

109 REFERRED TO  
LEGISLATIVE SECRETARY  
RECEIVED BY LC  
Date & Time: 4/25/95 10:30  
PRINT NAME: Lucy Lee



CARL T.C. GUTIERREZ  
GOVERNOR OF GUAM

OFFICE OF THE SPEAKER  
Date: 4-24-95  
Time: 12:20  
Received By: Sam Hill  
Print Name: Sam Hill

APR 22 1995

The Honorable Don Parkinson  
Speaker  
Twenty-Third Guam Legislature  
424 West O'Brien Drive  
Julale Center - Suite 222  
Agana, Guam 96910

Dear Speaker Parkinson:

Enclosed please find a copy of Bill No. 25 (LS), "AN ACT TO SUSPEND ADJUSTMENTS TO GOVERNMENT EMPLOYEE COMPENSATION IN FISCAL YEAR 1995, NOTWITHSTANDING THE PROVISIONS OF 4 GCA §§6301 AND 6302, RELATIVE TO EMPLOYEE COMPENSATION POLICY AND ADMINISTRATION", which I have signed into law today as **Public Law 23-06**.

Very truly yours,

  
Carl T. C. Gutierrez

Attachment

230373

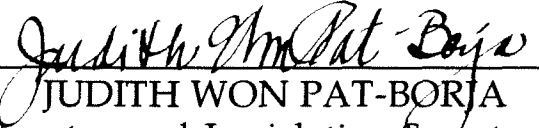
TWENTY-THIRD GUAM LEGISLATURE  
1995 (FIRST) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO THE GOVERNOR

This is to certify that Bill No. 25 (LS), "AN ACT TO SUSPEND ADJUSTMENTS TO GOVERNMENT EMPLOYEE COMPENSATION IN FISCAL YEAR 1995, NOTWITHSTANDING THE PROVISIONS OF 4 GCA §§6301 AND 6302, RELATIVE TO EMPLOYEE COMPENSATION POLICY AND ADMINISTRATION," was on the 7th day of April, 1995, duly and regularly passed.

  
\_\_\_\_\_  
D. PARKINSON  
Speaker


Attested:

  
\_\_\_\_\_  
JUDITH WON PAT-BORJA  
Senator and Legislative Secretary

-----  
This Act was received by the Governor this 17<sup>th</sup> day of April,  
1995, at 11:35 o'clock A.M.

  
\_\_\_\_\_  
Assistant Staff Officer  
Governor's Office

APPROVED:

  
\_\_\_\_\_  
CARL T. C. GUTIERREZ  
Governor of Guam

Date: 4-22-95

Public Law No. 23-06

TWENTY-THIRD GUAM LEGISLATURE  
1995 (FIRST) Regular Session

Bill No. 25 (LS)

Introduced by:

J. T. San Agustin  
T. C. Ada  
J. P. Aguon  
E. Barrett-Anderson  
A. C. Blaz  
J. S. Brown  
F. P. Camacho  
M. C. Charfauros  
H. A. Cristobal  
M. Forbes  
A. C. Lamorena  
C. Leon Guerrero  
L. Leon Guerrero  
T. S. Nelson  
S. L. Orsini  
V. C. Pangelinan  
D. Parkinson  
A. L. G. Santos  
F. E. Santos  
A. R. Unpingco  
J. Won Pat-Borja

AN ACT TO SUSPEND ADJUSTMENTS TO  
GOVERNMENT EMPLOYEE COMPENSATION IN  
FISCAL YEAR 1995, NOTWITHSTANDING THE  
PROVISIONS OF 4 GCA §§6301 AND 6302, RELATIVE  
TO EMPLOYEE COMPENSATION POLICY AND  
ADMINISTRATION.

1

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

1           **Section 1. Legislative findings.** There is a proposed Amended  
2 Executive Pay Schedule, submitted by the Civil Service Commission on  
3 January 3, 1995, recommending pay increases of seven to eight percent for all  
4 cabinet level positions, including all elected officials. Due to the current  
5 government of Guam economic condition, this proposal is not feasible. The  
6 Civil Service Commission realizes this fact and has proposed to address this  
7 issue on a phase by phase basis with respect to cabinet officials. Furthermore,  
8 pursuant to Section 1 of P.L. 21-58, the compensation schedule for all elected  
9 officials, including judges of the Superior Court, can only be determined by  
10 the Elected Officials' Compensation Commission. However, the impact of  
11 any pay adjustments at this time would be detrimental to the financial  
12 situation of this government.

13           **Section 2.** Compensation for all public officers, including elected  
14 officials and all employees, shall not be adjusted in Fiscal Year 1995, unless  
15 the Governor identifies the source of funding without jeopardizing essential  
16 public services, notwithstanding the provisions of 4 GCA §§6301 and 6302.

# TWENTY-THIRD GUAM LEGISLATURE

1995 (FIRST) Regular Session

Date: 4/7/95

## VOTING SHEET

Bill No. 25

Resolution No. \_\_\_\_\_

Question: \_\_\_\_\_

NAME	AYE	NO	NOT VOTING/ ABSTAINED	ABSENT/ OUT DURING ROLL CALL
ADA, Thomas C.	✓			
AGUON, John P.	✓			
BARRETT-ANDERSON, Elizabeth	✓			
BLAZ, Anthony C.	✓			
BROWN, Joanne S.	✓			
CAMACHO, Felix P.	✓			
CHARFAUROS, Mark C	✓			
CRISTOBAL, Hope A.	✓			
FORBES, MARK	✓			
LAMORENA, Alberto C., V	✓			
LEON GUERRERO, Carlotta	✓			
LEON GUERRERO, Lou	✓			
NELSON, Ted S.				✓
ORSINI, Sonny L.	✓			
PANGELINAN, Vicente C	✓			
PARKINSON, Don	✓			
SAN AGUSTIN, Joe T.	✓			
SANTOS, Angel L. G.	✓			
SANTOS, Francis E.	✓			
UNPINGCO, Antonio R.	✓			
WONPAT-BORJA, Judith	✓			

TOTAL

20      \_\_\_\_\_      1

23:06

**Office of the Vice Speaker  
Senator Ted S. Nelson  
Chairman  
Committee on General Governmental Operations and  
Micronesian Affairs**

March 14, 1995

The Honorable Don Parkinson  
Speaker  
Twenty-Third Guam Legislature  
155 Hesler Street  
Agana, Guam 96910

Dear Mr. Speaker:

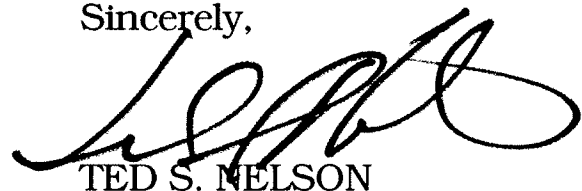
The Committee on General Governmental Operations and Micronesian Affairs, to which was referred **Bill No. 25, "An Act to suspend compensation notwithstanding the provisions of 4GCA, section 6301, and section 6302, relative to the compensation policy and administration"**, has had the same under consideration and now wishes to report back the same with the recommendation **To Do Pass**.

The Committee votes are as follows:

To Do Pass:	<u>12</u>
Not To Pass:	<u>0</u>
Abstained:	<u>0</u>
Inactive File:	<u>0</u>

A copy of the Committee Report and all other pertinent documents are enclosed for information and review.

Sincerely,








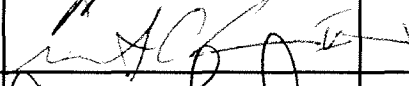
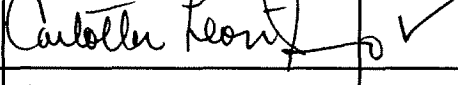
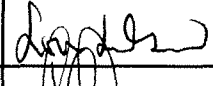
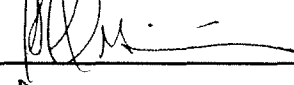
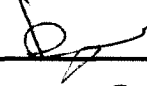
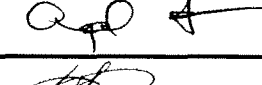

TED S. NELSON

Enclosures

**COMMITTEE ON GENERAL GOVERNMENTAL OPERATIONS  
AND MICRONESIAN AFFAIRS**  
Twenty-Third Guam Legislature

**VOTE SHEET ON  
Bill No. 25**

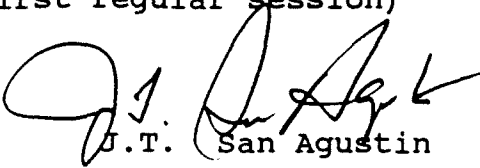
**"An Act to suspend compensation notwithstanding the provisions of 4 GCA, Section 6301, and Section 6302, relative to the compensation policy and administration"**  
**RECOMMENDATION TO DO PASS**

Committee Members	Signature	To Do Pass	Not to Pass	Place in Inactive File	Abstain
Vice-Speaker Ted S. Nelson Chairman		✓			
Sen. Thomas C. Ada		✓			
Sen. Anthony C. Blaz					
Sen. Mark C. Charfauros		✓			
Sen. Hope A. Cristobal		✓			
Sen. Felix P. Camacho		✓			
Sen. Albert C. Lamorena V					
Sen. Carlotta Leon Guerrero		✓			
Sen. Lou Leon Guerrero		✓			
Sen. Sonny L. Orsini		✓			
Sen. Ben C. Pangelinan		✓			
Sen. Angel L.G. Santos		✓			
Sen. Judith WonPat-Borja		✓			
<b>TOTAL VOTES:</b>		12	0	0	0

TWENTY-THIRD GUAM LEGISLATURE  
1995 (first regular session)

Bill No. 25

Introduced by:

  
J.T. San Agustin

AN ACT TO SUSPEND COMPENSATION NOTWITHSTANDING THE PROVISIONS OF 4GCA, SECTION 6301, AND SECTION 6302, RELATIVE TO THE COMPENSATION POLICY AND ADMINISTRATION.

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

**Section 1. Legislative findings.** There is a proposed Amended Executive Pay Schedule, submitted by the Civil Service Commission, on January 3, 1995, for pay increase of 7%-8% for all cabinet level positions including all elected officials. Due to the current Government of Guam economic condition, this proposal is not feasible. The Civil Service Commission realizes this fact and has proposed to address this issue on a phase by phase basis with respect to cabinet officials. Furthermore, pursuant to P/L 21-58, Section 1, the compensation schedule for all elected officials, including judges of the Superior Court can only be determined by the Elected Officials' Compensation commission. However, the impact of any pay adjustments at this time would be detrimental to the financial situation of this government.

**Section 2.** Compensation for all public officers, including elected officials and employees shall not be adjusted in Fiscal Year 1995, unless the Governor identifies



the source of funding without jeopardizing essential public services, notwithstanding the provisions of 4GCA, Section 6301 and 4GCA Section 6302.

**COMMITTEE ON GENERAL GOVERNMENTAL OPERATIONS  
AND MICRONESIAN AFFAIRS**

TWENTY-SECOND GUAM LEGISLATURE  
155 Hesler Street, Agana, Guam 96910

**COMMITTEE REPORT**

**ON**

**BILL NO. 25**

*“AN ACT TO SUSPEND COMPENSATION NOTWITHSTANDING THE PROVISIONS OF 4GCA, SECTION 6301, AND SECTION 6302, RELATIVE TO THE COMPENSATION POLICY AND ADMINISTRATION”.*

**COMMITTEE MEMBERS**

Chairman: Ted S. Nelson

Ex-Officio Member: Speaker Don Parkinson

Thomas C. Ada  
Anthony C. Blaz  
Felix P. Camacho  
Mark C. Charfauros  
Hope A. Cristobal  
Alberto C Lamorena V

Carlotta A. Leon Guerrero  
Lourdes A. Leon Guerrero  
Sonny L. Orsini  
Vicente C. Pangelinan  
Angel L.G. Santos  
Judith Won Pat-Borja

**PROFILE ON  
Bill No. 25**

Official Title: "AN ACT TO SUSPEND COMPENSATION NOTWITHSTANDING THE PROVISIONS OF 4GCA, SECTION 6301, AND SECTION 6302, RELATIVE TO THE COMPENSATION POLICY AND ADMINISTRATION".

Date Introduced: January 10, 1995

Main Sponsor(s): J.T. San Agustin

Referral: Committee on General Governmental Operations and Micronesian Affairs on January 20, 1995.

Public Hearing: 9:30 a.m. Thursday, February 9, 1995 in the Public Hearing Room of the Guam Legislature Temporary Building, Agana.

## COMMITTEE REPORT

### **BILL NO. 25**

"AN ACT TO SUSPEND COMPENSATION NOTWITHSTANDING THE PROVISIONS OF 4GCA, SECTION 6301, AND SECTION 6302, RELATIVE TO THE COMPENSATION POLICY AND ADMINISTRATION".

#### I. BACKGROUND

Bill No. 25 would suspend any compensation for all cabinet level positions including all elected officials. A proposed Amended Executive Pay Schedule submitted by the Civil Service Commission on January 3, 1995 proposes a pay increase of 7% to 8% for all cabinet level positions including all elected officials. The intent of Bill No. 25 is to suspend compensation for all public officers during Fiscal Year 1995, unless funds are identified by the Governor without jeopardizing the essential public services of the government. The committee conducted a Public Hearing in the Public Hearing Room of the Guam Legislature Temporary Building, Agana.

#### **Committee Members Present:**

Sen. T.S. Nelson, Chairman  
Sen. T.C. Ada  
Sen. A.C. Blaz  
Sen. F.P. Camacho  
Sen. H.A. Cristobal  
Sen. L. A. Leon Guerrero  
Sen. V.C. Pangelinan

#### II. SUMMARY OF TESTIMONY

Testifying:

**Eloy P. Hara, Executive Director**  
Civil Service Commission

**Zenon J. Belanger, Nominee**  
Civil Service Commission

**Mr. Hara** provided the committee with written testimony in opposition to Bill No. 25. In his testimony, Mr. Hara stated that the commission recommends that the Legislature support the five (5) year moratorium it has placed itself relevant to the Government of Guam compensation policy, and allow the system to work. Secondly, Mr. Hara continued that the Elected Officials Compensation Commission will be formed in October of this year, and will submit its findings to the review board when completed. Furthermore, the passage of Bill No. 25 will affect the salaries of the Government of Guam employees, and all employees expecting salary increments upon satisfactory service will be suspended. For these reasons, the Civil Service Commission does not support Bill No. 25 and recommends that the committee forego its approval.

**Mr. Zenon J. Belanger**, a nominee to the Civil Service Commission provided oral testimony in opposition to Bill No. 25. Mr. Belanger stated that the Civil Service Commission was basically doing its job in reference to compiling the data for the salary increases, however, the information that was compiled was prematurely received and thus initiated the introduction of Bill No. 25. Mr. Belanger supports the testimony of Mr. Hara, and recommended that Bill No. 25 not be passed.

### **III. FINDINGS**

The committee finds that with the current financial condition of the government, it would not be in the best interest to provide salary increases at this time. Until such time that the economy of the island has reached a more stable condition, or until the Governor identifies a source of funding without jeopardizing any government public service, salary increases for cabinet level positions or elected officials should not be implemented. Therefore, notwithstanding the objections of the government officials, the committee feels that Bill No. 25 should be passed by the Legislature.

### **IV. RECOMMENDATIONS**

The Committee on General Governmental Operations and Micronesian Affairs hereby reports out Bill No. 25 to the Twenty-Second Guam Legislature with the recommendation **TO DO PASS, Bill No. 25.**

Bill No. 25  
 Amendatory Bill YES  NO

Date Received 2/2/95  
 Date Reviewed 2/6/95

Department/Agency Affected: Civil Service Commission  
 Department/Agency Head: Eloy Hara  
 Total FY Appropriation to Date: \$1,135,166

Bill Title (preamble): AN ACT TO SUSPEND COMPENSATION NOTWITHSTANDING THE PROVISIONS OF 4GCA, SECTION 6301, AND SECTION 6302, RELATIVE TO THE COMPENSATION POLICY AND ADMINISTRATION.

Change in Law: N/A

Bill's Impact on Present Program Funding:  
   Increase    Decrease    Reallocation   x No Change

Bill is for:   x Operations    Capital Improvement    Other (    )

**FINANCIAL/PROGRAM IMPACT**

PROGRAM CATEGORY	ESTIMATED SINGLE-YEAR FUND REQUIREMENTS (Per Bill)		TOTAL
	GENERAL FUND	OTHER	
Gov't-Wide Support	<u>0</u>	<u>  </u>	<u>  </u>

FUND	ESTIMATED MULTI-YEAR FUND REQUIREMENTS (Per Bill)					TOTAL
	1st	2nd	3rd	4th	5th	
GENERAL FUND	(see attached comments)					<u>  </u>
OTHER	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>
TOTAL	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>

FUNDS ADEQUATE TO COVER INTENT OF THE BILL? YES/NO-IF NO, ADD'L AMOUNT REQUIRED \$ N/A

AGENCY/PERSON/DATE CONTACTED: GSC / Mary Sudo / 2-7-95

FUND	ESTIMATED POTENTIAL MULTI-YEAR REVENUES					TOTAL
	1st	2nd	3rd	4th	5th	
GENERAL FUND	(see attached comments)					<u>  </u>
OTHER	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>
TOTAL	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>	<u>  </u>

ANALYST J. Rivera DATE 2/7/95 DIRECTOR Joseph E. Rivera DATE 2/9/95  
 Tano Jess Rivera Joseph E. Rivera, Acting Director

ENTWATER.


2/8/95

COMMENTS ON BILL 25:

PURSUANT TO PL 21-59, THE GOVERNOR'S SALARY IS PEGGED AT 10% ABOVE THE L-1 SALARY AND THE LIEUTENANT GOVERNOR'S SALARY IS MIDPOINT BETWEEN THE GOVERNOR'S SALARY AND THE L-1 SALARY. THE INCREASES SHOWN BELOW, REFLECTS THIS PUBLIC LAW.

	SALARY 1	FTE'S	SUBTOTAL	7.5% INCR	SALARY 2	TOTAL
GOV	90,000	1	90,000	6,995	96,995	96,995
LGOV	85,000	1	85,000	7,586	92,586	92,586
L1	82,025	5	410,125	30,759	88,177	440,884
L2	74,096	12	889,152	66,686	79,653	955,838
L3	67,150	12	805,800	60,435	72,186	866,235
L4	60,850	24	1,460,400	109,530	65,414	1,569,930
L5	55,303	17	940,151	70,511	59,451	1,010,662
L6	50,440	26	1,311,440	98,358	54,223	1,409,798
			TOTAL IMPACT	450,860		

SINCE BILL 25 PROPOSES A SUSPENSION OF CABINET MEMBERS' PAY ADJUSTMENT, THE BILL'S IMPACT REALIZES A SAVING OF \$450,860.

  
JOSEPH E. RIVERA  
Acting



## GOVERNMENT OF GUAM

### CIVIL SERVICE COMMISSION KUMISION I SETBISION SIBIT

Century Plaza, 2nd Floor, Upper Tamuning  
P.O. Box 3156, Agana, Guam 96910

Tel: (671) 649-4272, 649-7955/57 • Fax: (671) 649-1272



07 FEBRUARY 1995

CSC NO. 95-321

SENATOR TED S. NELSON

Chairperson

Committee on Governmental Operations & Micronesia Affairs

Twenty-Third Guam Legislature

Agana, Guam 96910

**RE: BILL NO. 25 - AN ACT TO SUSPEND COMPENSATION NOTWITHSTANDING THE PROVISIONS OF 4GCA §6301 AND §6302, RELATIVE TO THE COMPENSATION POLICY AND ADMINISTRATION**

Dear Senator Nelson:

The Civil Service Commission thanks you for the opportunity to provide written testimony on Bill No. 25.

In 4 GCA §6301, Compensation Policy, the Civil Service Commission is mandated to review external competitiveness at least every three (3) years. It is now several months beyond three (3) years since the establishment of the government's current pay schedule, therefore the Commission is only acting within its parameters and jurisdiction to review compensation administration. This review resulted in Bill No. 25. The Commission respectfully request that the Committee on Governmental Operations withdraw Bill No. 25 for the following reasons:

1. The Commission recommends that the Legislature support the five (5) year moratorium it has placed itself relevant to GovGuam compensation policy and allow the system to work as intended.
2. The Elected Officials Compensation Commission will be formed in October 1995. CSC is still reviewing the mandates of Public Law 21-59 and will submit its review findings to the Board of Commissioners when completed.



Commonwealth Now!



BILL NO. 25  
07 FEB 95

3. The passage of Bill No. 25 will affect the salaries of Government of Guam employees. Should employees' compensation not be adjusted in Fiscal Year 1995, all GovGuam employees expecting salary increments upon satisfactory service will be suspended. The Commission does not support this action.

In closing, the Civil Service Commission does not support Bill No. 25 and recommends that the Legislature forego its approval.

The Civil Service Commission appreciates the opportunity to present its comments before your committee.

  
**ELOY P. HARA**  
Executive Director

cc: Legislative Review Committee (LRC)



Ad appeared on *Pacific Daily News*  
Tuesday, February 7, 1995 - Page 27

~~Twenty-Third Guam Legislature~~  
**Committee on General Governmental Operations  
and Micronesian Affairs**

Chaired by  
**Vice-Speaker Ted S. Nelson**

**NOTICE OF PUBLIC HEARING**

**A G E N D A**

**9:30 a.m., February 9, 1995**  
Guam Legislature Temp. Bldg., Agana

**Bill No. 25** To suspend compensation notwithstanding the provisions of 4GCA §6301 and §6302, relative to the compensation policy and administration

**Bill No. 43** To create a new 4GCA §4406.2 to provide an attorney for Government of Guam employees against whom adverse action is being taken

**Bill No. 45** To permanize certain temporary and part-time employees of the Government of Guam

**Bill No. 47** To amend 4GCA §4406 relative to adverse action procedure and appeals

**Bill No. 60** To repeal and reenact §4401, 4GCA to create an Independent Civil Service Commission

**Appointments of:**

- **Mr. Zenon J. Belanger, Jr.**
  - **Ms. Antonia C. Garrison-Boufford**
- to serve as Members of the Civil Service Commission

**MEMBERS OF THE PUBLIC ARE INVITED  
TO ATTEND AND TO PRESENT TESTIMONY**

**COMMITTEE ON GENERAL GOVERNMENTAL OPERATIONS  
AND MICRONESIAN AFFAIRS**

Twenty-Third Guam Legislature

**Public Hearing**

9:30 a.m., Thursday, February 9, 1995, GLTB Public Hearing Room, Agana

**ATTENDANCE SHEET**

<b>COMMITTEE MEMBERS</b>	<b>Present</b>	<b>Absent</b>	<b>Signature</b>
Vice-Speaker Ted S. Nelson Chairman	✓		<i>Ted S. Nelson</i>
Sen. Thomas C. Ada	✓		<i>Thomas C. Ada</i>
Sen. Anthony C. Blaz	✓		<i>Anthony C. Blaz</i>
Sen. Felix P. Camacho	✓		<i>Felix P. Camacho</i>
Sen. Mark C. Charfaugos			
Sen. Hope A. Cristobal	✓		<i>Hope A. Cristobal</i>
Sen. Carlotta Leon Guerrero			
Sen. Lou Leon Guerrero	✓		<i>Lou Leon Guerrero</i>
Sen. Vicente C. Pangelinan	✓		<i>Vicente C. Pangelinan</i>
Sen. Angel L.G. Santos			
Sen. Judith Won Pat-Borja			
Speaker Don Parkinson Ex-Officio Member			
<b>OTHERS SENATORS</b>	<b>Present</b>	<b>Absent</b>	<b>Signature</b>
Sen. John P. Aguon			
Sen. Elizabeth Barrett-Anderson			
Sen. Joanne M.S. Brown			
Sen. Mark Forbes			
Sen. Alberto C. Lamorena V			
Sen. Sonny L. Orsini			
Sen. Joe T. San Agustin			
Sen. Francis E. Santos			
Sen. Antonio R. Unpingco			

<b>GGOMA Staff Assigned</b>	<b>Assisted by</b>
<i>Ruth L. C. Benavente</i>	<i>John F. Blaz</i>
<i>Joe T. Rhatigan</i>	<i>Kimberly V. Barrett</i>

COMMITTEE ON GENERAL GOVERNMENTAL OPERATIONS  
AND MICRONESIAN AFFAIRS

Twenty-Third Guam Legislature

**Public Hearing**

9:30 a.m., Thursday, February 9, 1995, GLTB Public Hearing Room, Agana

**ATTENDANCE SHEET**

COMMITTEE MEMBERS	Present	Absent	Signature
Vice-Speaker Ted S. Nelson Chairman	✓		<i>Ted S. Nelson</i>
Sen. Thomas C. Ada	✓		<i>Thomas C. Ada</i>
Sen. Anthony C. Blaz	✓		<i>Anthony C. Blaz</i>
Sen. Felix P. Camacho	✓		<i>Felix P. Camacho</i>
Sen. Mark C. Charfauros			
Sen. Hope A. Cristobal	✓		<i>Hope A. Cristobal</i>
Sen. Carlotta Leon Guerrero			
Sen. Lou Leon Guerrero	✓		<i>Lou Leon Guerrero</i>
Sen. Vicente C. Pangelinan	✓		<i>Vicente C. Pangelinan</i>
Sen. Angel L.G. Santos			
Sen. Judith Won Pat-Borja			
Speaker Don Parkinson Ex-Officio Member			
OTHERS SENATORS	Present	Absent	Signature
Sen. John P. Aguon			
Sen. Elizabeth Barrett-Anderson			
Sen. Joanne M.S. Brown			
Sen. Mark Forbes			
Sen. Alberto C. Lamorena V			
Sen. Sonny L. Orsini			
Sen. Joe T. San Agustin			
Sen. Francis E. Santos			
Sen. Antonio R. Unpingco			

GGOMA Staff Assigned	Assisted by
<i>Ruth L. C. Benavente</i>	<i>John F. Blaz</i>
<i>Joe T. Rhatigan</i>	<i>Kimberly V. Barrett</i>

Introduced

MAR 18 1995

TWENTY-THIRD GUAM LEGISLATURE  
1995 (first regular session)

Bill No. 25 (LS)

Introduced by:

*J.T. San Agustin*  
J.T. San Agustin  
*2. [Signature]*  
*3. [Signature]*  
*5. [Signature]*

AN ACT TO SUSPEND COMPENSATION NOTWITHSTANDING THE PROVISIONS OF 4GCA, SECTION 6301, AND SECTION 6302, RELATIVE TO THE COMPENSATION POLICY AND ADMINISTRATION.

BE IT ENACTED BY THE PEOPLE OF THE TERRITORY OF GUAM:

**Section 1. Legislative findings.** There is a proposed Amended Executive Pay Schedule, submitted by the Civil Service Commission, on January 3, 1995, for pay increase of 7%-8% for all cabinet level positions including all elected officials. Due to the current Government of Guam economic condition, this proposal is not feasible. The Civil Service Commission realizes this fact and has proposed to address this issue on a phase by phase basis with respect to cabinet officials. Furthermore, pursuant to P/L 21-58, Section 1, the compensation schedule for all elected officials, including judges of the Superior Court can only be determined by the Elected Officials' Compensation commission. However, the impact of any pay adjustments at this time would be detrimental to the financial situation of this government.

**Section 2.** Compensation for all public officers, including elected officials and employees shall not be adjusted in Fiscal Year 1995, unless the Governor identifies

the source of funding without jeopardizing essential public services, notwithstanding the provisions of 4GCA, Section 6301 and 4GCA Section 6302.