


1 MINA 'BENTE OCHO NA LIHESLATURAN GUAHAN  
2 TWENTY- EIGHTH GUAM LEGISLATURE  
3 2005 (FIRST) Regular Session  
4  
5  
6

7 Bill no. 122 (EC)

8  
9 Introduced by:

10   
11 Committee on Calendar  
12 by request of *I Maga 'lahen Guahan*  
13 the Governor of Guam in accordance  
14 with the Organic Act of Guam

15 **AN ACT RELATIVE TO INCREASING THE PAY**  
16 **SCHEDULE FOR GOVERNMENT OF GUAM**  
17 **PHARMACISTS**  
18

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

20 **Section 1. Legislative Findings and Intent.** *I Liheslaturan Guahan* finds that there  
21 exists a potential crisis at the Guam Memorial Hospital Administration pharmacy  
22 department due to a current shortage of pharmacists. The current unified pay schedule  
23 wage for hospital pharmacists (Pay Grade 0, Step 1-10, \$16.26 p.h. - \$24.38 p.h.) is  
24 unattractive and noncompetitive. Even with the existing recruitment and retention  
25 incentives such as the 25% Specialty Pay and above-step recruitment, recruitment of  
26 qualified pharmacists is extremely challenging. The competitive national average salary  
27 for experienced pharmacists is approximately \$41.00 per hour. It is therefore the intent  
28 of this legislation to adjust the pay schedule to reflect the national market movement to  
29 one hundred percent (100%).

30 **Section 2. Compensation Schedule for Government of Guam Pharmacists.**

31 The salary range for a pharmacist position within the government of Guam,  
32 designated as Pay Grade N, O and P, in the Unified Pay Schedule, shall be increased by  
33 one hundred percent (100%) as reflected in the attached pay schedule.

34 **Section 3. Authorization for Payment of Overtime.**

35 The Guam Memorial Hospital Authority is hereby authorized to pay the overtime  
36 accrued by their pharmacists based upon the approval by the Guam Memorial Hospital

- 1 Authority to receive overtime pay or compensatory time for working more than Forty
- 2 (40) hours per week.

	PER ANNUM	AT 2080	AT 1680
N-01	\$ 62,128.00	\$ 29.87	\$ 36.98
N-02	\$ 66,012.00	\$ 31.74	\$ 39.29
N-03	\$ 69,894.00	\$ 33.60	\$ 41.60
N-04	\$ 73,778.00	\$ 35.47	\$ 43.92
N-05	\$ 77,660.00	\$ 37.34	\$ 46.23
N-06	\$ 80,766.00	\$ 38.83	\$ 48.08
N-07	\$ 83,872.00	\$ 40.32	\$ 49.92
N-08	\$ 86,980.00	\$ 41.82	\$ 51.77
N-09	\$ 90,086.00	\$ 43.31	\$ 53.62
N-10	\$ 93,192.00	\$ 44.80	\$ 55.47
N-11	\$ 96,454.00	\$ 46.37	\$ 57.41
N-12	\$ 99,830.00	\$ 48.00	\$ 59.42
N-13	\$ 103,324.00	\$ 49.68	\$ 61.50
N-14	\$ 106,940.00	\$ 51.41	\$ 63.65
N-15	\$ 110,682.00	\$ 53.21	\$ 65.88
N-16	\$ 114,556.00	\$ 55.08	\$ 68.19
N-17	\$ 118,566.00	\$ 57.00	\$ 70.58
N-18	\$ 122,716.00	\$ 59.00	\$ 73.05
N-19	\$ 127,012.00	\$ 61.06	\$ 75.60
N-20	\$ 131,456.00	\$ 63.20	\$ 78.25

	PER ANNUM	AT 2080	AT 1680
O-01	\$ 67,622.00	\$ 32.51	\$ 40.25
O-02	\$ 71,848.00	\$ 34.54	\$ 42.77
O-03	\$ 76,076.00	\$ 36.58	\$ 45.28
O-04	\$ 80,302.00	\$ 38.61	\$ 47.80
O-05	\$ 84,528.00	\$ 40.64	\$ 50.31
O-06	\$ 87,910.00	\$ 42.26	\$ 52.33
O-07	\$ 91,290.00	\$ 43.89	\$ 54.34
O-08	\$ 94,672.00	\$ 45.52	\$ 56.35
O-09	\$ 98,052.00	\$ 47.14	\$ 58.36
O-10	\$ 101,434.00	\$ 48.77	\$ 60.38
O-11	\$ 104,984.00	\$ 50.47	\$ 62.49
O-12	\$ 108,658.00	\$ 52.24	\$ 64.68
O-13	\$ 112,462.00	\$ 54.07	\$ 66.94
O-14	\$ 116,398.00	\$ 55.96	\$ 69.28
O-15	\$ 120,472.00	\$ 57.92	\$ 71.71
O-16	\$ 124,688.00	\$ 59.95	\$ 74.22
O-17	\$ 129,052.00	\$ 62.04	\$ 76.82
O-18	\$ 133,570.00	\$ 64.22	\$ 79.51
O-19	\$ 138,244.00	\$ 66.46	\$ 82.29
O-20	\$ 143,082.00	\$ 68.79	\$ 85.17

	PER ANNUM	AT 2080	AT 1680
P-01	\$ 73,700.00	\$ 35.43	\$ 43.87
P-02	\$ 78,306.00	\$ 37.65	\$ 46.61
P-03	\$ 82,912.00	\$ 39.86	\$ 49.35
P-04	\$ 87,518.00	\$ 42.08	\$ 52.09
P-05	\$ 92,124.00	\$ 44.29	\$ 54.84
P-06	\$ 95,808.00	\$ 46.06	\$ 57.03
P-07	\$ 99,494.00	\$ 47.83	\$ 59.22
P-08	\$ 103,178.00	\$ 49.60	\$ 61.42
P-09	\$ 106,864.00	\$ 51.38	\$ 63.61
P-10	\$ 110,548.00	\$ 53.15	\$ 65.80
P-11	\$ 114,418.00	\$ 55.01	\$ 68.11
P-12	\$ 118,422.00	\$ 56.93	\$ 70.49
P-13	\$ 122,566.00	\$ 58.93	\$ 72.96
P-14	\$ 126,856.00	\$ 60.99	\$ 75.51
P-15	\$ 131,296.00	\$ 63.12	\$ 78.15
P-16	\$ 135,892.00	\$ 65.33	\$ 80.89
P-17	\$ 140,648.00	\$ 67.62	\$ 83.72
P-18	\$ 145,570.00	\$ 69.99	\$ 86.65
P-19	\$ 150,666.00	\$ 72.44	\$ 89.68
P-20	\$ 155,938.00	\$ 74.97	\$ 92.82