

EDDIE BAZA CALVO  
Governor

RAY TENORIO  
Lieutenant Governor

*Office of the Governor of Guam.*

APRIL 10, 2015

33-15-0331

Office of the Speaker  
Judith T. Won Pat, Ed.D

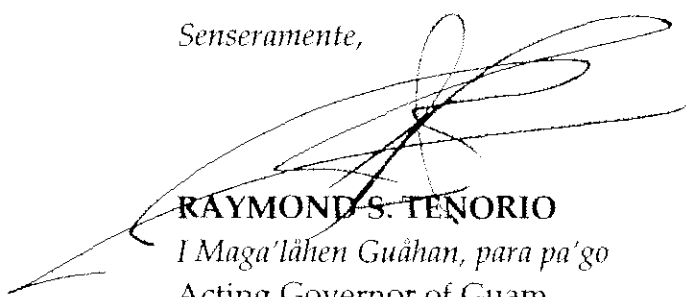
Honorable Judith T. Won Pat, Ed.D.  
Speaker  
*I Mina'trentai Tres Na Liheslaturan Guåhan*  
155 Hesler Street  
Hagåtña, Guam 96910


Date: 4/13/15  
Time: 10:01 AM  
Received By: JB

Dear Madame Speaker:

Transmitted herewith is Bill No. 11-33 (COR) "AN ACT TO PROVIDE FOR HEALTHCARE PROFESSIONAL PAY PLAN CATEGORY IN THE GOVERNMENT OF GUAM COMPETITIVE WAGE ACT OF 2014, AND REINSTATE THE PRIOR PAY PLAN RATE FOR THESE POSITIONS, AND MANDATE A REASSESSMENT OF HEALTHCARE PROFESSIONALS SALARY RANGES SO AS TO BE COMPETITIVE BASED UPON NATIONAL STANDARDS" which was signed into law on April 2, 2015, as Public Law 33-17.

*Senseramente,*

  
**RAYMOND S. TENORIO**  
*I Maga'låhen Guåhan, para pa'go*  
Acting Governor of Guam

2015 APR 13 PM 12:37  


0331

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*I MINA'TRENTAI TRES NA LIHESLATURAN GUÅHAN*  
2015 (FIRST) Regular Session

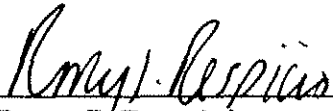
**CERTIFICATION OF PASSAGE OF AN ACT TO I MAGA'LAHEN GUÅHAN**

This is to certify that **Bill No. 11-33 (COR)**, "AN ACT TO PROVIDE FOR THE HEALTHCARE PROFESSIONAL PAY PLAN CATEGORY IN THE GOVERNMENT OF GUAM COMPETITIVE WAGE ACT OF 2014, AND REINSTATE THE PRIOR PAY PLAN RATE FOR THESE POSITIONS, AND MANDATE A REASSESSMENT OF HEALTHCARE PROFESSIONALS SALARY RANGES SO AS TO BE COMPETITIVE BASED UPON NATIONAL STANDARDS," was on the 20<sup>th</sup> day of March, 2015, duly and regularly passed.



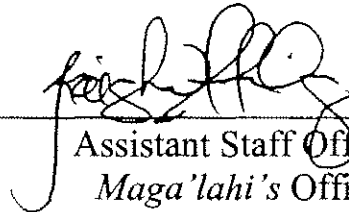
Judith T. Won Pat, Ed.D.  
Speaker

Attested:




Rory J. Respicio  
Acting Legislative Secretary

This Act was received by *I Maga'lahen Guåhan* this 23<sup>rd</sup> day of March,  
2015, at 5:05 o'clock P.M.



Assistant Staff Officer  
*Maga'lahi's Office*

APPROVED:

  
EDWARD J.B. CALVO  
*I Maga'lahen Guåhan*

APR 02 2015

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

Public Law No. 33-17

*I MINA'TRENTAI TRES NA LIHESLATURAN GUÅHAN*  
**2015 (FIRST) Regular Session**

**Bill No. 11-33 (COR)**

As amended by the Committee on Finance & Taxation,  
General Government Operations, and Youth Development.

Introduced by:

Dennis G. Rodriguez, Jr.  
T. C. Ada  
V. Anthony Ada  
FRANK B. AGUON, JR.  
Frank F. Blas, Jr.  
B. J.F. Cruz  
James V. Espaldon  
Brant T. McCreadie  
Tommy Morrison  
T. R. Muña Barnes  
R. J. Respicio  
Michael F.Q. San Nicolas  
Mary Camacho Torres  
N. B. Underwood, Ph.D.  
Judith T. Won Pat, Ed.D.

**AN ACT TO PROVIDE FOR THE HEALTHCARE PROFESSIONAL PAY PLAN CATEGORY IN THE GOVERNMENT OF GUAM COMPETITIVE WAGE ACT OF 2014, AND REINSTATE THE PRIOR PAY PLAN RATE FOR THESE POSITIONS, AND MANDATE A REASSESSMENT OF HEALTHCARE PROFESSIONALS SALARY RANGES SO AS TO BE COMPETITIVE BASED UPON NATIONAL STANDARDS.**

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

2        **Section 1. Legislative Findings and Intent.** *I Liheslaturan Guåhan* finds  
3 that the healthcare professionals in the General Pay Plan, pursuant to the  
4 Government of Guam Competitive Wage Act of 2014, are at salaries which are

1 noncompetitive. This has caused an outcry from healthcare professionals and is  
2 exacerbating the inability of the Department of Public Health and Social Services  
3 to competitively recruit healthcare professionals, currently leaving numerous  
4 positions vacant.

5 The Government of Guam Competitive Wage Act of 2014 actually reduces  
6 the already noncompetitive low entry level salary for the position of physician  
7 specialist (Class code: 8.420-board eligible and 8.421-board certified) to an  
8 amount significantly lower than that established by the Civil Service Commission  
9 in January 2005. The entry level salary is reduced from \$108,726 for Class code  
10 8.420 (board eligible) to \$81,522; and from \$116,178 for Class code 8.421 (board  
11 certified) to \$86,820, a decrease of \$27,204 and \$29,358, respectively. The salary  
12 reduction being implemented, as opposed to actually raising it to a competitive  
13 national level, is comparable to the level established pursuant to P.L. 20-220 on  
14 August 31, 1990. It will have a serious negative impact upon the Department of  
15 Public Health and Social Services' ability to competitively recruit physicians and  
16 dentists.

17 It is the intent of *I Liheslaturan Guåhan* to ensure that the government of  
18 Guam has the realistic ability to attract healthcare professionals with the requisite  
19 training and experience that meets the mandates and needs of the public health  
20 service providers. This requires, at a minimum, reinstating the Health Professional  
21 Pay Plan.

22 **Section 2.** Notwithstanding any other provision of law, regulation, rule,  
23 P.L. 28-68, P.L. 29-52:13, P.L. 30-196:XI:7, as amended by P.L. 32-68, Executive  
24 Order 2006-21, or any other executive order, those provisions of the Government  
25 of Guam Competitive Wage Act of 2014 specifically pertaining to healthcare  
26 professional positions of Physician Specialist (Board Eligible), Physician  
27 Specialists (Board Certified), Dental Officer I, and Dental Officer II positions

1 *shall* be removed from the General Pay Plan and *shall* be placed in the prior  
2 separate category of Health Professional Pay Plan.

3 (a) The salary range for the Health Professional Pay Scale prior to  
4 the Government of Guam Competitive Wage Act of 2014 *shall* be  
5 immediately reinstated.

6 (b) Notwithstanding Subsection (a), the positions *shall* be  
7 reassessed as to the appropriate salary level, which *shall* be based upon  
8 national standards for the position as is determined to be found for  
9 government operated public health medical organizations so as to be  
10 competitive.

11 **Section 3. Reassessment of Salary.** Upon enactment of this Act, the  
12 Department of Administration *shall* conduct a study to assess the salaries under  
13 the Health Professional Pay Plan. The assessment will include recommendations  
14 of salary increases for those under the Health Professional Pay Plan to make these  
15 positions equitable to the implementation of the Government of Guam  
16 Competitive Wage Act of 2014.

17 **Section 4. Severability.** If any provision of this Act or its application to  
18 any person or circumstance is found to be invalid or contrary to law, such  
19 invalidity shall not affect other provisions or applications of this Act which can be  
20 given effect without the invalid provisions or application, and to this end the  
21 provisions of this Act are severable.

22 **Section 5. Effective Date.** Section 2 of this Act *shall* take effect on  
23 October 1, 2015. Section 3 of this Act *shall* be effective upon enactment.