED  
 Div. of Soc. Sec.  
 Box DE  
 98910

We, the undersigned, present this petition to you and the public citizens of Guam and seek your support and action to resolve the DOE administrator pay inequities. DOE administrators are the only GovGuam employees not granted Option 1 pay.

**WE, THEREFORE, PETITION AND SEEK THE SUPPORT OF THE 19TH GUAM LEGISLATURE, THE GOVERNOR, AND THE BOARD OF EDUCATION TO:**

1. Repeal subsections (d) and (f) of Section 34 of P.L. 18-32 which removed the indexing of administrator pay to teacher pay and removed incentives to continue their education. Thus, 17 GCA Sections 5120-5123 and Section 2 of P.L. 15-138, retroactive to 8/15/86, should be restored..
2. Appropriate and release for use funds necessary to implement paragraph 1.

SIGNATURE	PRINTED NAME	VILLAGE
<i>M. S. Castro</i>	Maria S. Castro	Chalan Pago
<i>Annie D. Torres</i>	Annie D. Torres	Yona
<i>Maria P. Acfalle</i>	Maria P. Acfalle	Yona
<i>Florentina F. Santos</i>	Florentina F. Santos	Chalan Pago
<i>Martha G. Camacho</i>	MARTHA G. CAMACHO	YONA
<i>Angelina Q. Taimanglo</i>	Angelina Q. Taimanglo	YONA
<i>Delia D. Cruz</i>	Delia D. Cruz	Yona
<i>Theresa F. Burgos</i>	Theresa F. Burgos	Yona
<i>Norman Eustaquio</i>	Norman Eustaquio	Yona
<i>Luzma L. Perez</i>	Luzma L. Perez	Yona
<i>Maria F. Castro</i>	Maria F. Castro	Yona
<i>Ed. ...</i>	...	...

SIGNATURE

PRINTED NAME

VILLAGE

*Manila M. Sarinac* Manila M. Sarinac Inangjan

*Indelber...* Indelber... ..

*S...* S...

*...* ...

*Margarita Fajungur* Margarita Fajungur Indot

*...* ... Yona

*Marie S Flores* Marie S Flores Yona

*Victoria ...* Victoria ...

*C.M. Fernandez* C.M. Fernandez Yona

# PETITION

MAY 1988  
 RECEIVED  
 Div. of Sp. Ed.  
 Board of Ed.  
 1988

We, the undersigned, present this petition to you and the public citizens of Guam and seek your support and action to resolve the DOE administrator pay inequities. DOE administrators are the only GovGuam employees not granted Option 1 pay.

**WE, THEREFORE, PETITION AND SEEK THE SUPPORT OF THE 19TH GUAM LEGISLATURE, THE GOVERNOR, AND THE BOARD OF EDUCATION TO:**

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2. Appropriate and release for use funds necessary to implement paragraph 1.

SIGNATURE	PRINTED NAME	VILLAGE
<i>Josefine P. Taritomo</i>	Josefine P. Taritomo	Yigo
<i>Geraldine M. Chamacho</i>	GERALDINE M. CHAMACHO	DEDEDO
<i>Julieta Babasa</i>	Julieta Babasa	Chalan-Pago
<i>June F. Quitugua</i>	JUNE F. QUITUGUA	DEDEDO
<i>Patricia C. Castro</i>	Patricia C. Castro	YONA
<i>Matthew Duenas</i>	MATTHEW A. DUENAS	Chalanpago
<i>Josephine Santos</i>	Josephine Santos	Yona
<i>Janet A. Duenas</i>	Janet A. Duenas	Sinajana
<i>Catherine B. Tyrling</i>	Catherine B. Tyrling	Agaña Ht.
<i>Lou Mesa</i>	Lou Mesa	Mesa
<i>Adreacion Tabiano</i>	ADREACION TABIANO	Yigo, Guam
<i>David C. Guerrero</i>	David C. Guerrero	Micacapas Guam
<i>Anna F. Fernandez</i>	Anna F. Fernandez	Titapan



# PETITION

4  
 MAY 1988  
 RECEIVED  
 Div. of Sp. Ed.  
 Box DE  
 95916

We, the undersigned, present this petition to you and the public citizens of Guam and seek your support and action to resolve the DOE administrator pay inequities. DOE administrators are the only GovGuam employees not granted Option 1 pay.

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SIGNATURE	PRINTED NAME	VILLAGE
<i>Jovita M. Young</i>	JOVITA M. YOUNG	YONA
<i>Mae B. Eustaquio</i>	MAE B. EUSTAQUIO	YONA
<i>Maria A. Cruz</i>	MARIA A. CRUZ	Ordot
<i>Agnes M. Mune</i>	AGNES M. MUNE	Yona
<i>Ana C. Alio</i>	ANA C. ALIO	Yona
<i>Marta L. Lopez</i>	MARTA L. LOPEZ	Yona
<i>Trinidad T. Aguirre</i>	TRINIDAD T. AGUIRRE	Piwanot
<i>Cecilia F. R. Lopez</i>	CECILIA F. R. LOPEZ	Yona
<i>F. V. Saez</i>	F. V. SAEZ	Talof
<i>Edward M. ...</i>	EDWARD M. ...	Yona
<i>Elizabeth M. ...</i>	ELIZABETH M. ...	Yona
<i>John M. ...</i>	JOHN M. ...	Yona
<i>John M. ...</i>	JOHN M. ...	Yona
<i>John M. ...</i>	JOHN M. ...	Yona



# PETITION

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SIGNATURE	PRINTED NAME	VILLAGE
<i>Jeffrey E. Shafer</i>	DR. JEFFREY E. SHAFER RESEARCH, PLANNING AND EVALUATION	<i>Yona</i>
<i>Sue A. Venemari</i>	Sue A. Venemari	<i>Tumon</i>
<i>E. H. Walters</i>	E. H. WALTERS	<i>Agana Hts.</i>
<i>Maë R. Ada</i>	MAE R. ADA	<i>AGANA</i>
<i>Lois M. Perez</i>	Lois M. Perez	<i>Pago Bay</i>
<i>[Faint signature]</i>	<i>[Faint name]</i>	<i>[Faint village]</i>
<i>[Faint signature]</i>	<i>[Faint name]</i>	<i>[Faint village]</i>
<i>Mary E. Cruz</i>	Mary E. Cruz	<i>Chalan Pago</i>
<i>Manuel F. L. Guerrero</i>	MANUEL F. L. GUERRERO	<i>MAYAGUAY</i>

# PETITION

MAY 1988

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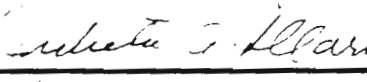
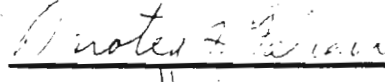
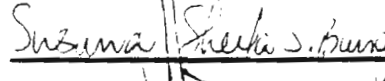


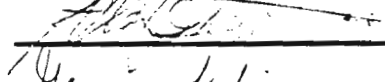
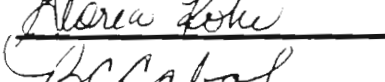
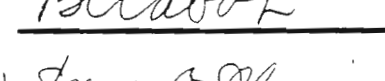
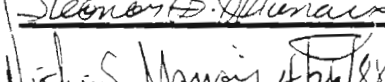
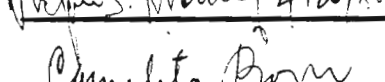
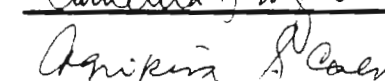
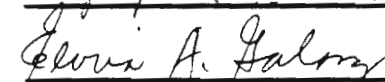
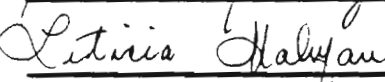
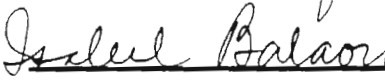
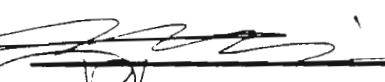
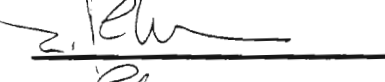
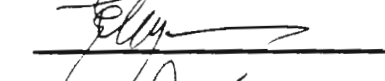
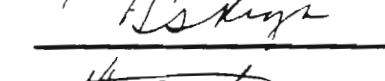
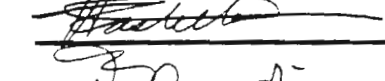
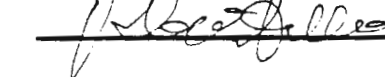

SIGNATURE	PRINTED NAME	VILLAGE
<i>Lenore C. Cabot</i>	Lenore C. Cabot	Sinajana
<i>Maribel Colacio</i>	MARIBEL DEL ROSARIO	DEDEDO
<i>Eduardo R. del Rosario</i>	EDUARDO R. del ROSARIO	DEDEDO
<i>John P. Aguon</i>	John P. Aguon	TAMUNING
<i>Dennis G. Rodriguez</i>	DENNIS G. RODRIGUEZ	DEDEDO
<i>Ben Pangelinan</i>	Ben Pangelinan	BARRIGADA
<i>Judith P. Gutierrez</i>	<del>Judith P. Gutierrez</del>	Mangilao
<i>Joseph C. Cruz</i>	JOSEPH C. CRUZ	BARRIGADA
<i>David G. Stimiz</i>	DAVID G. STIMIZ	TARAJON
<i>Edward D. Reyes</i>	EDWARD D. REYES	TAMUNING
<i>Gorgonio E. Cabot</i>	Gorgonio E. Cabot	Agaña
<i>Candalaria T. Rios</i>	Candalaria T. Rios	Sinajana
<i>Gloria Nelson</i>	Gloria Nelson	Yigo



## SIGNATURE

## PRINTED NAME

## VILLAGE

	FRANCES A. SANTOS	SINAJANA
	GUADALUPE C. REYES	TAMUNING
	MERCEDIZ P. PABLICO	SINAJANA
	DOLORES S. ILAGAN	TAMUNING
	DOLORES S. ILAGAN	TAMUNING
	SUZANA S. SISON	DEDEDO
<del></del>	<del>RICARDO J. BERNALDO</del>	<del>PITA</del>
<del></del>	<del>TED NELSON</del>	<del>Y 192</del>
<del></del>	<del>EDNA M. MUNTICA</del>	<del>HIT</del>
	GLORIA KOKI	SINAJANA
	BARBARA C. CABOT	SINAJANA
	LEONOR B. MUNTICA	DEDEDO
	VICTORIO S. MUNTICA	DEDEDO
	CARMELITA BORJA	DEDEDO
	AGRIPINA S. CALMA	YITA
	ELVIRA A. GALANG	DEDEDO
	LETICIA MALUFAN	MONG MONG
	ISABEL BALAORO	MANGILO
<del></del>	<del>DENA C. BALDUINO</del>	<del>BAZA GARDENS</del>
	EMMANUEL CUNANAN	BOUYALY
	EDILBERTO T. REYES	DEDEDO
	RICARDO S. REYES	DEDEDO
<del></del>	<del>VICTOR J. CASTILLO</del>	<del>TAMUNING</del>
	J. B. CASTILLO	TAMUNING

SIGNATURE	PRINTED NAME	VILLAGE
<i>[Signature]</i>	CARMEN ESTRADA	DEDEDO
<i>[Signature]</i>	[Faint Printed Name]	[Faint Village]
<i>[Signature]</i>	[Faint Printed Name]	[Faint Village]
<i>[Signature]</i>	[Faint Printed Name]	[Faint Village]
<i>[Signature]</i>	TOMAS G. BASA	DedeDo
<i>[Signature]</i>	[Faint Printed Name]	[Faint Village]
<i>[Signature]</i>	[Faint Printed Name]	[Faint Village]
<i>[Signature]</i>	[Faint Printed Name]	[Faint Village]
<i>[Signature]</i>	[Faint Printed Name]	[Faint Village]
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<i>[Signature]</i>	[Faint Printed Name]	[Faint Village]
<i>[Signature]</i>	[Faint Printed Name]	[Faint Village]
<i>[Signature]</i>	[Faint Printed Name]	[Faint Village]
<i>[Signature]</i>	[Faint Printed Name]	[Faint Village]
<i>[Signature]</i>	[Faint Printed Name]	[Faint Village]

# PETITION

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1. Repeal subsections (d) and (f) of Section 34 of P.L. 18-32 which removed the indexing of administrator pay to teacher pay and removed incentives to continue their education. Thus, 17 GCA Sections 5120-5123 and Section 2 of P.L. 15-138, retroactive to 8/15/86, should be restored..
2. Appropriate and release for use funds necessary to implement paragraph 1.

SIGNATURE	PRINTED NAME	VILLAGE
<i>Josephine A. Sanchez</i>	Josephine A. Sanchez	Litupao
<i>Neke</i>	NEKA C. RAZO	BARRIGADA
<i>Louanna C. Tekman</i>	Louanna C. Tekman	Dededo
<i>Maria L. Flores</i>	MARIA L. FLORES	TAMUNING
<i>Conchita L. Flores</i>	CONCHITA L. FLORES	Tamuning
<i>Teresita L. Flores</i>	Teresita L. Flores	Tamuning
<i>Lucita M. Pardo</i>	Lucita M. Pardo	Agat
<i>Christina M. Pardo</i>	Christina M. Pardo	Agat
<i>Edie H. Harsanon</i>	EDIE H. HARSANON	Agat
<i>Miriam</i>	Miriam	Agat
<i>Miriam</i>	Miriam	Agat
<i>Miriam</i>	Miriam	Talibaka
<i>Miriam</i>	Miriam	Agat



# PETITION

MAY 1988

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2. Appropriate and release for use funds necessary to implement paragraph 1.

SIGNATURE	PRINTED NAME	VILLAGE
	Pauline J. Mendiola	Dededo
	MARIA C. IGNACIO	Barrigada
	MARCIA V. Mesa	Mangilao
	LOURDES M. DUNGCA	Jam.
	Evelyn S. Erickson	Yigo
	Dolores G. Cruz	Dededo
	ANTONIA S.M. ESTAL	Agaña Springs
	Rosa P. Apurca	Maitte
	Severina G. Cruz	Maitte
	Magdalena P. H. H. H.	Maitte
	Treton B. Conner	Maitte
	H. H. H.	Mangilao
	Paul E. H. H.	Piti

SIGNATURE	PRINTED NAME	VILLAGE
Bobby E. Pelkey	Bobby C. Pelkey	MANGILAO
Manuel C. C.	Manuel A. Cruz	Maita
Maria S. Pablo	Maria S. Pablo	Barrigada
Antonio O. Pablo	ANTONIO O. PABLO	BARRIGADA
Fred R. Tabor	FRED R. TAI TORGIS	ENAROT SAN/MALIBU
McQuinn	MARIA C. RIVERA	Dededo
Perez	Gloria A. Perez	Tai C/Pagan
R. P. Cruz	RAMON E. PEREZ	TAE C/Pagan
Benny T. Manglan	BENNY T. MANGELON	MALIBU
Handerson	FRANCISCO G. CHAVEZ	Tulopoto
Allyes	José M. Reyes	Agat
Thomas	Thomas F. Ramos	Chalan Fagu
Thomas	THOMAS D. RAMOS	Talocoto
Kurt R. Mieno	KURT R. MIENO	INARAJAN
Anthony R. Cruz	ANTHONY R. CRUZ	Yigo
Don Martin	DONALD R. MARTIN	AGANA HEIGHTS
Vivian Perez	VIVIAN PEREZ	Umatac
Maria Bonilla	MARIE BONILLA	Barrigada
J. J. Cruz	J. J. CRUZ (MEMO)	Tamuning
Cecilia B. LaFaurie	Cecilia B. LaFaurie	Barrigada
Charles D. Cruz	Charles D. Cruz	Tamuning
J. C. Rivera	FRANCISCO A. RIVERA	DEDEDO
Carmen R. Cruz	CARMEN R. CRUZ	Tamuning
Rita R. SanNicolas	Rita R. SanNicolas	Inarajan

SIGNATURE	PRINTED NAME	VILLAGE
Emmanuel T. Cruz	EMMANUEL T. CRUZ	Mangilao
Francis C. Reyes	FRANCIS C. REYES	HBAI
Guillermo Soledad	GUILLERMO SOLEDAD	DEDEDE
Lucrecia Taitan	LUCRECIA TAITAN	DEDEDE
Jose C. Juents	JOSE C. JUENTS	Agua
Jesus C. Navarro	JESUS C. NAVARRO	Asuncion Barr.
Maria Y. Ninete	MARIA Y. NINETE	De Dedo
Frank C. Cruz	FRANK C. CRUZ	Suaguis
Linda Mae Salas	LINDA MAE SALAS	Singajana
Rodney D. Cruz	RODNEY D. CRUZ	TUMON
Deborah L. San Nicolas	DEBORAH L. SAN NICOLAS	Inarajan
Elise T. Candaso	ELISE T. CANDASO	Talofata
Chaire R. Mero	CHAIRE R. MERO	Inarajan
Frank R. Mero	FRANK R. MERO	Inarajan
Rosanne R. Mero	ROSANNE R. MERO	Ukarayan
Bertha B. Duena	BERTHA B. DUENA	Inarajan
Eulalia M. Duran	EULALIA M. DURAN	INARAJAN
Joseph B. Duran	JOSEPH B. DURAN	INARAJAN
Katherine Benavente	KATHERINE BENAVENTE	Barrigada
John M. Jones	JOHN M. JONES	Piano
Fred C. Mero	FRED C. MERO	INARAJAN
Rosa R. Mero	ROSA R. MERO	INARAJAN

SIGNATURE

PRINTED NAME

VILLAGE

*[Signature]* Elizabeth P. ... Pedes...

*[Signature]* Betty D. Mend Inarajan

*[Signature]* Ethel P. Reyes Mangilic

*[Signature]* Christine L. Santos Mangilic

*[Signature]* MANGELD. AFARSI Anaratan

*[Signature]* TOMY P. RABON BARRIGADA

*[Signature]* Ricky Gamias Barrigada

*[Signature]* John L. Guerrero Mangilic

*[Signature]* JOSEPH D.L. SANTOS JR. BARRIGADA

*[Signature]* F.C. LIZAMA Yigo

*[Signature]* ANNE QUINTANILLA Talofof

*[Signature]* Lourdes Aquino Inarajan

*[Signature]* MARY STERLAGE YONA

*[Signature]* GEORGE QUINTANILLA TALOFOFO



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2. Appropriate and release for use funds necessary to implement paragraph 1.

SIGNATURE	PRINTED NAME	VILLAGE
<i>Gloria B. Ulbenario</i>	Gloria B. Ulbenario	YONA
<i>Ana S. Palomo</i>	Ana S. Palomo	Piti
<i>Jesus A. Tardela</i>	JESUS A. TARDELA	TALOFOTO
<i>Antonio E. Guacera</i>	Antonio E. Guacera	TALOFOTO
<i>Maria T. Erickson</i>	Maria T. Erickson	DEDEDO
<i>NIEVA C. ILAGAN</i>	NIEVA C. ILAGAN	DEDEDO
<i>LORA N. SANTOS</i>	LORA N. SANTOS	BARRIGADA
<i>TECLA G. AMPARO</i>	TECLA G. AMPARO	TAMUNING
<i>DELFINA A. CATALUNA</i>	DELFINA A. CATALUNA	TAMUNING
<i>Remedios S. Albay</i>	Remedios S. Albay	Santa Rita
<i>Robert C. Derion</i>	Robert C. Derion	VIGO
<i>JUAN R. CRUZ</i>	JUAN R. CRUZ	AGAT
<i>TEODORO C. LAGMAN</i>	TEODORO C. LAGMAN	AGAT Heights.

SIGNATURE	PRINTED NAME	VILLAGE
<i>Raymond P. Castro</i>	RAYMOND P. CASTRO	TAI WAKEN DAAC
<i>Luisa Espinoza</i>	LUISA ESPINOZA	Luisa
<i>Ruth P. Samson</i>	RUTH P. SAMSON	MA...
<i>Terry Mendiola</i>	Terry Mendiola	TAMUNING
<i>Carmen Kamecili</i>	Carmen Kamecili	Yona
<i>Julie P. Actalle</i>	Julie P. Actalle	Yona
<i>Maria F. Samson</i>	MARIA F. SAMSON	Dededo
<i>Louis C. Bl...</i>	Louis C. Bl...	M...
<i>Harmon L. Martinilla</i>	HARMON L. MARTINILLA	Astoria Dededo
<i>Elizab. Crisostomo</i>	ELIZAB. CRISOSTOMO	Leyana Barrigada
<i>Selina Castro</i>	Selina Castro	Dededo
<i>Francis J. Iseraki</i>	FRANCIS J. Iseraki	UMATAE
<i>Cecille R. Dodge</i>	Cecille R. Dodge	TAMUNING
<i>Jay OPINION</i>	Jay Opinion	Tamuning
<i>Maria F. Perez</i>	MARIA F. PEREZ	BARRIGADA
<i>Rene R. Ranola</i>	Rene Ranola	Dededo
<i>Donis C. Rowe</i>	DONIS C. ROWE	ordot
<i>Josefina Martinez</i>	Josefina Q. MARTINEZ	Agana Hts.
<i>Ignacia F. Cruz</i>	Ignacia F. Cruz	Mangilao
<i>Frank L. Salas</i>	Frank L. Salas	Nededo
<i>Aurora V. Mariano</i>	Aurora V. Mariano	Barrigada
<i>Henry C. Schilling III</i>	Henry C. Schilling III	Dededo
<i>Henry S. Covington</i>	Henry S. Covington	S...



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SIGNATURE	PRINTED NAME	VILLAGE
<i>Carlito Hermogino</i>	CARLITO HERMOGINO	DEDEDO
<i>Virginia Her...</i>	VIRGINIA HERMOGINO	Dededo
<i>Alejandra C. Quan</i>	Alejandra C. Quan	Dededo
<i>Evangalina L. Magdel</i>	Evangalina L. Magdel	Dededo
<i>Josyline B. Jesus</i>	Josyline B. Jesus	Caguayan
<del><i>Edward J. Benzon</i></del>	<del>Edward J. Benzon</del>	<del>Dededo</del>
<i>Alfredo L. Torre</i>	ALFREDO L. TORRE	Yona
<i>Bernadita B. Torre</i>	Bernadita B. Torre	Yona
<i>A. B. Conran</i>	A. B. Conran	Dededo
<i>Raymond V. Tongson</i>	RAYMOND V. TONGSON	DEDEDO
<i>Jose S. Apurton</i>	Jose S. Apurton	Myte
<i>Romani G. Guafuero</i>	Romani G. Guafuero	DEDEDO
<i>Nicolac Manibusan</i>	Nicolac Manibusan	TAMUNING
<i>...</i>	...	...

SIGNATURE

PRINTED NAME

VILLAGE

SIGNATURE	PRINTED NAME	VILLAGE
<i>[Signature]</i>	KHAYGAN	ANILANG
<i>[Signature]</i>	CARON CHAFFARCE	Dededeo
<i>[Signature]</i>	Antonio R. Chaffarce	Tauyira
<i>[Signature]</i>	Roque M. Papolla	Dededeo
<i>[Signature]</i>	Janette F. Reyes	Agat
<i>[Signature]</i>	KEL ALICHO	Dededeo
<i>[Signature]</i>	FRED DELACRUZ	SINAJANA
<i>[Signature]</i>	ANITA C. NAPOTI	Maleta
<i>[Signature]</i>	OLIVA T. HILDES	Agaña P. Sta.
<i>[Signature]</i>	EDWARD T. HILDES	Agaña P. Sta.
<i>[Signature]</i>		T. Sta.
<i>[Signature]</i>	Tito Taitano	Agat
<i>[Signature]</i>	ROSARIO C.M. CRUZ	Tofo
<i>[Signature]</i>	MARLENE A. HILDES	SINAJANA
<i>[Signature]</i>	MANUEL Q. TAITANO	Niyo
<i>[Signature]</i>	ALFONSO M. CAMACHO	Tofo
<i>[Signature]</i>	JESUS C. BOBETO	Sta. P. Sta.
<i>[Signature]</i>	Gloria Nelson	M-T-M
<i>[Signature]</i>	HARUKO NIMATHAGUAY	AGAT
<i>[Signature]</i>	FLOREN M. AGUON	AGAT
<i>[Signature]</i>	BALDOVINI, G. AGUON	AGAT
<i>[Signature]</i>	MANUEL Q. TAITANO	AGAT
<i>[Signature]</i>	F. C. TAITANO	Dededeo

SIGNATURE

PRINTED NAME

VILLAGE

SIGNATURE	PRINTED NAME	VILLAGE
	ENRIQUETA C. BAZARTE	YONA
	JOHN S. TIRILANO	Dededo
	Dorothy N. DAVIS	Dededo
	FRANK M. PORTUSACK	Gaana Alta
	JESUS B. CHARCO	AGAT
	VIRGINIA TINGZON	Dededo
	MERCEDES HERNANDEZ	Dededo
	Karen N. Charcaudis	Uradu
	JUANITA PIGNAS	Dededo
	Ang S. Cruz	Barrigado
	FONA B. BLAS	Yigo
	Teresita S. Matvas	Dededo
	HOWARD A. MILLER SR	Yona
	Jesse L. SANTIAGO	YIMATAE
	Josefa Patricia T. Cruz	Dededo
	Francisco G. Cruz	DEDEDO
	Melissa R. P. Savarez	Dededo
	Cristobal Telia	Dededo
	ROSA V. FRANCISCO	MANCILLAC
	MECHELINIS Telia	Dededo
	JoAnn L. Sablan	Yigo
	Emilia R. Perez	Dededo
	Joaquin T. Manibasan	Sinjana

SIGNATURE	PRINTED NAME	VILLAGE
<i>Jenbel V. Manibusan</i>	Jenbel V. Manibusan	Mang Mang
<i>Terru C. Rivera</i>	Terru C. Rivera	Tumon
<i>Antonio B. Rivera</i>	ANTONIO B. RIVERA	TUMON
<i>Rosa S. Kim</i>	Rosa S. Kim	DEDEDO
<i>Cecilia H. Lelis</i>	Cecilia H. Lelis	Dededo
<i>Pedro A. Taitingona</i>	Pedro A. Taitingona	Dededo
<i>Evangelina G. Chang</i>	Evangelina Chang	Dededo
<i>Josefa VERGARA</i>	Josefa Vergara	Dededo
<i>Lillian T. Manibusan</i>	Lillian T. Manibusan	Dededo
<i>CHRISTINA C. CANLAS</i>	CHRISTINA C. CANLAS	Dededo
<i>Loretta Delgado</i>	Loretta Delgado	Dededo
<i>Dorothea S. Ishmael</i>	Dorothea S. Ishmael	Dededo
<i>JUAN DELA CRUZ</i>	JUAN DELA CRUZ	DEDEDO
<i>Jose S. Reyes</i>	Jose S. Reyes	Merizo
<i>Jose M. Garrido</i>	Jose M. GARRIDO	Dededo
<i>Simplicio T. Canlas</i>	Simplicio T. Canlas	Dededo
<i>Joachim M. Palomo</i>	Joachim M. Palomo	Piti
<i>Ana S. Palomo</i>	Ana S. Palomo	Piti
<i>Angela R. A. Ferreira</i>	Angela R. A. Ferreira	Mang Mang
<i>LORISE P. PARAWA</i>	LORISE P. PARAWA	Dededo
<i>Margarita A. Manibusan</i>	Margarita A. Manibusan	NOI
<i>Wesley H. Cho</i>	Wesley H. Cho	NOI
<i>ANN M. CHO</i>	ANN M. CHO	BARNIQUADA

SIGNATURE	PRINTED NAME	VILLAGE
	JOSEPH C. AGUON	BARRIAGADA
	JOSE BENIAS	BARRIAGADA
	THOMAS P. TORRES	CRDO T
	JOAQUIN M. MATSUMIYA	PAGAT MANGILAO
	JOSE S. GALL	YIHO
	DOROTEO G. TORRES	Dededo
	TERESITA L. TORRES	Pagat
	ROSA S. TORRES	AGAT
	WILLIAM T. FERNANDEZ	BARRIAGADA
	AUGUSTIN S. TORRES	Agat
	JESUS M. REYES	Agat
	JOSE C. BENANT	Dededo
	MARIO G. SLUM	BARRIAGADA
	ARSENIO G. GUALDA	Dededo
	RAMON GUINAYAN	Dededo
	ANTONIO P. TORRES JR.	AGAT
	GERARDO C. DUEÑAS	DEDEDO
	CECILIA D. GAMBIA	YIHO
	ANDREW S. MASGA	Toto, Guam
	CRISTINA MASGA	TOTO
	PRUDENCIO T. FLORES	Awarajan
	VINCENT G. PANGINDUAN	Dededo
	JESSE E. CRUZ	Mangilao
	RITA G. GALLO	Mangilao



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4  
MAY 1988  
RECEIVED

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SIGNATURE	PRINTED NAME	VILLAGE
<i>Vaughn L. Mesa</i>	VAUGHN L. MESA	Parrigada
<i>Helen L.B. Carriveau</i>	Helen Carriveau	Latta Hags
<i>Mike San Nicolas</i>	MIKE SAN NICOLAS	Talofofu / Chabam <sup>Pass</sup>
<i>Marietta M. Guerrero</i>	Marietta M. Guerrero	Talofofu
<i>Joseph T. Camacho</i>	Joseph T. Camacho	Talofofu
<i>Immaculada S. Atlagua</i>	Immaculada S. Atlagua	Toto
<i>Filomena L. Palas</i>	FILOMENA L. PALAS	Dededo
<i>Maria A. Respal</i>	MARIA A. RESPAL	Dededo
<i>Teresita K. Mesa</i>	TERESITA K. MESA	Tamuning
<i>Jessica A. Cate</i>	JESSICA A. CATE	Dededo

SIGNATURE	PRINTED NAME	VILLAGE
<i>[Signature]</i>	Ray E. Tercera	Tinajana
<i>[Signature]</i>	Isabel S. Serrano	Yigo
<i>[Signature]</i>	KRISTEN BARCO	Yigo
<i>[Signature]</i>	NIEVES P. FLORES	TURON
<i>[Signature]</i>	Elizabeth C. Huey	Yon
<i>[Signature]</i>	ANTONIA C. LUJAN	MANGILAO
<i>[Signature]</i>	MANUEL CASTRO	MANGILAO
<i>[Signature]</i>	RICK TAITANO	YIGO
<i>[Signature]</i>	K. MATSUMIYA PEREZ	PITI
<i>[Signature]</i>	VICTOR PANGELINAN	DEDEDO
<i>[Signature]</i>	Lucille C. Blas	Hlong Hlong
<i>[Signature]</i>	NORMA JEAN TAITANO	DEDEDO
<i>[Signature]</i>	DOLores R. Guerrero	DASSIGADA
<i>[Signature]</i>	NORA S.A. GUERRERO	DEDEDO
<i>[Signature]</i>	JOSEPA H. GUERRERO	DEDEDO
<i>[Signature]</i>	Gertrude Cotabesse	Turon
<i>[Signature]</i>	Therese Bantista	Agana Hts.
<i>[Signature]</i>	<i>[Signature]</i>	T.B.S.
<i>[Signature]</i>	MARRIE C. CEPEDA	DEDEDO
<i>[Signature]</i>	JOSEFINA C. MONFORTE	DEDEDO
<i>[Signature]</i>	Gaynell E. Moss L	Deledo
<i>[Signature]</i>		
<i>[Signature]</i>	Dana A. Figuerliyang	Yigo



# 25% OF OPTION 1 FOR NOW



**Avoid Payless Paydays Later**

# OPTION 1

Civil Service Commission  
Pay Range & Wage Schedule  
October 1, 1987



# MERIT!

# Tyng. + Dev. Div.

Government of Guam



October 6, 1987

CSC No. 88-006

MEMORANDUM

TO: All Department and Agency Heads

FROM: Executive Director, Civil Service Commission

SUBJECT: 25% Implementation of Option 1 Pay Range & Wage Schedule

Transmitted for your information is the Pay Range and Wage Schedule reflective of the 25% implementation of the Option 1 salaries, inclusive of the \$419 cost-of-living-allowance, as contained in the Commission's Classification and Pay Maintenance Review Task Force Phase I Report dated November 7, 1985.

Because of the unique nature of the 25% implementation, determination of an employee's actual salary can be made by reference to the position code number, classification title, and present step.

The effective date of this schedule is October 1, 1987. Please be guided accordingly.

  
NORMA J. AFLAGUE

ITEM NO.	CODE NO.	CLASS TITLE	OPT. 2		OPT. 1																	
			PR	AMOUNT	PR	AMOUNT	1	2	3	4	5	6	7	8	9	10	10X	10X	100X	1000X	10000X	100000X
1	0.101	Office Aide	5	9,649	5	9,649	9,649	9,805	9,961	10,117	10,275	10,433	10,617	10,801	10,985	11,169	11,353	11,537	11,773	12,009	12,245	5.89
2	0.102	Auxiliary Worker	5	9,649	5	9,649	9,649	9,805	9,961	10,117	10,275	10,433	10,617	10,801	10,985	11,169	11,353	11,537	11,773	12,009	12,245	5.89
3	0.103	Dispatcher	13	10,985	15	11,353	11,077	11,261	11,458	11,655	11,891	12,127	12,376	12,631	12,925	13,237	13,549	13,881	14,212	14,602	14,992	7.21
4	0.107	Messenger Clerk	13	10,985	15	11,353	11,077	11,261	11,458	11,655	11,891	12,127	12,376	12,631	12,925	13,237	13,549	13,881	14,212	14,602	14,992	7.21
5	0.113	Medical Records Clerk	15	11,353	20	12,481	11,635	11,845	12,100	12,355	12,610	12,865	13,179	13,510	13,842	14,173	14,537	14,960	15,382	15,805	16,227	7.80
6	0.120	Hard Clerk	15	11,353	20	12,481	11,635	11,845	12,100	12,355	12,610	12,865	13,179	13,510	13,842	14,173	14,537	14,960	15,382	15,805	16,227	7.80
7	0.125	Vital Statistics Clerk	15	11,353	20	12,481	11,635	11,845	12,100	12,355	12,610	12,865	13,179	13,510	13,842	14,173	14,537	14,960	15,382	15,805	16,227	7.80
8	0.130	Telephone Operator	13	10,985	15	11,353	11,077	11,261	11,458	11,655	11,891	12,127	12,376	12,631	12,925	13,237	13,549	13,881	14,212	14,602	14,992	7.21
9	0.132	Telephone Operator Supervisor	17	11,773	24	13,705	12,256	12,511	12,786	13,060	13,374	13,705	14,069	14,433	14,797	15,220	15,642	16,065	16,487	17,040	17,592	8.46
10	0.140	Clerk I	9	10,275	10	10,433	10,315	10,479	10,663	10,847	11,031	11,215	11,399	11,596	11,832	12,068	12,304	12,553	12,847	13,159	13,471	6.48
11	0.141	Clerk II	13	10,985	15	11,353	11,077	11,261	11,458	11,655	11,891	12,127	12,376	12,631	12,925	13,237	13,549	13,881	14,212	14,602	14,992	7.21
12	0.142	Clerk III	15	11,353	20	12,481	11,635	11,845	12,100	12,355	12,610	12,865	13,179	13,510	13,842	14,173	14,537	14,960	15,382	15,805	16,227	7.80
13	0.145	Clerk Supervisor I	17	11,773	24	13,705	12,256	12,511	12,786	13,060	13,374	13,705	14,069	14,433	14,797	15,220	15,642	16,065	16,487	17,040	17,592	8.46
14	0.146	Clerk Supervisor II	19	12,245	26	14,407	12,786	13,060	13,374	13,705	14,069	14,433	14,797	15,220	15,642	16,065	16,487	17,040	17,592	18,145	18,697	8.99



## A MESSAGE FROM THE GOVERNOR

Dear Friend,

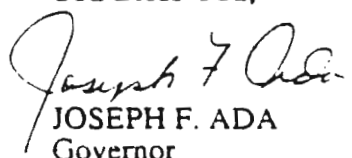
With all the statements and counter-statements that have been made during our recent budget crisis ... it seems that many government employees are being confused about what exactly the status of their salary adjustment is. Many employees don't know exactly what they are supposed to be receiving in their paychecks. In an effort to clarify the situation and inform you about what you are receiving in your paycheck, I write to you today.

Today is payday, and as many of you will notice as you look at your check, thousands of you have received a raise. You have all worked very hard at your jobs and deserve this raise, and I am glad that we have been able to identify the money to fund this raise for you. You need this raise you are receiving today to help pay for many of your pressing day to day expenses and to help raise your families. That is why this administration has fought so hard to be able to phase in Option One .. to make sure you get something now ... not just a lot of talk. So, starting October 1 of this year, many of you are receiving 25% of Option One.

Naturally, I would prefer to be able to give you more. But I think it would be unfair of me to make idle promises to you ... promises that can be kept only by destroying the Government we all work for ... promises that can be kept only by sacrificing the services we all rely upon.

As soon as new sources of revenue for our Government can be developed ... sources that do not harm the Territory as a whole ... we will try to adjust the raise even further. But until that time comes, remember that we are one Territory and that by working together we can solve these problems that have put us in such a terrible financial situation. Other people may promise you this and promise you that ... we will do what we can to give you action .... not a lot of talk and promises. Please remember, a Government that is in good financial condition is in the long run the best solution for us all.

God Bless You,

  
JOSEPH F. ADA  
Governor



October 16, 1987

Honorable Joseph F. Ada  
Governor of Guam  
Adelup, Guam

Dear Governor Ada:

Today is the day that we workers in the Government of Guam are supposed to get 25% of Option I in our paycheck as per your letter that was attached to my check.

Governor Ada, please be advised that I did not get the 25% of Option I as you probably thought everyone in the Government of Guam did. There is a certain class of employees that was excluded from receiving this 25% and I am one of those employees.

From 1980 to the present, I have gone through three (3) desk audits for my position as a Vital Statistic Worker III in the Office of Vital Statistics, Department of Public Health and Social Services. The last desk audit was conducted in 1986, and from the time it was conducted to the present, we have not heard anything regarding the findings, conclusions, or any recommendation. Even when the entire Government of Guam was undergoing desk audits for the reclassification task force, our Office of Vital Statistics was excluded from the reclassification of positions and was thus placed on "status quo". Our supervisor, Mrs. Julita Santos, has talked to our Administrator, the Chief Public Health Officer, and even to the Director of Public Health about our dilemma but even at that, there was no encouraging hope for us.

We have submitted job specifications to reclassify our positions from Vital Statistic Worker to Vital Statistics Technician, since Mr. John Calvo of Personnel Services concluded that the work and job specification done by vital statistics workers are comparable to "clerks". Therefore, instead of upgrading our positions and salaries, he downgraded the pay range from Pay Range 16 and 22 to Pay Range 12 - Vital Statistics Clerk.

When the reclassification for all Government of Guam employees affected was done, the Vital Statistics Clerk position was upgraded to Pay Range 15, and then with the implementation of Option I, it went up to Pay Range 22. However, because my position title "Vital Statistics Worker III" is obsolete and that title no longer exist because of the "status quo" situation that Mr. Calvo has put me in, I am not entitled to receive Option I, nor any other salary raise that the rest of the employees in the government are entitled to receive. My present Pay Range is 22, Step 10.

Governor Ada, even when I was entitled to get my salary increment from Step 9 to Step 10, it took the Division of Personnel Services about five to six months to give me my salary increment because of the fact that my position title is NO LONGER on the reclassification list for Government of Guam personnel.

I would appreciate your looking into this matter since I am a Government of Guam employee for 18 years, a full-pledged Guamanian, and an active voter. I cannot understand how only certain people get 25% of Option I and I DID NOT when I thought we are "all equal".

Thank you for your time and I am sorry to return your letter but I feel I did not deserve receiving it.

Yours truly,

*Barbara D.C. Santos*  
Barbara D.C. Santos

Enclosure

DISCUSSION ON SANTOS' AMENDMENT  
TO SUBSTITUTE BILL 611  
on the 60-40 Option 1 implementation

EXCERPTS

D R A F T

.....

Sen. Parkinson: Mr. Speaker, I am very pleased that some of our Democratic Senators have seen fit to go against the commitment of the Democratic body because of the Governor's concerns. It's nice to know that Governor Ada has strong bi-partisan support in this Legislature. We had a very interesting meeting up at Government House today, or I'm sorry up at Adelup, and everybody went up and some of the members of the Legislature got their marching orders today. I think that they are sincerely convinced that a crisis faces this government and did not want to get in a toe-toe confrontation with Governor that might result in closing down the Legislature. It's the same kind of decisiveness that created the Iranian Hostage crisis during the Carter Administration. Who suffers? The worker suffer. Who doesn't get what was promised? The workers don't get what was promised. I don't know why they changed their minds. I feel the Governor is wrong.

Last year's revenue estimates, by their own figures, were off \$50 Million too low. Because Governor's like low revenue estimates because that keeps the Legislature from overspending and the Governor can do all sorts of tricky things with old appropriations and decide on what he wants to spend and use lapsed money in all sorts of ...(What?). (interruption)

Speaker: Let's not disturb the gentleman.

Sen. Parkinson: Mr. Speaker, an observation was made as to who's advising one of the Democratic Senators these days. But we understand. In any event, I think it very sad that the Democratic Caucus has fallen apart. It's obvious that the votes are here to emasculate Option 1 and take this away from the workers who so richly deserve it. Some of us are standing firm. Some of us will continue to stand firm. Some of us will fight at the next session, and the next session; and the next session to get Option 1 implemented for the employees. Now to set the records straight, I'd liked to make one thing real clear, I'm one of the senators that screwed up a while back, in the Seventeenth, no, in the Nineteenth and voted to change the implementation date of Option 1. I made a mistake because I relied on the figures given to us by Revenue and Tax, Department of Administration, the Bureau of Budget and the Governor's Office; and these figures are incorrect. There is enough money. There's going to be plenty of money. The Governor, I feel, is probably a misled soul who does not understand the full ramifications of the collection process of the Government of Guam. I don't pretend to either. All I can tell you is that this Government is running wild and nobody knows what's going on with collections. I continue to support full implementation of Option 1; and Mr. Speaker, I don't feel that I can vote with a clear conscience for anything but Option 1. Therefore, if Senator Santos' amendment failed or passes, I'll have no choice but to vote against Bill 611, as amended. Because I think that's the only way that I can make my voice heard by the public in letting them know that I am extremely unhappy that the workers of the Government of Guam who so richly deserve the benefits of Option 1 aren't going to get them.

I would like to make one final point too. Option 1 was approved sometime in 1985 to bring the salary up to parity then with Navy, with civilian sector, et cetera, et cetera. It's now 1987. It will be almost 1989 before this is implemented. It is already be going to be time for another increase because we are going to have a system that once again it's too low. All of sudden we will be the lowest paid school

system, the lowest paid nurses, the lowest paid janitors, the lowest paid bus drivers in the country. This is not fair to the GovGuam workers. As I say, I can't help in a way but respect my colleagues who have changed their minds in the Democratic side for voting in what they believe in because I think they really are sincere that they don't want to shut the Government down. And when they went up today, when we went up to the Governor's Office today, it would appear that some of us were so impressed with Governor's eloquence that we changed our positions. I wasn't. I got there late and I probably missed something or maybe I'd have changed my mind. But in any event, we got into, let's be blunt about, the Democrats and the Republicans got into a confrontation to see who blinked first; and we not only blinked, we fell down. I feel very sorry about this and I wish that and I would hope that some of our Democratic colleagues can see the error of their ways. Because as I said, I think that after they went up to Governor's Office today they were impressed with the sincerity and the power of the Governor and were worried that the Government would be closed down. We don't want that to happen and some of the senators do not want a confrontation with the Governor. I understand that the Governor is so excited about his new found powers in the Legislature and he's even been calling over lobbying for who's going to get the open seat on the Committee. The one that the late Doc. Sanchez vacated when he passed away. So it would appear that we may have a 22nd senator soon.

Thank you very much Mr. Speaker.

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MICHAEL J. REIDY  
Director

**BUREAU OF BUDGET & MANAGEMENT RESEARCH**  
OFFICE OF THE GOVERNOR, Post Office Box 2950, Agaña, Guam 96910



TESTIMONY  
OF  
MICHAEL J. REIDY  
DIRECTOR  
BUREAU OF BUDGET AND MANAGEMENT RESEARCH  
ON FISCAL YEAR 1989 REVENUES  
BEFORE THE  
COMMITTEE ON WAYS AND MEANS

August 3, 1988

Good Morning Madam Chairperson and Members of this Committee:

Thank you for providing us with the opportunity to discuss the revenue estimates for Fiscal Year 1989. In projecting the revenue estimates for Fiscal Year 1989, the Department of Administration's Financial Statements for Fiscal Years 1985, 1986, 1987 and actual data thru June 30, 1988 were utilized as a data base. From this data base, we determined the growth or decline for each revenue category from one fiscal year to its succeeding fiscal year by employing analytical comparisons. Through these comparisons, the Bureau was able to identify revenue trends and accordingly project the Fiscal Year 1989 revenue estimates for the Government of Guam. However, before we continue our discussion of the revenue estimates for Fiscal Year 1989, we must consider what is currently occurring in Fiscal Year 1988.

Fiscal Year 1988 has been an exceptional year with revenues generated as of June 30, 1988, far exceeding those collected at this same period of the prior fiscal year. In our working session of July 29, 1988 we presented an adjusted revenue estimate for Fiscal Year 1988 of \$248 million. However, there was

some questions raised by the Committee and staff and it was mutually agreed that members from my staff and the staff from the Committee would meet on the matter. As a result, we present to you today a revised revenue estimate of \$251 million. As mentioned to you at last Friday's discussion, I present this estimate in a spirit of cooperation and in hopes that we will recognize that while our initial Fiscal Year 1988 projection of \$236 million obviously was conservative, we believe it formed the basis for sound public policy. For the first time in over fourteen years, we are anticipating a balanced budget. Our conservatism in estimating Fiscal Year 1988 revenues was in anticipation of certain economic and tax events that we believed would affect revenues. First, we did not anticipate that the economic growth of that time would be sustained, throughout the year. As you know, the rate of growth has accelerated and continues to accelerate. Second, the Tax Reform Act was projected to impact negatively on withholding taxes. We based that assumption on various articles in national publications. In this case, our projections were accurate as far as individual income tax withholding did experience a decline. However, the decline in individual withholding revenue was more than offset by a significant increase in corporate withholding. Finally, the mere fact that revenue estimation is more an art than a science and at times involves a significant degree of uncertainty, we find it much more acceptable to provide a reasonable conservative estimate than one which may impose hardship on the Government should a given revenue level be unattainable. It would be an greater task to generate revenues to reach a projected level than to identify areas to utilize additional revenues when projected levels are exceeded.

As mentioned earlier, the Fiscal Year 1989 revenue estimates were derived utilizing the Department of Administration's Financial Statements. In addition the Fiscal Year 1988 adjusted revenue estimate of \$251 million, as earlier discussed, has been incorporated into the data base for projecting

Fiscal Year 1989 revenues. As such, the estimated General Fund revenues to be derived in Fiscal Year 1989 is \$291 million. At this time, I would like to direct the discussion to my staff to address the technical aspects as to how our revenue estimates for Fiscal Year 1989 have been derived.

(JOSEPH E. RIVERA - BBMR)

(PAUL D. LEON GUERRERO - BBMR)

In conclusion, I want to emphasize that the Administration, in presenting this estimate of next years revenues, is not pointing to a pot of gold at the end of the rainbow. The light we see is the reward for sound fiscal management. There is no question that you and the Governor will have an opportunity, if the economic conditions continue, to at last address our infrastructure problems, to clean the slate of prior year obligations, and to finally insure that the Government of Guam work force is given the means to provide the best service to our people. We can move on building that new high school on completing improvements to our hospital, on improving our roads and sewer system, and on completing the renovation of water system.

Let's work together.



MICHAEL J. REIDY



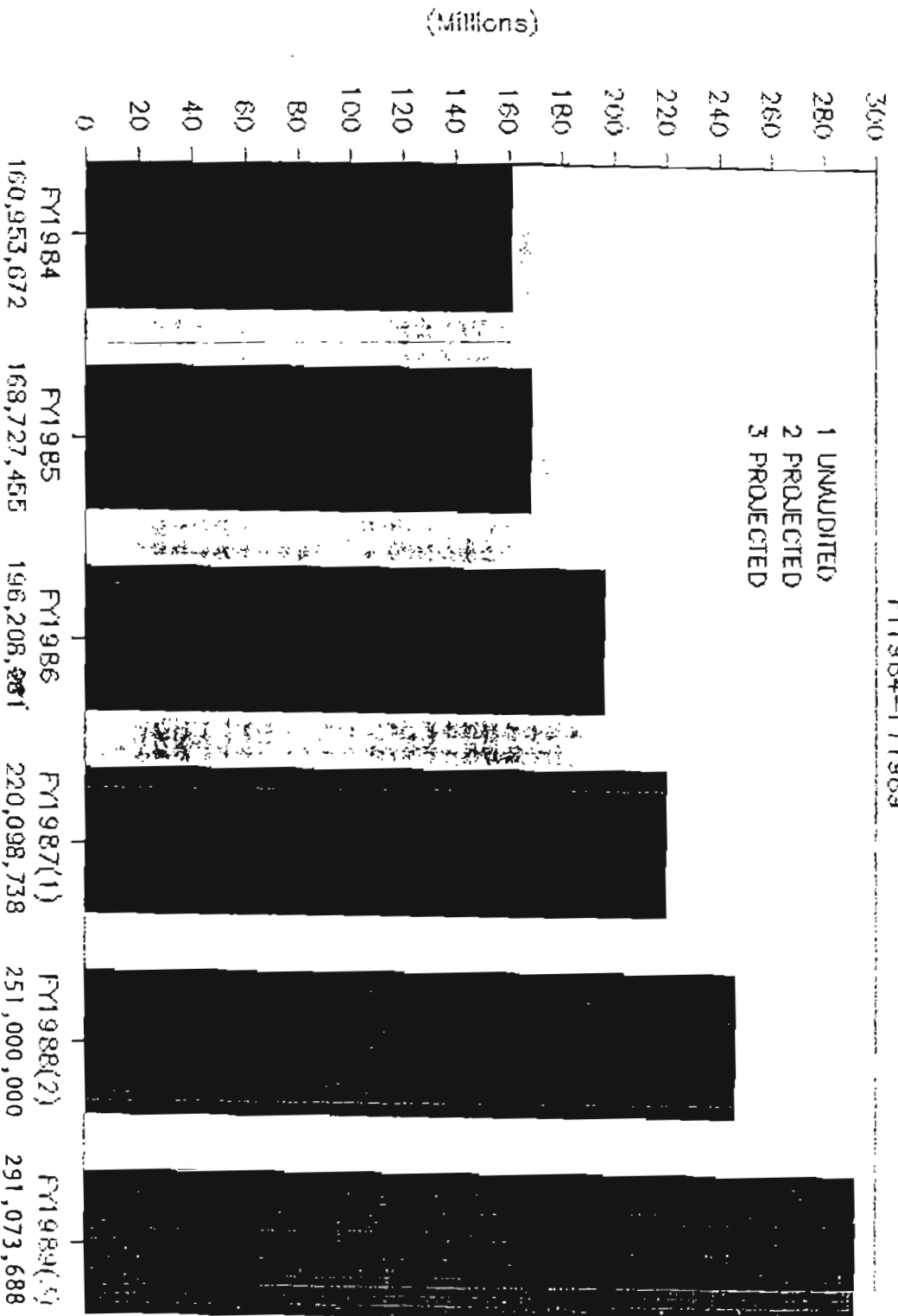
GENERAL FUND REVENUES

	FY 1988	FY 1989
REVENUES		
INCOME TAX	121,804,138	143,732,618
GROSS RECEIPTS TAX	71,471,908	86,479,262
REAL PROPERTY TAX <sup>17-26</sup>	7,000,000	6,580,000
OTHER TAXES <sup>growth exp.</sup>	4,724,015	5,329,191
SECTION 30 <sup>generally out</sup>	36,457,890	37,970,222
LICENSES	1,808,411	1,980,364
FINES	91,611	50,801
INTEREST/RENTAL	1,086,129	2,025,000
IMMIGRATION	289,061	305,931
PUBLIC SERVICE	1,331,637	1,301,342
FEDERAL GRANTS IN AID <sup>- possible reduction?</sup>	3,639,252	3,639,252
OTHER	<u>1,295,948</u>	<u>1,679,705</u>
TOTAL	251,000,000	291,073,688

*Bedg permit?*

# GEN FUND REVENUES

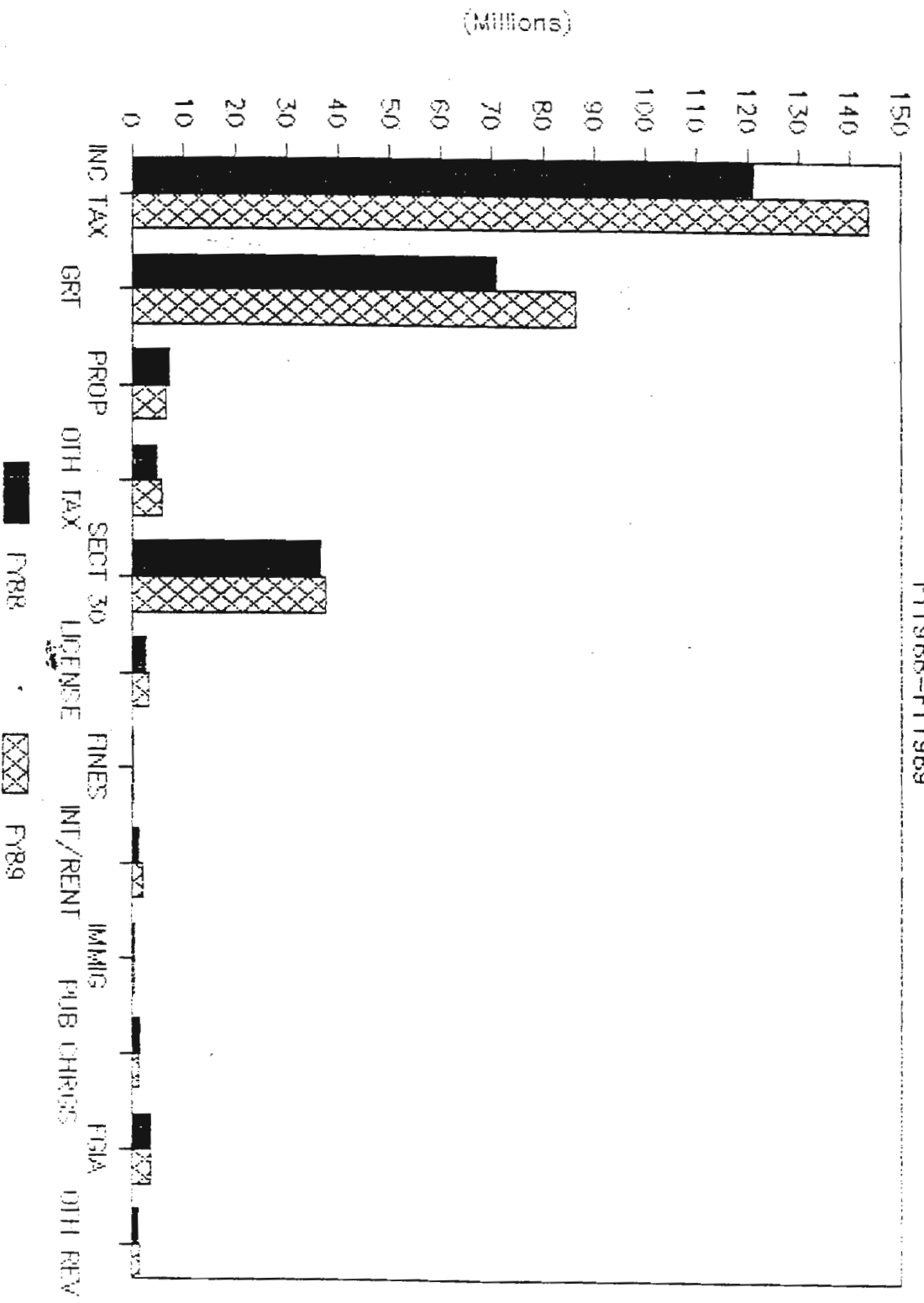
FY1984-FY1989



Source: BBMR

# GEN FUND REVENUES

FY1988-FY1989



Source: BMR

# GEN FUND REVENUES

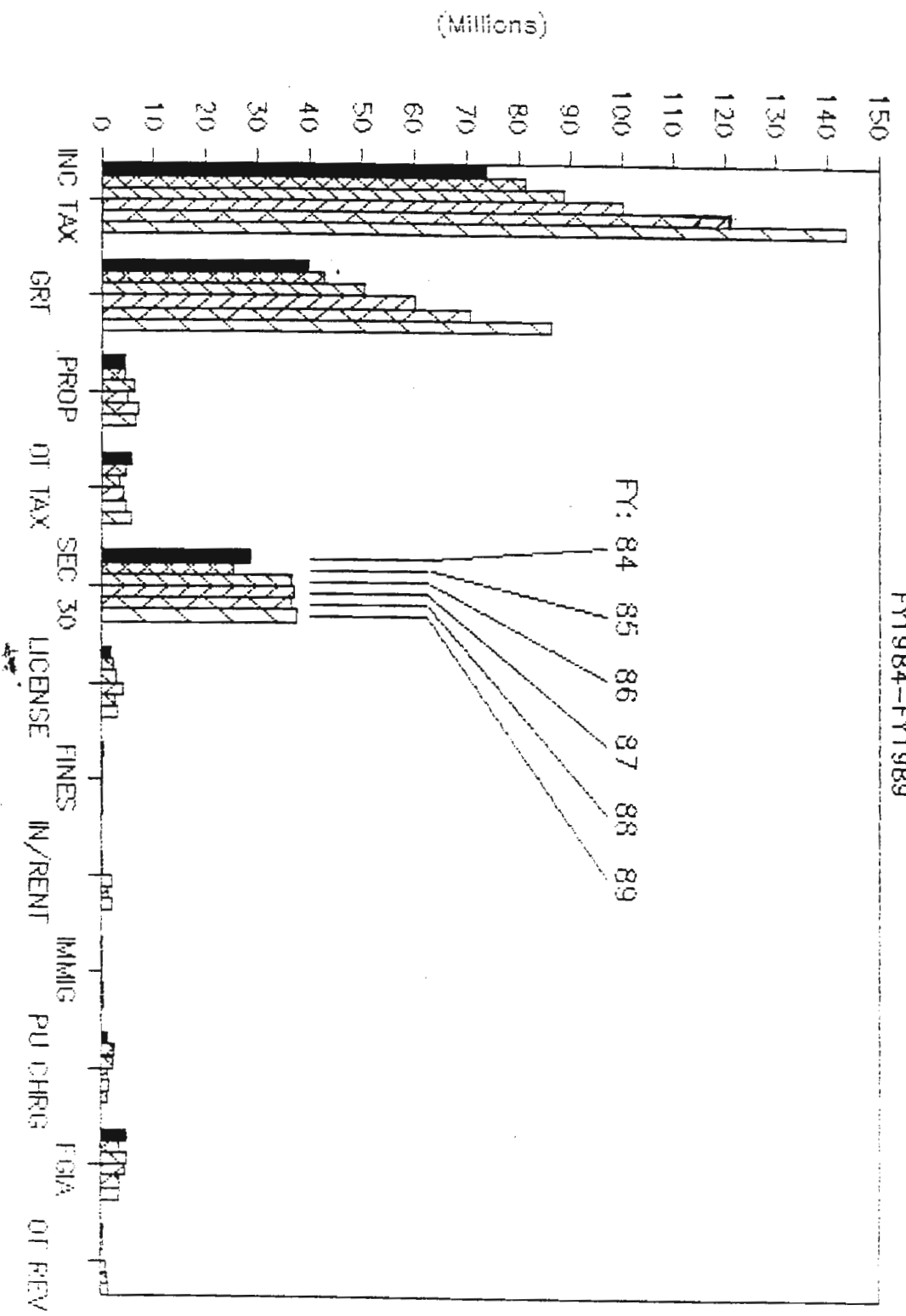
BY CATEGORY



Source: BMR

# GEN FUND REVENUES

FY1984-FY1989



Source: BMR

Introduced

NOV 04 '87

NINETEENTH GUAM LEGISLATURE  
1987 (FIRST) Regular Session

Bill No. 622 (COR)

Introduced by:

A. J. Shelton

AN ACT TO PROVIDE FOR FULL ONE  
HUNDRED PERCENT (100%) IMPLEMENTATION  
OF OPTION 1 SALARY LEVELS THROUGHOUT  
THE GOVERNMENT OF GUAM.

1 BE IT ENACTED BY THE PEOPLE OF THE TERRITORY OF GUAM:

2 Section 1. Section 31(b) of Public Law 18-33 is repealed and  
3 reenacted to read:

4 "(b) Option 1 of the proposed salaries recommended by the Civil  
5 Service Commission in the Classification and Pay Maintenance Review  
6 Task Force Phase I Report dated November 7, 1985 shall be  
7 implemented One Hundred Percent (100%) effective October 1, 1987 for  
8 all positions contained in that report for which Option 1 has not been  
9 implemented One Hundred Percent (100%) pursuant to any other law,  
10 executive order, rule or regulation."

11 Section 2. The Guam Community College is authorized to implement  
12 Option 1 equivalent salaries established by the Guam Community College  
13 Board of Trustees for Guam Community College Administrators and Support  
14 Staff.

15 Section 3. The University of Guam is authorized to implement Option 1  
16 equivalent salaries established by the Board of Regents for the University  
17 of Guam Administrators and Faculty.

18 Section 4. Notwithstanding any other provision of law, the Superior  
19 Court of Guam is authorized to implement Option 1 equivalent salaries as  
20 approved by the Judicial Council.

21 Section 5. Notwithstanding any other provision of law, the Public  
22 Defender Service Corporation is authorized to implement Option 1 equivalent  
23 salaries as approved by the Public Defender Service Corporation Board of  
24 Trustees.

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1           Section 6.    The sum of Eighteen Million Dollars (\$18,000,000) is  
2   appropriated from the General Fund to all agencies, branches and  
3   instrumentalities of the government of Guam prorated in amounts necessary  
4   to implement Sections 1 through 5 of this Act.