



EDDIE BAZA CALVO
Governor

RAY TENORIO
Lieutenant Governor

Office of the Governor of Guam

February 18, 2015

33-15-0178

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

The Honorable Judith Won Pat
Speaker
33rd Guam Legislature
155 Hesler Street
Hagåtña, Guam 96910

Date: 2/18/15
Time: 12:16 pm
Received By: [Signature]

Hafa Adai Speaker Won Pat:

Last year, with your help we introduced and passed a measure that would modernize the pay scale for all government of Guam employees. Though I was pleased that our co-workers were able to get the pay raises associated with the Hay Pay plan, I was disappointed because the 32nd Legislature removed the elected officials from the bill — effectively dividing our government.

I am grateful to the nine senators who, yesterday, voted to maintain parity within our government: Speaker Won Pat, and Sens. Tina Muna Barnes, Rory Respicio, Dennis Rodriguez, Tony Ada, Mary Torres, Tommy Morrison, Frank Blas Jr., and James Espaldon.

Bill 278, based on the Hay Pay plan, was created to ensure that our government would be in a better position to hire and retain the most qualified people. As a government, we struggle to keep talented Guamanians in our ranks. Too often, our young Guamanians leave island in search of better opportunities — and no one can blame them. In response, senators would increase salaries for specific groups, including teachers, nurses or police officers. Individual departments also would hire people at “above-step” levels because starting salaries were not competitive.

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We started a job in the beginning of this administration's first term, which was fixing our finances. In January of last year, the bill we submitted reflected our ability to update a 20-year-old pay scale. We were able to complete that work in November with Public Law 32-208. That's despite the double standards of a senator who in response to efforts to reduce a previous salary increase for senators said: "It was brought up that none of us campaigned (about) our salaries — but I beg to differ. I spoke very clearly when I was interviewed about salary cuts. And I said plainly, that I don't believe we should be cutting our salary. I believe that we should be working so hard the people want to give us a raise. That's what I've been doing, Madam Speaker."

Despite efforts to create a divide within our government, you nine senators were able to see the bigger picture that promotes a better government of Guam.

We've spent more than a year now, debating this issue. I believe that we have so much work to do and I'd like to call on all of my colleagues in the 33rd Legislature to work towards building the Guam we envision for our children and grandchildren.

We have global issues and unfunded federal mandates that restrict our economic growth. We have to determine our political status and our relationship with the United States government. We have a federal court that started out helping us, but is now dictating our actions and determining how we spend our money.

As I said in my State of the Island Address, we need to come together and work with the single focus of moving our island forward. I welcome all senators to this discussion.

Sincerely,

Eddie Baza Calvo
Governor of Guam

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