

MINA'BENTE NUEBI NA LIHESLATURAN GUÅHAN
TWENTY-NINTH GUAM LEGISLATURE
2007 (FIRST) Regular Session

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Bill No. 31 (EC)
Introduced by:

A. B. Palacios, Sr. 

RELATIVE TO REINSTATING THE ONE-STEP MERIT PAY
INCREASE FOR GRADUATES OF THE PEDRO 'DOC'
SANCHEZ SCHOLARSHIP PROGRAM, THROUGH
AMENDING SUBSECTION (e), OF §15906, ARTICLE 9,
CHAPTER 15, TITLE 17, GUAM CODE ANNOTATED,

BE IT ENACTED BY THE PEOPLE OF GUAM:

Section 1. Legislative Findings and Intent.

I Liheslaturan Guåhan finds that the economic condition of Guam is exhibiting some signs of improvement and increased business activity. This positive economic trend should enable the government of Guam to restore educational incentives which were created to encourage public employees to pursue higher education and training that will enhance their service and contribution in the public sector. A particular incentive that was initially discontinued in 1998 as a result of austerity measures implemented government-wide at the time was the merit pay increase for graduates of the Pedro "Doc" Sanchez Scholarship Program.

This incentive benefit is the one-step merit pay adjustment for government of Guam employees who graduate under the Pedro 'Doc' Sanchez Scholarship Program. Graduates of the program receive a degree in

1 Public or Business Administration, with an assurance that the participating
2 employee possesses the knowledge and skills to be effective and responsible
3 public servants, thus deserving of a one-step merit pay increase. The goal of
4 the Pedro "Doc" Sanchez Scholarship Program is to establish a workforce of
5 well-educated and trained public administrators who will, upon completion
6 of their degree, remain employed with the government of Guam and further
7 apply their knowledge and expertise in their respective agencies. The net
8 effect of this program would be a skilled and educated workforce that will
9 provide more efficient and effective government services to the people of
10 Guam.

11 Therefore, it is the intent of *I Liheslaturan Guåhan* to recognize the
12 importance of insuring that the government of Guam continues to encourage
13 its employees, in particular the supervisors and administrators, to pursue
14 increased educational training opportunities through the Pedro "Doc"
15 Sanchez Scholarship program. In return, an incentive would be applied to the
16 compensation of the employee through the restoration of a one-step merit pay
17 increase.

18 **Section 2. Subsection (e) of §15906, Article 9, Chapter 15, Title 17,**
19 **Guam Code Annotated, is hereby amended to read:**

20 "(e) Upon the effective date of this act, the grantee will ~~no longer~~ be
21 eligible for a mandatory pay merit increase upon graduation. The grantees
22 entered into the program, ~~prior to the enactment of this act,~~ and as evidenced
23 with the awarding of an undergraduate or graduate degree in Public

1 Administration or Business Administration by the University of Guam, shall
2 be entitled to ~~will~~ receive a one-step merit pay raise from the department,
3 agency, office, autonomous or semi-autonomous instrumentality of the
4 government of Guam or the Judiciary in which he or she is employed effective
5 FY2008 ~~on the pay period immediately~~ following official certification by the
6 University of Guam that the grantee has completed all degree requirements.

7 Government Employees who were enrolled in the Pedro "Doc" Sanchez
8 Scholarship Program and graduated with a degree between the enactment of
9 Public Law 23-111 and the enactment of this Section who would otherwise
10 have received the one-step merit pay raise, shall be entitled to the same
11 incentive benefit, provided that the employee is an active employee at the
12 enactment of this Section and the merit pay increase shall not be retroactive."