

I MINA' BENTE NUEBI NA LIHESLATURAN GUÅHAN
2008 (SECOND) REGULAR SESSION

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Bill No. 353 (LS)

Introduced by:

R.J. RESPICIO
B.J.F. CRUZ
J.P. GUTHERTZ
T.R. MUÑA BARNES
D.L.G. SHIMIZU
A.B. PALACIOS, SR.
v.c. pangelinan
J.T. WON PAT (15)

AN ACT TO ADD A NEW TITLE 4 GUAM CODE ANNOTATED CHAPTER 6 §6233 TO IMPLEMENT THE FINDINGS AND ADJUST THE CLASSIFICATIONS, COMPENSATION LEVELS AND BENEFITS OF CLASSIFIED EMPLOYEES OF THE GOVERNMENT OF GUAM ON OCTOBER 1, 2008, BASED ON THE FINDINGS AND RECOMMENDATIONS OF THE POSITION CLASSIFICATION, COMPENSATION AND BENEFITS STUDY REQUIRED BY SECTION 13 OF PUBLIC LAW 29-52 .

1 BE IT ENACTED BY THE PEOPLE OF GUAM:

2 Section 1. **Legislative Findings and Intent.** *I Liheslaturan Guåhan*
3 finds that the Pay Range Schedule and Wage Schedule that was implemented in
4 1989 upon the passage of Public Law 20-65, and was recommended by the Civil
5 Service Commission in the Classification and Pay Maintenance Review Task
6 Force Compensation Study, more commonly known as "The Hay Study." This
7 Pay Range Schedule and Wage Schedule, which has been amended numerous
8 times, has been the basis for the wages of classified employees of the
9 Government of Guam for more than 20 years, having been made retroactive to
10 August 24, 1986.

1 *I Liheslatura* further finds that since 1989 there has been no comprehensive
2 classification, salary and benefits study for Government of Guam employees, and
3 consequently a number of laws have been enacted to exempt certain agencies
4 from the unified pay schedule, allowing certain agencies to set their own
5 compensation rates for a number of positions, including but not limited to the
6 following: teachers, nurses and other healthcare professionals, employees of the
7 Port Authority Guam, employees of the Guam International Airport Authority,
8 employees of the Guam Waterworks Authority, employees of the Guam Power
9 Authority, the Judicial branch of government, and with the passage of Bill No.
10 239, signed into law as Public Law 29-105, public safety and law enforcement
11 officers. The haphazard updating of only certain positions in the government
12 relative to classification, compensation and benefits has created a wide disparity
13 between the pay of certain classes of employees and their counterparts across the
14 country.

15 *I Liheslatura* further finds that Section 12 of Public Law 29-52 requires
16 updating of the entire classification, compensation and benefits schedules of
17 the classified employees of the Government of Guam. Upon issuance of a
18 request for proposals for firms interested in conducting the study,
19 *Maga'lahaen Guåhan* was quoted in Guam media as saying that "Government
20 employees have been held to an old standard of compensation for too long.
21 These hard-working men and women deserve benefits and pay consistent with
22 the dedication they give to improving our island. We need to sustain a

1 competitive pay scale to retain and attract the best and brightest workers to serve
2 our people.”

3 *I Liheslatura* further finds that P.L. 29-105 requires the revised
4 compensation for public safety and law enforcement officers to begin on October
5 1, 2008, the beginning of Fiscal Year 2009.

6 It is therefore the intent of *I Liheslatura* that the classification,
7 compensation and benefits for classified employees of the Government of
8 Guam, based on the findings and recommendations of the Position
9 Classification, Compensation and Benefits Study required by Section 13 of Public
10 Law 29-52, shall be implemented retroactive to October 1, 2008, the first day
11 of Fiscal Year 2009, in line with the adjusted compensation for public safety
12 and law enforcement officers.”

13 **Section 2. A new Title 4 Guam Code Annotated Chapter 6 §6233 is**
14 **added to read:**

15 **“§6233. Adjustments to Classifications, Compensation Levels**
16 **and Benefits.** The classification, compensation and benefits of the
17 classified employees of the Government of Guam shall be adjusted
18 based on the findings and recommendations of the Position
19 Classification Compensation and Benefits Study required by Section 13 of
20 Public Law 29-52. Such classifications, compensation levels and benefits
21 shall be implemented retroactive to the first day of Fiscal Year 2009.”