



EDDIE BAZA CALVO  
Governor

RAY TENORIO  
Lieutenant Governor

*Office of the Governor of Guam*

December 9, 2014

32-14-2316

**Vice Speaker Benjamin J.F. Cruz**

Date: 12/9/14 Time: 5:05 PM

File No.: \_\_\_\_\_

Received By: Dani R.

Acting Speaker BJ Cruz  
32<sup>nd</sup> Legislature of Guam  
155 Hesler Place  
Hagåtña, Guam  
96910

Dear Acting Speaker:

I'm writing to reiterate this administration's support of Public Law 32-208, which would increase salaries for the governor and lieutenant governor, cabinet, attorney general and senators. The Unified Pay Schedule was implemented in 1991 and was supposed to be updated every few years, according to law. That didn't happen. What resulted was piecemeal legislation to increase salaries for specific groups, including teachers, nurses, and safety officers. Other employees weren't so lucky. Occasionally, agencies had to ask for above-step pay because of the disparity that was created. Finally, the Camacho administration hired an independent professional firm, Hay Group Inc., to conduct a comprehensive review of GovGuam salaries. The Hay Group Inc. completed the salary comparison, and submitted their recommendations, which were the basis of the Competitive Wage Act of 2014.

This administration has put a lot of effort into improving the island. We have paid tax refunds timely for four years, and two of those years we did it without borrowing. Also, each year we've been in office, we've gotten better at managing our finances so the wait for tax refunds is getting shorter each year. With the improved finances and financial management, we're drawing more investors – creating a cycle of economic growth and continued improvement of our fiscal landscape.

The governor and I strongly believe that good work should be rewarded and the bottom line is the salaries are deserved. Sen. Mike San Nicolas has said it himself in 2013 when defending his own salary increase: "...people get what they pay for and with a low salary, the Legislature will have a difficult time attracting quality leaders."

It's time we stop playing politics – this was the reason we increased everyone else's salaries before elected officials' with the exception of mayors' salaries. We

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need to recognize that even those public servants who are elected or who are appointed work hard and should be compensated accordingly.

If Sen. San Nicolas doesn't believe he deserves a pay increase, I welcome him to do what we did in the first year of our administration and voluntarily take a pay cut. He can donate the difference. Or he can rescind the legislative portion and leave the executive pay intact. Perhaps the latter is what the author of Bill 435-32 should introduce.

Sincerely Yours,



Ray Tenorio

**Vice Speaker Benjamin J.F. Cruz**

Date: 12/09/14 Time: 4:09pm

File No.: 2A-911

Received By: [Signature]

