



CARL T.C. GUTIERREZ  
GOVERNOR OF GUAM

JUL 26 1996

The Honorable Judith Won-Pat Borja  
Acting Lt. Governor and Acting Speaker  
Twenty-Third Guam Legislature  
Guam Legislature Temporary Building  
155 Hesler Street  
Agana, Guam 96910

OFFICE OF THE LEGISLATIVE SECRETARY	
ACKNOWLEDGMENT RECEIPT	
Received By	<u>JLG</u>
Time	<u>9:57 am</u>
Date	<u>26 JULY 96</u>

Dear Speaker Won-Pat Borja:

Enclosed please find a copy of Substitute Bill No. 204 (LS), "AN ACT TO REPEAL AND REENACT PUBLIC LAW 19-45 AS A NEW CHAPTER 15 IN TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO THE ESTABLISHMENT OF THE PEDRO 'DOC' SANCHEZ PROFESSIONAL SCHOLARSHIP FOR CAREER EMPLOYEES OF THE GOVERNMENT OF GUAM", which I have **signed** into law today as **Public Law No. 23-111**.

This legislation makes numerous improvements to the current "Pedro 'Doc' Sanchez Scholarship" being offered in the field of public administration. Some of the changes made to the current program, which is designed for career classified employees of the government, are the following:


- 1) The Department of Administration will no longer administer entrance examinations or interview potential students in the program. Students will be accepted through the normal route for admission to university programs. They will meet entrance requirements prescribed by the University of Guam.
- 2) The legislation includes the Judiciary employees as well as classified employees of the Executive Branch. No provision is made for Legislative employees, and Legislative employees will not be eligible to take part in the program.

- 3) Ratio of employees who may enroll is changed from the current 1 in 10 classified employees to 1 in 15.
- 4) Expands the type of courses and degrees for which employees can enroll. Now, only an undergraduate degree in Public Administration is subsidized under this scholarship. The legislation expands the program to subsidize all degree programs in the Department of Public Administration and Legal Studies, as well as graduate programs of Masters in Public Administration and Masters in Business Administration.
- 5) Restricts the use of actual class time for accumulation of overtime, or compensatory time.
- 6) Deletes requirement to pass each and every class subject under penalty of losing the scholarship. Occasionally, a student who is doing well may not pass a particular class and then will make up the class or repeat it with a passing grade. This legislation will make that possible.
- 7) Deletes eligibility for mandatory pay increase upon graduation for those newly entering the program, but retains the one-step pay increase for those already in the program.
- 8) Lets students take classes during the "intersession" as well as fall, spring, and summer sessions.
- 9) In keeping with the mission of the program, students who do not major exclusively in Public Administration must take a minor in Public Administration.
- 10) The legislation provides that budgeting for the scholarship is to come from the UOG and not from the various departments, as previous legislation had provided.
- 11) The agency where the student is employed has authority to approve the student's class schedule so that government service to the public is not impaired and not more than 50% of the workday is spent away from the job.

- 12) The Chair of the UOG College has to make surveys relative to the needs of the government for this type of education and the up-to-dateness of the UOG programs to meet these needs.

A copy has also been delivered to the Office of the Legislative Secretary.

Very truly yours,



Carl T. C. Gutierrez  
Governor of Guam

Attachment

231357



CARL T.C. GUTIERREZ  
GOVERNOR OF GUAM

JUL 26 1996

The Honorable Sonny L. Orsini  
Acting Legislative Secretary  
Twenty-Third Guam Legislature  
Guam Legislature Temporary Building  
155 Hesler Street  
Agana, Guam 96910


OFFICE OF THE LEGISLATIVE SECRETARY		
ACKNOWLEDGMENT RECEIPT		
Received By	<u>Orsini</u>	
Time	<u>11:38 am.</u>	
Date	<u>29 July 96</u>	

Dear Mr. Legislative Secretary:

Enclosed please find a copy of Governor's message and Substitute Bill No. 204 (LS), "AN ACT TO REPEAL AND REENACT PUBLIC LAW 19-45 AS A NEW CHAPTER 15 IN TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO THE ESTABLISHMENT OF THE PEDRO 'DOC' SANCHEZ PROFESSIONAL SCHOLARSHIP FOR CAREER EMPLOYEES OF THE GOVERNMENT OF GUAM", which I have signed into law today as **Public Law No. 23-111**.

A copy has also been delivered to the Office of the Speaker.

Very truly yours,

  
Carl T. C. Gutierrez  
Governor of Guam

Attachments  
**231383**

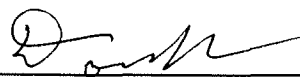
COMMITTEE ON RULES

Rec'd by:	<u>AM</u>	Date:	<u>7/26/96</u>	Time:	<u>9:30</u>
Routing:	_____	Date:	_____	See's Init.	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
Action:	_____				

TWENTY-THIRD GUAM LEGISLATURE  
1996 (SECOND) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO THE GOVERNOR

This is to certify that Substitute Bill No. 204 (LS), "AN ACT TO REPEAL AND REENACT PUBLIC LAW 19-45 AS A NEW CHAPTER 15 IN TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO THE ESTABLISHMENT OF THE PEDRO "DOC" SANCHEZ PROFESSIONAL SCHOLARSHIP FOR CAREER EMPLOYEES OF THE GOVERNMENT OF GUAM," was on the 11th day of July, 1996, duly and regularly passed.



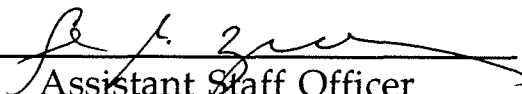
\_\_\_\_\_  
DON PARKINSON  
Speaker

Attested:



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

-----  
This Act was received by the Governor this 16<sup>th</sup> day of July,  
1996, at 10:38 o'clock A.M.



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

APPROVED:



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

Date: 7-26-96

Public Law No. 23-111

TWENTY-THIRD GUAM LEGISLATURE  
1995 (FIRST) Regular Session

Bill No. 204 (LS)  
As substituted on the floor 7/8/96

Introduced by:

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

AN ACT TO REPEAL AND REENACT PUBLIC LAW 19-45 AS A NEW CHAPTER 15 IN TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO THE ESTABLISHMENT OF THE PEDRO "DOC" SANCHEZ PROFESSIONAL SCHOLARSHIP FOR CAREER EMPLOYEES OF THE GOVERNMENT OF GUAM.

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

1           **Section 1.** Public Law 19-45, (as amended by P.L. 21-110:20, P.L. 21-  
2 136:IV:16, and P.L. 22-112:4) is hereby repealed and reenacted as a new  
3 Chapter 15 in Title 4, Guam Code Annotated, as follows:

4   **"Chapter 15**

5           **§15101. Legislative Intent.** The Organic Act of Guam and local law  
6 provides that the government of Guam shall establish a career service based  
7 on merit and adopt measures to promote morale, efficiency and integrity in  
8 the government service. The development and retention of a competent  
9 workforce in the supervisory and managerial ranks of the public service is a  
10 primary concern of the government. To attain this objective, it is necessary  
11 that career government personnel be provided with opportunities for  
12 professional academic growth and development. The purpose of this Act is to  
13 establish a government-wide scholarship program in public administration  
14 and in other undergraduate degree programs offered at the College of  
15 Business and Public Administration, University of Guam, and the graduate  
16 M.P.A. and M.B.A. Programs offered at the College of Business and Public  
17 Administration, University of Guam. It shall be the aim of this program to  
18 support qualified career employees of all departments, agencies, offices,  
19 autonomous or semi-autonomous instrumentalities of the Government of  
20 Guam and the Judiciary who desire to take up undergraduate studies in public  
21 administration or in other undergraduate degree programs offered at the  
22 College of Business and Public Administration, University of Guam and the  
23 graduate M.P.A. and M.B.A. Programs offered at the College of Business and  
24 Public Administration, University of Guam.

25           No one person contributed more to the advancement of education  
26 on our island than the late Honorable Pedro "Doc" Sanchez. Senator  
27 Sanchez had a distinguished career as an educator and as a public

1 administrator along with his other achievements in the private sector. The  
2 legislature finds it a fitting memorial to him to name this scholarship  
3 program in his honor as a continuing tribute to his numerous, noteworthy  
4 contributions on this Territory.

5       **§15102. Scope of the Program.** The Pedro "Doc" Sanchez Professional  
6 Scholarship for Career Employees of the Government of Guam shall be  
7 available to all classified government employees who belong to the career  
8 service of the Government of Guam, including the Judiciary, who desire  
9 undergraduate studies in public administration, or in other undergraduate  
10 degree programs offered at the College of Business and Public  
11 Administration, University of Guam, or who wish to enroll in the graduate  
12 M.P.A. or M.B.A. Program offered at the College of Business and Public  
13 Administration, University of Guam, subject to the conditions established in  
14 Sections 15103 through 15105 of this Chapter.

15       **§15103. Numbers of Scholarships.** Each department, agency, office  
16 and autonomous or semi-autonomous instrumentality of the Government of  
17 Guam and the Judicial Branch may be granted one scholarship for every  
18 fifteen career employees in the agency at one time for each academic year at  
19 the University of Guam. Those agencies with less than fifteen career  
20 employees may grant one scholarship.

21       **§15104. Selection of Scholarship Recipients.** (a) The Chair and faculty  
22 of the Department of Public Administration and Legal Studies shall conduct  
23 interviews each semester (Fall, Spring, Summer) for the purpose of selecting  
24 scholarships recipients under this program. The passing of such interviews  
25 and a careful evaluation of the government service reward and application  
26 packets of the candidates shall be considered in the selection of the  
27 scholarship recipients. The Chair and faculty of the Department of Public



1 Administration and Legal Studies, shall prescribe qualifications for admission  
2 to the scholarship program.

3 (b) Applicants from the departments, agencies, offices and autonomous  
4 or semi-autonomous instrumentalities of the Government of Guam and the  
5 Judiciary shall be interviewed at a time and place designated by the Chair of  
6 the Department of Public Administration and Legal Studies.

7 (c) In instances where the number of nominees of the Judicial Branch or  
8 a department, agency, office, autonomous or semi-autonomous  
9 instrumentality of the Government of Guam who are eligible for scholarship  
10 awards exceeds the scholarship slots which are available pursuant to §15103  
11 of this Chapter, candidates of that agency who obtained the higher overall  
12 ratings shall be preferred over those with lower ratings. Eligible applicants  
13 who were not selected for an award due to slot limitations or limited  
14 scholarship funds may reapply during the next scholarship application period  
15 to reactivate their application.

16 **§15105. Responsibility of the Agency.** (a) Employees enrolled in this  
17 program shall be allowed administrative leave with pay to attend classes  
18 during working hours. In the case of graduate M.P.A. and M.B.A. students,  
19 the agency shall allow full-time administrative leave with pay during the last  
20 semester in which the scholarship recipient performs required research  
21 toward his or her special project or thesis. Actual class time shall not be used  
22 for the accumulation of overtime, nor compensatory time.

23 **§15106. Responsibility of the Scholarship Recipient.** (a) The scholarship  
24 grantee shall enroll for an undergraduate degree in Public Administration or  
25 in any other undergraduate degree program offered at the College of  
26 Business and Public Administration, University of Guam, or shall enroll in the  
27 graduate M.P.A. degree or M.B.A. degree program at the College of Business

1 and Public Administration, University of Guam, immediately after being  
2 awarded the scholarship. Undergraduate scholarship recipients who choose  
3 to enroll in a degree program other than Public Administration at the College  
4 of Business and Public Administration, in keeping with the intent of the  
5 scholarship program, shall be required to minor in Public Administration in  
6 order to ensure that all scholarship recipients are professionally trained in  
7 modern Public Management techniques. Failure to do so shall result in the  
8 automatic forfeiture of the scholarship.

9       Upon selection for participation in the Sanchez Scholarship Program,  
10 continuation of recipients in the program shall be based upon meeting the  
11 academic standards of the University of Guam as specified in policies  
12 published in the official Undergraduate and Graduate Bulletins (Catalogues)  
13 of the University of Guam. Based upon meeting the academic standards of  
14 the University of Guam as published in the Undergraduate and Graduate  
15 Bulletins, Sanchez recipients may enroll in required degree courses during the  
16 Fall, Spring, Summer and Intercession Semesters.

17       (b) Each scholarship grantee shall enroll for not less than six (6)  
18 academic units and not more than eighteen (18) academic units per regular  
19 fall and spring semesters at the University of Guam during the period of his  
20 or her study grant. Scholarship recipients may also enroll in a minimum of  
21 three (3) credit hours during the summer and Intercession Semesters to meet  
22 degree requirements. In no case, however, shall a scholarship grantee be  
23 allowed more than seven (7) consecutive years, from the date of original  
24 enrollment, to finish the undergraduate degree at the College of Business and  
25 Public Administration or more than four (4) consecutive years, from the date  
26 of original enrollment, to finish the graduate degree in Public Administration  
27 or Business Administration (M.P.A. and M.B.A.).

1 (c) Each scholarship grantee shall be required to submit semestral  
2 progress reports on his or her studies accompanied by a certified grade report  
3 to the head of the agency in which he or she is employed. This report shall  
4 contain information on: (1) the subjects enrolled in which satisfy  
5 undergraduate College of Business and Public Administration or graduate  
6 M.P.A. degree or M.B.A. degree requirements at the University of Guam; (2)  
7 subjects completed with the corresponding grades and weights in academic  
8 units at the end of every semester; and (3) other matters pertinent of the  
9 scholarship which shall be required from time to time by the agency head.

10 (d) Upon completion or termination of the scholarship, the grantee  
11 shall be required to render service in a department, agency, office,  
12 autonomous or semi-autonomous instrumentality of the government of  
13 Guam or in the Judicial branch of government of Guam for a period of two (2)  
14 years for every academic year of scholarship received by him or her, unless he  
15 or she shall prefer to reimburse to the government of Guam all the expenses  
16 paid by the latter in connection with such study grant.

17 (e) Upon the effective date of this act, the grantee will no longer be  
18 eligible for a mandatory pay merit increase upon graduation. The grantees  
19 entered into the program prior to the enactment of this act, and as evidenced  
20 with the awarding of an undergraduate or graduate degree in Public  
21 Administration or Business Administration by the University of Guam, will  
22 receive a one-step merit pay raise from the department, agency, office,  
23 autonomous or semi-autonomous instrumentality of the government of  
24 Guam or the Judiciary in which he or she is employed effective on the pay  
25 period immediately following official certification by the University of Guam  
26 that the grantee has completed all degree requirements.

1           **§15107. Funding for the Scholarship Program.** The University of Guam  
2 shall extend full support and complete assistance for the Pedro "Doc"  
3 Sanchez Professional Scholarship for Career Employees of the Government  
4 of Guam as mandated by this Act by budgeting for scholarship funds to  
5 support scholarship grantees.

6           **§15108. Availability of Scholarship Program.** (a) The Chair of the  
7 Department of Public Administration and Legal Studies of the College of  
8 Business and Public Administration of the University of Guam, shall be  
9 responsible for disseminating scholarship information on a regular basis  
10 throughout the government of Guam.

11           (b) The Chair of the Department of Public Administration and Legal  
12 Studies of the College of Business and Public Administration, at the  
13 University of Guam, and his or her co-faculty members shall conduct  
14 interviews prior to the start of each Fall, Spring and Summer semesters for  
15 the purpose of selecting scholarship recipients under this program. The Chair  
16 shall invite representatives from each of the academic departments of the  
17 College of Business and Public Administration, University of Guam, to serve  
18 as a member of the interview board. The passing of the oral interviews, the  
19 meeting of established University of Guam entrance and academic  
20 requirements, and a demonstrated long-term commitment to excellence in the  
21 public service of the government of Guam shall constitute the primary criteria  
22 for selection of scholarship recipients. The Chair and faculty of the  
23 Department of Public Administration and Legal Studies shall prescribe  
24 qualifications for the admission and continuation of recipients in the  
25 scholarship program based upon the academic standards of the University of  
26 Guam as specified in policies published in the official Undergraduate and  
27 Graduate Bulletins (Catalogues) of the University of Guam.

1 Applicants from the departments, agencies, offices, or units of the  
2 Executive and Judicial branches of the government of Guam shall meet  
3 University of Guam academic requirements and shall be interviewed at a  
4 time and place designated by the Chair and faculty of the Department of  
5 Public Administration and Legal Studies.

6 (c) All funds appropriated by the Legislature for the Pedro "Doc"  
7 Sanchez Professional Scholarship for Career Employees of the Government  
8 of Guam, previously allocated to fund the scholarship program for the  
9 current fiscal year shall be immediately transferred by the Department of  
10 Administration and the Bureau of Budget and Management Research to the  
11 University of Guam within (15) days of the effective date of this Section. The  
12 University of Guam shall henceforth keep all financial records and all official  
13 administrative and academic records dealing with the current and former  
14 participants of the scholarship program through the Department of Public  
15 Administration and Legal Studies at the College of Business and Public  
16 Administration, University of Guam (for program and academic  
17 administration of the scholarship program) and through the Office of  
18 Financial Affairs (for the business activities of the scholarship program).

19 **§15109. Responsibility.** The overall responsibility for the  
20 administration of the Pedro "Doc" Sanchez Professional Scholarship for  
21 Career Employees of the Government of Guam shall rest with the Chair and  
22 faculty of the Department of Public Administration and Legal Studies at the  
23 College of Business and Public Administration, University of Guam.

24 **§15110. Support and Budgeting.** (1) The College of Business and Public  
25 Administration, University of Guam, shall provide the logistics, office space  
26 and other needed support to assist the Chair of the Department of Public  
27 Administration and Legal Studies in the administration of the Pedro "Doc"

1 Sanchez Professional Scholarship Program for Career Employees of the  
2 Government of Guam. The Chair of the Department of Public  
3 Administration and Legal Studies shall reflect the financial and other  
4 material needs to cover these costs and the costs of the scholarships to be  
5 awarded in the yearly Departmental budget request of the College of  
6 Business and Public Administration, University of Guam and shall submit the  
7 same to the Legislature via the University of Guam. The budget request shall  
8 also include the projected monies needed for the tuition, fees and textbooks of  
9 the scholarship recipients. The Department of Public Administration and  
10 Legal Studies shall serve as custodian for the program's records. The  
11 University of Guam's Office of Financial Affairs shall act as the custodian  
12 and disbursing officer for all funds appropriated for the scholarship program.

13 In order to keep the administrative costs for the Pedro "Doc" Sanchez  
14 Professional Scholarship Program to a minimum, the Chair of the  
15 Department of Public Administration and Legal Studies shall designate a  
16 member of the Public Administration faculty experienced and knowledgeable  
17 about this program, to serve as Program Coordinator. This person shall be  
18 compensated on a course overload basis during the Fall and Spring  
19 Semesters and shall be compensated at the salary level of a regular  
20 Department Chair during the Intercession and Summer Semesters; provided  
21 that these payments cannot be used to receive additional retirement credit.

22 (2) The Chair of the Department of Public Administration and  
23 Legal Studies at the College of Business and Public Administration,  
24 University of Guam, shall establish, pursuant to the Administrative  
25 Adjudication Law, rules and regulations and appropriate policies to govern  
26 the Pedro "Doc" Sanchez Professional Scholarship for Career Employees of  
27 the Government of Guam.

1           (3) Based on the established criteria of the various academic  
2 undergraduate degree programs at the College of Business and Public  
3 Administration, University of Guam and the graduate M.P.A. degree and  
4 M.B.A. degree programs at the College of Business and Public  
5 Administration, University of Guam, the Chair and faculty of the  
6 Department of Public Administration and Legal Studies shall interview, select  
7 and award scholarships to eligible applicants of the Pedro "Doc" Sanchez  
8 Professional Scholarship for Career Employees of the Government of Guam.  
9 Successful scholarship applicants may major in any undergraduate degree  
10 program, including Public Administration, offered at the College of Business  
11 and Public Administration, at the University of Guam but must pursue a  
12 minor in Public Administration if they choose not to major in Public  
13 Administration in keeping with the intent of the scholarship program.

14           (4) The Chair and faculty of the Department of Public  
15 Administration and Legal Studies at the College of Business and Public  
16 Administration, University of Guam, with the assistance of other academic  
17 unit Chairs of the College of Business and Public Administration, shall  
18 periodically make an assessment of the professional staffing needs of the  
19 Government of Guam and the Judiciary and assess the adequacy and up-to-  
20 dateness of the professional undergraduate degree programs of the College  
21 of Business and Public Administration, University of Guam, and the graduate  
22 M.P.A. degree and M.B.A. degree program in responding to these needs. The  
23 chair of the Department of Public Administration and Legal Studies shall  
24 report findings and recommendations to the Dean of the College of Business  
25 and Public Administration, University of Guam, to the President of the  
26 University of Guam and to the Board of Regents of the University of Guam.

1           (5) The Chair and faculty of the Department of Public  
2 Administration and Legal Studies, with the support of the College of Business  
3 and Public Administration, University of Guam, shall do any and all things  
4 necessary to properly carry out the intent and purposes of the Pedro "Doc"  
5 Sanchez Professional Scholarship for Career Employees of the Government  
6 of Guam.

7           **§15111. No disruption of government service.** The Director of the  
8 agency or department whose employee has been awarded a scholarship  
9 under this law shall have discretion to approve or disapprove the employee's  
10 class schedule, or to limit the number of hours per semester the employee may  
11 take classes to ensure that the agency's or department's operations are not  
12 hindered and that government service to the public is not impaired and that  
13 the employee is not away from the job site for more than 50% of the work day  
14 due to his/her class schedule."

15           **Section 2. Effective Date.** This law shall take effect on October 1, 1996.



VOTING SHEET

Bill No. 204

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

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

NAME	YEAS	NAYS	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    0    0    1

CERTIFIED TRUE AND CORRECT:

\_\_\_\_\_  
Recording Secretary

Ofisinan i Setbienten i Taotao Guahan  
**Office of the Vice-Speaker**

Twenty-Third Guam Legislature

April 15, 1996

**TED S. NELSON**  
Vice-Speaker

**Chairman,**  
Committee on General  
Governmental  
Operations &  
Micronesian Affairs

**Member,**  
Committee on  
Community, Housing  
and Cultural Affairs

**Member,**  
Committee on Education

**Member,**  
Committee on Health,  
Welfare & Senior  
Citizens

**Member,**  
Committee on Judiciary,  
Criminal Justice &  
Environmental Affairs

**Member,**  
Committee on Rules

**Member,**  
Committee on Water  
Utilities & Electronic  
Communications

**Member,**  
Committee on Youth,  
Labor, and Parks &  
Recreation

**Director & Vice-President**  
*(Ranking Member)*,  
Association of Pacific  
Island Legislatures (APIL)

Honorable Don Parkinson  
Speaker  
23rd Guam Legislature  
155 Hessler Street  
Agana, Guam 96910

Dear Mr. Speaker:

The Committee on General Governmental Operations and Micronesian Affairs, to which was referred *Bill No. 204, "An Act to repeal and reenact Public Law 19-45, to establish the Pedro 'Doc' Sanchez Professional Scholarship for career employees of the Government of Guam,"* has had the same 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>
To report out only	<u>0</u>
To place in inactive file	<u>0</u>
Other	<u>0</u>

A copy of the Committee Report and other pertinent documents are enclosed for your reference and information.

Sincerely,

  
TED S. NELSON

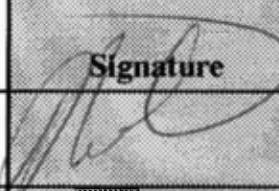



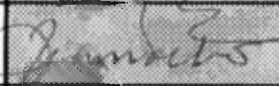









Enclosures

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

**VOTE SHEET on Bill No. 204**

*An Act to repeal and reenact Public Law 19-45, to establish the Pedro 'Doc' Sanchez Professional Scholarship for career employees of the Government of Guam*

**Recommendation: To Do Pass**

Committee Members	To Do Pass	Not To Pass	To Report Out Only	Abstain	To Place in the Inactive File	Signature
Vice-Speaker Ted S. Nelson Chairman	✓					
Speaker Don Parkinson Ex-Officio Member	✓					
Senator Thomas C. Ada	✓					
Senator Anthony C. Blaz	✓					
Senator Felix P. Manacho	✓					
Senator Mark C. Charfauros	✓					
Senator Hope A. Cristobal	✓					
Senator Alberto C. Lamorena V	✓					
Senator Carlotta Leon Guerrero	✓					
Senator Lou Leon Guerrero	✓					
Senator Sonny L. Orsini	✓					
Senator Ben C. Pangelinan	✓					
Senator Angel L.G. Santos						
Senator Judith WonPat-Borja						
<b>Total Votes:</b>	12	0	0	0	0	

TWENTY-THIRD GUAM LEGISLATURE  
1995 (FIRST) Regular Session

Bill No. 204

Introduced by:

*A.C. Lamorena*  
*IS [unclear]*

- A.C. Lamorena V.
- E. Barrett-Anderson
- A.C. Blaz
- J.M. Brown
- F.P. Camacho
- M. Forbes
- C. Leon Guerrero
- A.R. Unpingco

AN ACT TO REPEAL AND REENACT PUBLIC LAW 19-45, TO ESTABLISH THE PEDRO "DOC" SANCHEZ PROFESSIONAL SCHOLARSHIP FOR CAREER EMPLOYEES OF THE GOVERNMENT OF GUAM.

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

2 Section 1. Legislative Intent. The Organic Act of Guam and  
3 local law provides that the government of Guam shall establish a  
4 career service based on merit and adopt measures to promote morale,  
5 efficiency and integrity in the government service. The  
6 development and retention of a competent workforce in the  
7 supervisory and managerial ranks of the public service is a primary  
8 concern of the government. To attain this objective, it is  
9 necessary that career government personnel be provided with  
10 opportunities for professional academic growth and development.  
11 The purpose of this Act is to establish a government-wide  
12 scholarship program in public administration and in other

1 undergraduate degree programs offered at the College of Business  
2 and Public Administration, University of Guam, and the graduate  
3 M.P.A. program offered at the College of Business and Public  
4 Administration, University of Guam. It shall be the aim of this  
5 program to support qualified career employees of all departments,  
6 agencies, offices, autonomous or semi-autonomous instrumentalities  
7 of the Government of Guam and the Judiciary who desire to take up  
8 undergraduate studies in public administration or in other  
9 undergraduate degree programs offered at the College of Business  
10 and Public Administration, University of Guam and the graduate  
11 M.P.A. program offered at the College of Business and Public  
12 Administration, University of Guam.

13 No one person contributed more to the advancement of education  
14 on our island than the late Honorable Pedro "Doc" Sanchez. Senator  
15 Sanchez had a distinguished career as an educator and as a public  
16 administrator along with his other achievements in the private  
17 sector. The legislature finds it a fitting memorial to him to name  
18 this scholarship program in his honor as a continuing tribute to  
19 his numerous, noteworthy contributions on this Territory.

20 **Section 2. Scope of the Program.** The Pedro "Doc" Sanchez  
21 Professional Scholarship for Career Employees of the Government of  
22 Guam shall be available to all classified government employees who  
23 belong to the career service of the Government of Guam, including  
24 the Judiciary, who desire undergraduate studies in public

1 administration, or in other undergraduate degree programs offered  
2 at the College of Business and Public Administration, University of  
3 Guam, or who wish to enroll in the graduate M.P.A. program offered  
4 at the College of Business and Public Administration, University of  
5 Guam, subject to the conditions established in Sections 3 through  
6 5 of this Act.

7 **Section 3. Numbers of Scholarships .** Each department, agency,  
8 office and autonomous or semi autonomous instrumentality of the  
9 Government of Guam and the Judicial Branch may be granted one  
10 scholarship for every fifteen career employees in the agency at one  
11 time for each academic year at the University of Guam. Those  
12 agencies with less than fifteen career employees may grant one  
13 scholarship.

14 **Section 4. Selection of Scholarship Recipients.** (a) The Chair  
15 and faculty of the Department of Public Administration and Legal  
16 Studies, with the assistance of the Program Coordinator of the  
17 Pedro "Doc" Sanchez Professional Scholarship Program for Career  
18 Employees of the Government of Guam, shall conduct interviews each  
19 semester (Fall, Spring, Summer) for the purpose of selecting  
20 scholarships recipients under this program. The passing of such  
21 interviews and a careful evaluation of the government service  
22 reward and application packets of the candidates shall be  
23 considered in the selection of the scholarship recipients. The  
24 Chair and faculty of the Department of Public Administration and

1 Legal Studies, with the assistance of the Program Coordinator of  
2 the Pedro "Doc" Sanchez Professional Scholarship for Career  
3 Employees of the Government of Guam shall prescribe qualifications  
4 for admission to the scholarship program.

5 (b) Applicants from the departments, agencies, offices and  
6 autonomous or semi-autonomous instrumentalities of the Government  
7 of Guam and the Judiciary shall be interviewed at a time and place  
8 designated by the Chair of the Department of Public Administration  
9 and Legal Studies.

10 (c) In instances where the number of nominees of the Judicial  
11 Branch, a department, agency, office, autonomous or semi-autonomous  
12 instrumentality of the Government of Guam who are eligible for  
13 scholarship awards exceeds the scholarship slots which are  
14 available pursuant to Section 3 of this Act, candidates of that  
15 agency who obtained the higher overall ratings shall be preferred  
16 over those with lower ratings. Eligible applicants who were not  
17 selected for an award due to slot limitations or limited  
18 scholarship funds may reapply during the next scholarship  
19 application period to reactivate their application.

20 **Section 5. Responsibility of the Agency.** (a) Employees  
21 enrolled in this program shall be allowed administrative leave with  
22 pay to attend classes during working hours. Annual leave charged  
23 recipients shall automatically be reinstated. In the case of  
24 graduate M.P.A. students, the agency shall allow full-time

1 administrative leave with pay during the last semester in which the  
2 scholarship recipient performs required research toward his or her  
3 special project or thesis. No overtime pay shall be given at any  
4 time while the recipients are attending actual classes at the  
5 University of Guam.

6 **Section 6. Responsibility of the Scholarship Recipient.** (a) The  
7 scholarship grantee shall enroll for an undergraduate degree in  
8 Public Administration or in any other undergraduate degree program  
9 offered at the College of Business and Public Administration,  
10 University of Guam, or shall enroll in the graduate M.P.A. degree  
11 program at the College of Business and Public Administration,  
12 University of Guam, immediately after being awarded the  
13 scholarship. Scholarship recipients who choose to enroll in a  
14 degree program other than Public Administration at the College of  
15 Business and Public Administration, in keeping with the intent of  
16 the scholarship program, shall be required to minor in Public  
17 Administration in order to ensure that all scholarship recipients  
18 are professionally trained in modern Public Management techniques.  
19 Failure to do so shall result in the automatic forfeiture of the  
20 scholarship.

21 Upon selection for participation in the Sanchez Scholarship  
22 Program, continuation of recipients in the program shall be based  
23 upon meeting the academic standards of the University of Guam as  
24 specified in policies published in the official Undergraduate and



1 Graduate Bulletins (Catalogues) of the University of Guam. Based  
2 upon meeting the academic standards of the University of Guam as  
3 published in the Undergraduate and Graduate Bulletins, Sanchez  
4 recipients may enroll in required degree courses during the Fall,  
5 Spring, Summer and Intercession Semesters.

6 (b) Each scholarship grantee shall enroll for not less than  
7 six (6) academic units and not more than eighteen (18) academic  
8 units per regular fall and spring semesters at the University of  
9 Guam during the period of his or her study grant. Scholarship  
10 recipients may also enroll in a minimum of three (3) credit hours  
11 during the summer and Intercession Semesters to meet degree  
12 requirements. In no case, however, shall a scholarship grantee be  
13 allowed more than seven (7) consecutive years, from the date of  
14 original enrollment, to finish the undergraduate degree at the  
15 College of Business and Public Administration or more than four (4)  
16 consecutive years, from the date of original enrollment, to finish  
17 the graduate degree in Public Administration, (M.P.A.).

18 (c) Each scholarship grantee shall be required to submit  
19 semestral progress reports on his or her studies accompanied by a  
20 certified grade report to the head of the agency in which he or she  
21 is employed. This report shall contain information on: (1) the  
22 subjects enrolled in which satisfy undergraduate College of  
23 Business and Public Administration or graduate M.P.A. degree  
24 requirements at the University of Guam; (2) subjects completed with  
25 the corresponding grades and weights in academic units at the end

1 of every semester; and (3) other matters pertinent of the  
2 scholarship which shall be required from time to time by the agency  
3 head.

4 (d) Upon completion of the scholarship, the grantee shall be  
5 required to render service in a department , agency, office,  
6 autonomous or semi-autonomous instrumentality of the government of  
7 Guam or in the Judicial branch of government of Guam for a period  
8 of two (2) years for every academic year of scholarship received by  
9 him or her, unless he or she shall prefer to reimburse to the  
10 government of Guam all the expenses paid by the latter in  
11 connection with such study grant.

12 (e) Upon enactment of this act, the grantee will no longer be  
13 eligible for a mandatory pay merit increase. The grantees entered  
14 into the program prior to the enactment of this act, and as  
15 evidenced with the awarding of an undergraduate or graduate degree  
16 in Public Administration by the University of Guam, will receive a  
17 one-step merit pay raise from the department, agency, office,  
18 autonomous or semi-autonomous instrumentality of the government of  
19 Guam or the Judiciary in which he or she is employed effective on  
20 the pay period immediately following official certification by the  
21 University of Guam that the grantee has completed all degree  
22 requirements.

23 **Section 7. Funding for the Scholarship Program.** The University of  
24 Guam shall extend full support and complete assistance for the

1 Pedro "Doc" Sanchez Professional Scholarship for Career Employees  
2 of the Government of Guam as mandated by this Act by budgeting for  
3 scholarship funds to support scholarship grantees and to cover all  
4 administrative costs and professional development costs for the  
5 enhancement of the scholarship faculty in the annual fiscal year  
6 budget requests submitted to the Legislature by the University of  
7 Guam.

8 **Section 8. Availability of Scholarship Program.** (a) The Chair of  
9 the Department of Public Administration and Legal Studies of the  
10 College of Business and Public Administration of the University of  
11 Guam, in cooperation with the Program Coordinator shall be  
12 responsible for disseminating scholarship information on a regular  
13 basis throughout the government of Guam.

14 (b) The Chair of the Department of Public Administration and  
15 Legal Studies of the College of Business and Public Administration,  
16 at the University of Guam, and his or her co-faculty members shall  
17 conduct interviews prior to the start of each Fall, Spring and  
18 Summer semesters for the purpose of selecting scholarship  
19 recipients under this program. The Chair may invite representatives  
20 from each of the academic departments of the College of Business  
21 and Public Administration, University of Guam, to serve as a member  
22 of the interview board. The passing of the oral interviews, the  
23 meeting of established University of Guam entrance and academic  
24 requirements, and a demonstrated long-term commitment to excellence

1 in the public service of the government of Guam shall constitute  
2 the primary criteria for selection of scholarship recipients. The  
3 Chair and faculty of the Department of Public Administration and  
4 Legal Studies shall prescribe qualifications for the admission and  
5 continuation of recipients in the scholarship program based upon  
6 the academic standards of the University of Guam as specified in  
7 policies published in the official Undergraduate and Graduate  
8 Bulletins (Catalogues) of the University of Guam.

9 Applicants from the departments, agencies, offices, or units  
10 of the Executive and Judicial branches of the government of Guam  
11 shall meet University of Guam academic requirements and shall be  
12 interviewed at a time and place designated by the Chair and faculty  
13 of the Department of Public Administration and Legal Studies.

14 (c) All funds appropriated by the Legislature for the Pedro  
15 "Doc" Sanchez Professional Scholarship for Career Employees of the  
16 Government of Guam, previously allocated to fund the scholarship  
17 program for the current fiscal year shall be immediately  
18 transferred by the Department of Administration and the Bureau of  
19 Budget and Management Research to the University of Guam within  
20 (15) days of the effective date of this Section. The University of  
21 Guam shall henceforth keep all financial records and all official  
22 administrative and academic records dealing with the current and  
23 former participants of the scholarship program through the  
24 Department of Public Administration and Legal Studies at the  
25 College of Business and Public Administration, University of Guam

1 (for program and academic administration of the scholarship  
2 program) and through the Office of Financial Affairs (for the  
3 business activities of the scholarship program).

4 **Section 9. Responsibility.** The overall responsibility for the  
5 administration of the Pedro "Doc" Sanchez Professional Scholarship  
6 for career Employees of the Government of Guam shall rest with the  
7 Chair and faculty of the Department of Public Administration and  
8 Legal Studies at the College of Business and Public Administration,  
9 University of Guam.

10 **Section 10. Program Coordination.** There is hereby created the  
11 positions of Program Coordinator and Secretary of the Pedro "Doc"  
12 Sanchez Professional Scholarship for Career Employees of the  
13 Government of Guam within the Department of Public Administration  
14 and Legal Studies at the College of Business and Public  
15 Administration, University of Guam. The program Coordinator and  
16 the Secretary shall report to the Chair of the Department of Public  
17 Administration and Legal Studies. The general responsibilities of  
18 the Program Coordinator and the Secretary shall be to plan,  
19 develop, implement and manage the Pedro "Doc" Sanchez Professional  
20 Scholarship for Career Employees of the Government of Guam within  
21 the College of Business and Public Administration, University of  
22 Guam and organize activities for attracting, selecting, orienting,  
23 assisting and monitoring the academic performance of qualified  
24 scholarship participants as directed by the Chair of the Department

1 of Public Administration and Legal Studies at the College of  
2 Business and Public administration, University of Guam. The  
3 qualifications and compensation of the Program Coordinator and the  
4 Secretary positions shall be equivalent to those of other similar  
5 positions at the University of Guam. In addition to the  
6 established University of Guam criteria for similar positions, the  
7 Program Coordinator of the Pedro "Doc" Sanchez Professional  
8 Scholarship for career Employees of the Government of Guam shall  
9 have academic and practical experience in Public Administration and  
10 Public Management and a deep understanding and sensitivity to the  
11 professional academic development needs of career employees of the  
12 Government of Guam. The Secretary shall meet established criteria  
13 for similar positions at the University of Guam. The Chair and  
14 faculty of the department of Public Administration and Legal  
15 Studies shall assist in the recruitment of and selection of  
16 eligible candidates for these positions which shall be in the  
17 classified service of the Government of Guam. The Program  
18 Coordinator and Secretary shall do any and all things necessary and  
19 proper to carry out the intent and purposes of the Pedro "Doc"  
20 Sanchez Professional Scholarship for Career Employees of the  
21 Government of Guam as directed by the Chair of the Department of  
22 Public Administration and Legal Studies. The positions of the  
23 Program Coordinator and the Secretary shall be paid by the Pedro  
24 "Doc" Sanchez Professional Scholarship for Career Employees  
25 Program's existing annual fiscal year budget.

1     **Section 11. Support and Budgeting.** (1) The College of Business and  
2     Public Administration, University of Guam, shall provide the  
3     logistics, office space and other needed support to assist the  
4     Chair of the Department of Public Administration and Legal Studies  
5     in the administration of the Pedro "Doc" Sanchez Professional  
6     Scholarship Program for Career Employees of the Government of Guam.  
7     The Chair of the Department of Public Administration and Legal  
8     Studies shall reflect the financial and other material needs to  
9     cover these costs and the costs of the scholarships to be awarded  
10    in the yearly Departmental budget request of the College of  
11    Business and Public Administration, University of Guam and shall  
12    submit the same to the Legislature via the University of Guam. The  
13    budget request shall also include the projected monies needed for  
14    the tuition, fees and textbooks of the scholarship recipients. The  
15    Department of Public Administration and Legal Studies shall serve  
16    as custodian for the program's records. The University of Guam's  
17    Office of Financial Affairs shall act as the custodian and  
18    disburser for all funds appropriated for the scholarship program.

19           (2) The Chair of the Department of Public Administration and  
20    Legal Studies at the College of Business and Public Administration,  
21    University of Guam, shall establish, pursuant to the Administrative  
22    adjudication Law, rules and regulations and appropriate policies to  
23    govern the Pedro "Doc" Sanchez Professional Scholarship for Career  
24    Employees of the Government of Guam.

1 (3)Based on the established criteria of the various academic  
2 undergraduate degree programs at the College of Business and Public  
3 Administration, University of Guam and the graduate M.P.A. degree  
4 program at the College of Business and Public Administration,  
5 University of Guam, the Chair and faculty of the Department of  
6 Public Administration and Legal Studies shall interview, select and  
7 award scholarships to eligible applicants of the Pedro "Doc"  
8 Sanchez Professional Scholarship for Career Employees of the  
9 Government of Guam. Successful scholarship applicants may major in  
10 any undergraduate degree program, including Public Administration,  
11 offered at the College of Business and Public Administration, at  
12 the University of Guam but must pursue a minor in Public  
13 Administration if they choose not to major in Public Administration  
14 in keeping with the intent of the scholarship program.

15 (4) The Chair and faculty of the Department of Public  
16 Administration and Legal Studies at the College of Business and  
17 Public Administration, University of Guam, with the assistance of  
18 the Program Coordinator for the scholarship program and other  
19 academic unit Chairs of the College of Business and Public  
20 Administration, shall periodically make an assessment of the  
21 professional staffing needs of the Government of Guam and the  
22 Judiciary and assess the adequacy and up-to-dateness of the  
23 professional undergraduate degree programs of the College of  
24 Business and Public Administration, University of Guam, and the  
25 graduate M.P.A. degree program in responding to these needs. The



1 chair of the Department of Public Administration and Legal Studies  
2 shall report findings and recommendations to the Dean of the  
3 College of Business and Public Administration, University of Guam,  
4 to the President of the University of Guam and to the Board of  
5 Regents of the University of Guam.

6 (5) The Chair and faculty of the Department of Public  
7 Administration and Legal Studies, with the assistance of the  
8 Program Coordinator and with the support of the College of Business  
9 and Public Administration, University of Guam, Shall do any and all  
10 things necessary to properly carry out the intent and purposes of  
11 the Pedro "Doc" Sanchez Professional Scholarship for Career  
12 Employees of the Government of Guam.

13 **Section 12. Effective Date.** This law shall take effect immediately  
14 upon its enactment.

**COMMITTEE ON GENERAL GOVERNMENTAL OPERATIONS  
AND MICRONESIAN AFFAIRS  
TWENTY-THIRD GUAM LEGISLATURE  
155 Hessler Street, Agana, Guam 96910**

**COMMITTEE REPORT**

**ON**

**BILL NO. 204**

*An Act to repeal and reenact Public Law 19-45, to establish the Pedro 'Doc' Sanchez Professional Scholarship for career employees of the Government of Guam*

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

## BILL NO. 204

### I. OVERVIEW

The Committee on General Governmental Operations and Micronesian Affairs held a public hearing on **Bill No. 204**, "AN ACT TO REPEAL AND REENACT PUBLIC LAW 19-45, TO ESTABLISH THE PEDRO 'DOC' SANCHEZ PROFESSIONAL SCHOLARSHIP FOR CAREER EMPLOYEES OF THE GOVERNMENT OF GUAM," (*Exhibit A*) on November 3, 1995 in the Public Hearing Room of the Guam Legislature Temporary Building in Agana (*Exhibit B - Agenda*).

Attending the public hearing were Committee members:

Vice-Speaker Ted S. Nelson, Chairman  
Senator Ben C. Pangelinan

Testifying were:

- Dr. Judith P. Guthertz, Coordinator for the Pedro "Doc" Sanchez Scholarship, Department of Public Administration and Legal Studies, College of Business and Public Administration, University of Guam
- Dr. Daljit Singh, Professor of Public Administration and Chairperson of the MPA Program in the College of Business and Public Administration, University of Guam
- Mr. John M. Phillips, Chairman, Accounting Department, University of Guam

### II. TESTIMONY

DR. GUTHERTZ appeared before the Committee and submitted written testimony (*Exhibit C*) in support of Bill No. 204.

DR. DALJIT SINGH also appeared before the Committee and submitted written testimony (*Exhibit D*) in support of Bill No. 204.

MR. JOHN M. PHILLIPS also appeared before the Committee and testified **strongly in favor** of the Bill, but noted the following:

- that the Bill only refers to MPA and not the MBA;
- that by adding a minor into the accounting field would create an additional year;
- that the sentence, "The Chair *may* invite representatives ..." on Line 19 of Page 8 should read, "The Chair *shall* invite representatives ..." "because otherwise the one department could be completely in charge of the program. We need to open it up to all the departments so that we can have the additional specialties that are required by the government of Guam," stated Mr. Phillips.

DR. GUTHERTZ commented for clarification to Mr. Phillips that the Bill opens up the scholarship to all degrees in the College of Business and Public Administration. It maintains the MPA degree as the graduate degree but a student may choose to major in all degrees on the graduate degrees of the College. She also commented that the Program is evolving and is now ready to accept students from other degree areas.

There being no other testimony submitted, the Chairman adjourned the hearing on Bill No. 204.

### **III. FISCAL IMPACT**

The Bureau of Budget and Management Research submitted a **Fiscal Notes** on Bill No. 204 (*Exhibits E and F*).

#### IV. RECOMMENDATIONS

The Committee on General Governmental Operations and Micronesian Affairs, to which was referred **Bill No. 204** (*Exhibit G - Referral*), has had the same under consideration and now wishes to report out the Bill with the **recommendation to do pass.**



*Ofisinan i Setbienten i Taotao Guahan*  
**Vice-Speaker Ted S. Nelson**

**Chairman**

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

**PUBLIC HEARING**

**6:30 p.m., Friday, November 3, 1995**

**PUBLIC HEARING ROOM**

**GUAM LEGISLATURE TEMPORARY BLDG., AGANA**

**AGENDA**

**Bill No. 29**, "An Act to add §831 to Title 1, GCA, to name the Adelup Complex in Adelup the 'Ricardo J. Bordallo Governor's Complex'"

**Bill No. 204**, "An Act to repeal and reenact Public Law 19-45, to establish the Pedro 'Doc' Sanchez Professional Scholarship for career employees of the Government of Guam"

**Bill No. 389**, "An Act to repeal and reenact Articles 1 and 2, and to repeal Article 3, all of Chapter 6, Title 3, Guam Code Annotated, relative to cancelling primary elections"



DEPARTMENT OF PUBLIC ADMINISTRATION &  
LEGAL STUDIES  
COLLEGE OF BUSINESS AND PUBLIC ADMINISTRATION  
UNIVERSITY OF GUAM  
MANGILAO, GUAM 96923  
TEL. & FAX. 735-2575

The Honorable Ted Nelson  
Chairman  
Committee on Governmental Operations  
and Micronesian Affairs  
23rd Guam Legislature  
Agana, Guam 96910

November 3, 1995

Dear Mr. Chairman:

It is with great pleasure that I endorse Bill No. 204: "AN ACT TO REPEAL AND REENACT THE PEDRO 'DOC' SANCHEZ PROFESSIONAL SCHOLARSHIP FOR CAREER EMPLOYEES OF THE GOVERNMENT OF GUAM"

Since the inception of the Sanchez Scholarship Program in 1991, I have had the great honor and privilege of serving as the primary faculty coordinator of this program on behalf of the Department of Public Administration and Legal Studies at the College of Business and Public Administration, University of Guam. This responsibility has and continues to be on a voluntary uncompensated basis and is an assignment which I enthusiastically fulfill in addition to my regular teaching, research and community service duties at the University. I do this work, Senators, because I believe strongly in the merits and value of this program in generating a cadre of well-educated, highly-motivated professionals skilled in public management who are able to take on many of the challenges that beset our island government today.

Faculty colleagues at the Department of Public Administration and Legal Studies also join me in supporting revisions to the original Sanchez Scholarship Program that are reflected in Bill 204. We believe that it is now time for these proposed changes to go into effect in order to further enhance the overall capacity of the Government of Guam to achieve excellence in the public service. The



Page 2

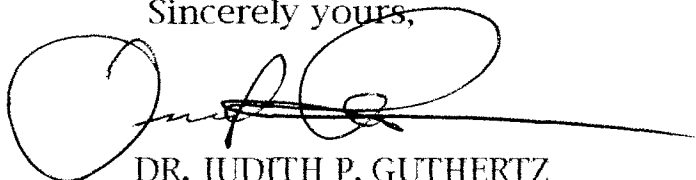
faculty worked very closely with Senator Alberto C. Lamorena in drafting Bill 204. We wish to extend our sincere appreciation to him and to all members of the Legislature who actively sought our input in developing Bill 204.

In closing, permit me to share with you a humble thought that demonstrates the level of commitment the faculty hold for the Sanchez Scholarship Program and the reason why we collectively devote much of our time and energy to the program.

The Government of Guam is an important island institution that continues to evolve and change. Public expectations for enhanced public sector performance now permeates the system. Accountability, creativity and flexibility are and will continue to be important ingredients in meeting these rising expectations of our people. Developing a cadre of highly-skilled personnel in the career service of the Government of Guam will enhance our ability to meet this challenge today and in the future. The Pedro "Doc" Sanchez Professional Scholarship for Career Employees of the Government of Guam contributes to this important mission.

Thankyou kindly for allowing me to share this testimony with you regarding Bill 204.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Judith P. Guthertz', with a long horizontal line extending to the right.

DR. JUDITH P. GUTHERTZ  
Sanchez Scholarship Coordinator

# **PEDRO "DOC" SANCHEZ SCHOLARSHIP PROGRAM Scholars Broken Down by Department or Agency**

About 66% of all of the Government of Guam Departments and Agencies from the Executive and Judicial Branch are represented in the Pedro "DOC" Sanchez Scholarship program.

The largest sources of scholars for the program are as follows:

**Department of Public Health and Human Services: 18**

**Public Utility Agency of Guam: 17**

**Guam Police Department: 16**

**Guam Telephone Authority: 11**

**Department of Administration: 10**

**Department of Commerce: 10**

**Superior Court of Guam: 10**

**PEDRO "DOC" SANCHEZ SCHOLARSHIP PROGRAM  
HIGH SCHOOL PRIOR TO ENROLLMENT:**

	TOTAL	FA 89	SP 90	FA 90	SP 91	FA 91	SP 92	FA 92	SP 93
George Washington High	47	19	9	3		4	2	2	8
John F. Kennedy High	33	11	5	1	7	4	3	1	1
Guam Community College	24	6	1	1	3	8	1	3	1
Notre Dame High	10		4	2	2		1	1	
Academy of Our Lady	4	2	1					1	
Inarejan High	3							1	
Oceanview High	2					1	1	1	
Simon Sanchez High	2					1	1		
Father Duenas Memorial High	1		1				1		1
G.E.D.	4	1			1	1	1		
<b>OFF-ISLAND SCHOOLS</b>									
Missouri State	2	1						1	
New York State	1		1						
Washington State	1		1						
Hawaii State	1			1					
Oregon State	1			1					
California State	1								
Pennsylvania State	1				1				
Philippines	1					1			
Fiji	1						1		
Not Known (unspecified)	1		1					1	
<b>TOTAL</b>	<b>141</b>	<b>40</b>	<b>24</b>	<b>9</b>	<b>14</b>	<b>20</b>	<b>12</b>	<b>11</b>	<b>11</b>

Source: Pedro Sanchez Scholarship Program Files

**Table I**

**PEDRO "DOC" SANCHEZ  
SCHOLARSHIP PROGRAM  
FUNDS EXPENDED  
(TUITION, FEES & BOOKS)**

<b>TOTAL</b>	<b>\$399,760.66 (FA89 TO SP93)</b>
--------------	------------------------------------

Fall 89	\$31,770.95	
Spring 90	\$45,057.31	
Fall 90	\$42,438.55	
Spring 91	\$43,956.40	
Fall 91	\$58,479.65	
Spring 92	\$57,725.50	
Summer 92		\$997.45
Fall 92	\$59,902.08	
Spring 93	\$59,432.57	

Summer 93		\$18,903.74
Fall 93	\$48,857.88	
Spring 94	\$52,701.02	
Summer 94		\$18,302.96
Fall 94	\$62,973.93	

<b>GRAND TOTAL:</b>	<b>(SINCE INCEPTION)</b>	<b>\$601,518.19</b>
---------------------	--------------------------	---------------------

PEDRO SANCHEZ SCHOLARSHIP COMPLETION LISTING

A	B	C	D	E	F	G	H	I	J	K	L	M	N
1													
2	<b>NAME</b>	<b>GRADUATION</b>	<b>SCHOLARSHIP</b>	<b>SERVICE</b>									
3			<b>ATTENDANCE</b>	<b>START/</b>									
4				<b>REPAY</b>									
5													
6													
7	<b>BSPA DEGREE GRADUATES</b>												
8													
9	AFLAGUE, GERAR V. (COMMERCE)	DECEMBER 1992	FA91-FA92	JAN 1993	1994	1995	7/95						
10	P.O. BOX 391 AGANA 96910			2.5 YRS	1.5 YRS	6 MOS	END						
11													
12	ANDERSON, ANDREW W. (AG)	MAY 1993	FA89-SP93	JUN 1993	1994	1995	1996	1997	1998	1999	2000	2001	
13	P.O. BOX 11257, YIGO 96929			8 YRS	7 YRS	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	END	
14													
15	BENAVENTE, THERESE M. (ENERGY OFC)	MAY 1995	SP91-SP95	JUN 1995	1996	1997	1998	1999					
16	424 N. MARIPOSA CT. DEDEDO, 96912												
17													
18	BORJA, PATSY A. (GHC)	MAY 1994	FA89-SP94	JUN 1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
19	GEN. DELIVERY SINAJANA 96926	RESIGNED		10 YRS	9 YRS	8 YRS	7 YRS	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR
20													
21	CEPEDA, PATRICK	DECEMBER 1992	FA90-FA92	JAN 1993	1994	1995	1996	1997	7/97				
22	P.O. BOX 10224, SINAJANA 96926	DEFERRED		4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	END				
23													
24	DAMIAN, FRANCIS (GEPA)	MAY 1994	FA89-SP94	JUN 1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
25	P.O. BOX 741, AGANA 96910			10 YRS	9 YRS	8 YRS	7 YRS	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR
26													
27	DIRIGE, ROY B. (GFD)	MAY 1993	SP90-SP93	JUN 1993	1994	1995	1996	1997	1998	1999	12/99		
28	P.O. BOX 8521, YONA 96914			6.5 YRS	5.5 YRS	4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	END		
29													
30	EAY, PACITA M. (DOA)	DECEMBER 1992	FA89-FA92	JAN 1993	1994	1995	1996	1997	1998	1999	7/99		
31	P.O. BOX 3963, AGANA, 96910			6.5 YRS	5.5 YRS	4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	END		

AS OF JULY 31, 1995 INCLUSIVE GRADUATES OF MAY 1995

PEDRO SANCHEZ SCHOLARSHIP COMPLETION LISTING

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
32														
33	FLORES, DAVID C. (CUSTOMS)	MAY 1993	FA89-SP93	<b>JUN 1993</b>	<b>1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>		
34	P.O. BOX 2233, AGANA 96910			8 YRS	7 YRS	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	<b>END</b>		
35														
36	GEORGE, ROSITA M. (ATTY. GEN.)	MAY 1995	FA89-SP95	<b>JUN 1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>						
37	P.O. BOX 11313 YIGO 96929													
38														
39	HOWARD, MARC J. (GPD)	DECEMBER 1994	SP92-FA94											
40	P.O. BOX 21763 GMF, 96921													
41														
42	LUJAN, ANTONIA C. (DOE)	MAY 1994	FA89-SP94	<b>JUN 1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>
43	P.O. BOX 27251, GMF 96921			10 YRS	9 YRS	8 YRS	7 YRS	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	<b>END</b>
44														
45	LUJAN, FRANKIE J.T. (AG)	MAY 1994	FA89-SP94	<b>JUN 1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>
46	P.O. BOX 22472, GMF 96921			10 YRS	9 YRS	8 YRS	7 YRS	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	<b>END</b>
47														
48	MANIBUSAN, JOEY A. (GFD)	MAY 1995	SP92-SP95	<b>JUN 1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>						
49	P.O. BOX 9274 DEDED0, 96912													
50														
51	MILLER, MARK (PUAG)	MAY 1993	FA89-SP93	<b>JUN 1993</b>	<b>1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>		
52	P.O. BOX 25743, GMF, 96921			8 YRS	7 YRS	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	<b>END</b>		
53														
54	MUNA, JOANN W. (GPA)	MAY 1993	FA89-SP93	<b>JUN 1993</b>	<b>1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>		
55	P.O. BOX 6487, TAMUNING 96911			8 YRS	7 YRS	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	<b>END</b>		
56														
57	PARK, CHAN HO (GPD)	MAY 1994	FA9-SP94	<b>JUN 1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>		
58	P.O. BOX 21777, GMF 96910			8 YRS	7 YRS	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YRS	<b>END</b>		
59														
60	PAULINO, KENNETH R. (CUSTOMS)	DECEMBER 1993	FA91-FA93	<b>JAN 1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	7/97					
61	P.O. BOX 583, AGANA 96910			4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	<b>END</b>					
62														

PEDRO SANCHEZ SCHOLARSHIP COMPLETION LISTING

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O -
63	PAULINO, SANDRA L.W. (DPHSS)	MAY 1993	SP91-SP93	JUN 1993	1994	1995	1996	1997	12/97					
64	#141 CALVO BEACH RD., TALOFOFO, 96930			4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	END					
65														
66	KLOPPENBERG, ARLEAN PEREZ	MAY 1993	FA89-FA92	JUN 1993	1994	1995	1996	1997	1998	1999	12/99			
67	P.O. BOX 818, AGANA 96910			6.5 YRS	5.5 YRS	4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	END			
68														
69	MAFNAS, CECILIA D. (PUAG)	MAY 1995	FA89-SP95	JUN 1995	1996	1997	1998	1999						
70	239 REDONDON LUCHAN ST. DEDEDO 96912													
71														
72	RIOS, JEFFREY B. (PUAG)	MAY 1995	SP90-SP95	JUN 1995	1996	1997	1998	1999						
73	#59 WEST SANTA MONICA DEDEDO 96912													
74														
75	ROSARIO, TERESITA (COMMERCE)	MAY 1994	FA89-SP94	JUN 1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
76	P.O. BOX 8567, YONA 96914			10 YRS	9 YRS	8 YRS	7 YRS	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	END
77														
78	SABLAN, DORIS D. (SUPERIOR COURT)	MAY 1995	FA89-SP95	JUN 1995	1996	1997	1998	1999						
79	P.O. BOX 1000 AGANA, 96910													
80														
81	SAN NICOLAS, LAWRENCE	MAY 1995	FA89-SP95	JUN 1995	1996	1997	1998	1999						
82	P.O. BOX 9239 DEDEDO 96912													
83														
84	SAN NICOLAS, NORMA P.	MAY 1995	SP93-SP95	JUN 1995	1996	1997	1998	1999						
85	P.O. BOX 26181 GMF 96921													
86														
87	TAJERON, KATHERINE A. (DOL)	MAY 1993	SP90-SP93	JUN 1993	1994	1995	1996	1997	1998	1999	12/99			
88	#116 REYES CT., AGANA 96919			6.5 YRS	5.5 YRS	4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	END			
89														
90	TAITANO, VICKIE A. (GTA)	MAY 1993	FA90-SP93	JUN 1993	1994	1995	1996	1997	1998	1999				
91	P.O. BOX 24104, GMF 96921			6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	END				
92														
93														

AS OF JULY 31, 1995 INCLUSIVE GRADUATES OF MAY 1995

PEDRO SANCHEZ SCHOLARSHIP COMPLETION LISTING

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
94	TENORIO, CARLEEN (PHSS)	MAY 1995	SP90-SP95	JUN 1995	1996	1997	1998	1999						
95	P.O. BOX 1624 AGANA, 96910													
96														
97														
98	TENORIO, JOSEPH T. (GFD)	MAY 1993	SP90-SP93	JUN 1993	1994	1995	1996	1997	1998	1999	12/99			
99	P.O. BOX 1624, AGANA 96910			6.5 YRS	5.5 YRS	4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	END			
100														
101	TERLAJE, GERARD E.S. (GFD)	MAY 1995	SP90-SP95	JUN 1995	1996	1997	1998	1999						
102														
103														
104	TOVES, CAROLYN M. (GMH)	DECEMBER 1993	SP91-FA93	JAN 1994	1995	1996	1997	1998	1999	2000				
105	P.O. BOX 21402, GMF 96921			6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	END				
106														
107	TOVES, PAUL J. (CUSTOMS)	MAY 1993	SP90-SP93	JUN 1993	1994	1995	1996	1997	1998	1999	12/99			
108	C/O BOX 17A, COMNAV MAR			6.5 YRS	5.5 YRS	4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	END			
109	FPO, SAN FRANCISCO 96639													
110														
111	VENZLAUSKAS, MAGARET N. (GPD)	MAY 1994	SP91-SP94	JUN 1994	1995	1996	1997	1998	1999	2000	12/00			
112	160 GARDENIA AVE, LATTE HTS. 96913			6.5 YRS	5.5 YRS	4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	END			
113														
114														
115	<b>MPA DEGREE GRADUATES</b>													
116														
117	ADA, HELEN (PUAG)	MAY 1995	FA94-SP95	JUN 1995	1996	1997								
118	P.O. BOX 20292 GMF 96921			2 YRS	1 YR	END								
119														
120	BERG, JULIA K. (DPHSS)	MAY 1993	SP90-SP93	JUN 1993	1994	1995	1996	1997	1998	1999	12/99			
121	P.O. BOX 2816, AGANA 96910			6.5 YRS	5.5 YRS	4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	END			
122														
123	CAULEY, ROGER (GMH)	MAY 1995	FA91-FA95	JUN 1995	1996	1997	1998	1999						
124	P.O. BOX 8365 TAMUNING 96911													

AS OF JULY 31, 1995 INCLUSIVE GRADUATES OF MAY 1995



PEDRO SANCHEZ SCHOLARSHIP COMPLETION LISTING

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
125														
126	CEPEDA, BARBARA P.	MAY 1993		JUN 1993	1994	1995	1996	1997	1998					
127	P.O. BOX 10224, SINAJANA 96926	DEFERRED												
128														
129														
130	DECASTRO, CYNTHIA (DPHSS)	MAY 1993	SP91-SP93	JUN 1993	1994	1995	1996	1997	12/97					
131	P.O. BOX 7071, TAMUNING 96911			4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	END					
132														
133	DENUSTA, KENNETH (DOE)	MAY 1993	FA89-SP93	JUN 1993	1994	1995	1996	1997	1998	1999	12/99			
134	#150 CALAMENDO, DEDEDO 96912			6.5 YRS	5.5 YRS	4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	END			
135														
136	KOWALSKI, KIMBERLY	MAY 1995	SP1994-FA95	JUN 1995	1996	1997	1998	1999						
137	168 GRANADA LANE SINAJANA 96926													
138														
139	LEON GUERRERO, HENRY	MAY 1995	SP91-FA95	JUN 1995	1996	1997	1998	1999						
140	P.O. BOX 9914 TAMUNING 96911													
141														
142	TYDINGCO, FRANCESCA S. (PUAG)	DECEMBER 1994	FA89-SP92	JAN 1994	1995	1996	1997	1998	1999	2000	2001	2002	06/02	
143	P.O. BOX 24842 GMF, 96921	SEND LTTR	SP93, FA94	8.5 YRS	7.5 YRS	6.5 YRS	5.5 YRS	4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	END	
144														
145	WOOTTEN, ALFRED V. (DYA)	MAY 1993	FA89-SP93	JUN 1993	1994	1995	1996	1997	1998	1999				
146	PIA MARINE SUITE 1204		OUT ON SP90	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	END				
147	193 TUMON LANE TAMUNING 96911													
148														

AS OF JULY 31, 1995 INCLUSIVE GRADUATES OF MAY 1995

# **PEDRO "DOC" SANCHEZ SCHOLARSHIP PROGRAM**

## **Scholars Broken Down by Department or Agency**

**About 66% of all of the Government of Guam Departments and Agencies from the Executive and Judicial Branch are represented in the Pedro "DOC" Sanchez Scholarship program.**

**The largest sources of scholars for the program are as follows:**

<b>Department of Public Health and Human Services:</b>	<b>18</b>
<b>Public Utility Agency of Guam:</b>	<b>17</b>
<b>Guam Police Department:</b>	<b>16</b>
<b>Guam Telephone Authority:</b>	<b>11</b>
<b>Department of Administration:</b>	<b>10</b>
<b>Department of Commerce:</b>	<b>10</b>
<b>Superior Court of Guam:</b>	<b>10</b>

**PEDRO "DOC" SANCHEZ SCHOLARSHIP PROGRAM  
HIGH SCHOOL PRIOR TO ENROLLMENT:**

	TOTAL	FA 89	SP 90	FA 90	SP 91	FA 91	SP 92	FA 92	SP 93
George Washington High	47	19	9	3		4	2	2	8
John F. Kennedy High	33	11	5	1	7	4	3	1	1
Guam Community College	24	6	1	1	3	8	1	3	1
Notre Dame High	10		4	2	2		1	1	
Academy of Our Lady	4	2	1					1	
Inarajan High	3					1	1	1	
Oceanview High	2					1	1		
Simon Sanchez High	2						1		1
Father Duenas Memorial High	1		1						
G.E.D.	4	1			1	1	1		
<b>OFF-ISLAND SCHOOLS</b>									
Missouri State	2	1						1	
New York State	1		1						
Washington State	1		1						
Hawaii State	1			1					
Oregon State	1			1					
California State	1				1				
Pennsylvania State	1					1			
Philippines	1						1		
Fiji	1							1	
Not Known (unspecified)	1		1						
<b>TOTAL</b>	<b>141</b>	<b>40</b>	<b>24</b>	<b>9</b>	<b>14</b>	<b>20</b>	<b>12</b>	<b>11</b>	<b>11</b>

**Table I**

Source: Pedro Sanchez Scholarship Program Files

**PEDRO "DOC" SANCHEZ  
SCHOLARSHIP PROGRAM  
FUNDS EXPENDED  
(TUITION, FEES & BOOKS)**

<b>TOTAL</b>	<b>\$399,760.66</b>	<b>(FA89 TO SP93)</b>
--------------	---------------------	-----------------------

Fall 89	\$31,770.95	
Spring 90	\$45,057.31	
Fall 90	\$42,438.55	
Spring 91	\$43,956.40	
Fall 91	\$58,479.65	
Spring 92	\$57,725.50	
Summer 92		\$997.45
Fall 92	\$59,902.08	
Spring 93	\$59,432.57	

Summer 93		\$18,903.74
Fall 93	\$48,857.88	
Spring 94	\$52,701.02	
Summer 94		\$18,302.96
Fall 94	\$62,973.93	

<b>GRAND TOTAL:</b>	<b>(SINCE INCEPTION)</b>	<b>\$601,518.19</b>
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Source: U.O.G. Business Office

Table IX

PEDRO SANCHEZ SCHOLARSHIP COMPLETION LISTING

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1														
2	NAME	GRADUATION	SCHOLARSHIP	SERVICE										
3			ATTENDANCE	START/										
4				REPAY										
5														
6														
7	<b>BSPA DEGREE GRADUATES</b>													
8														
9	AFLAGUE, GERAR V. (COMMERCE)	DECEMBER 1992	FA91-FA92	JAN 1993	1994	1995	7/95							
10	P.O. BOX 391 AGANA 96910			2.5 YRS	1.5 YRS	6 MOS	END							
11														
12	ANDERSON, ANDREW W. (AG)	MAY 1993	FA89-SP93	JUN 1993	1994	1995	1996	1997	1998	1999	2000	2001		
13	P.O. BOX 11257, YIGO 96929			8 YRS	7 YRS	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	END		
14														
15	BENAVENTE, THERESE M. (ENERGY OFC)	MAY 1995	SP91-SP95	JUN 1995	1996	1997	1998	1999						
16	424 N. MARIPOSA CT. DEDEDO, 96912													
17														
18	BORJA, PATSY A. (GHC)	MAY 1994	FA89-SP94	JUN 1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
19	GEN. DELIVERY SINAJANA 96926	RESIGNED		10 YRS	9 YRS	8 YRS	7 YRS	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	END
20														
21	CEPEDA, PATRICK	DECEMBER 1992	FA90-FA92	JAN 1993	1994	1995	1996	1997	7/97					
22	P.O. BOX 10224, SINAJANA 96926	DEFERRED		4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	END					
23														
24	DAMIAN, FRANCIS (GEPa)	MAY 1994	FA89-SP94	JUN 1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2003
25	P.O. BOX 741, AGANA 96910			10 YRS	9 YRS	8 YRS	7 YRS	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	END
26														
27	DIRIGE, ROY B. (GFD)	MAY 1993	SP90-SP93	JUN 1993	1994	1995	1996	1997	1998	1999	12/99			
28	P.O. BOX 8521, YONA 96914			6.5 YRS	5.5 YRS	4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	END			
29														
30	EAY, PACITA M. (DOA)	DECEMBER 1992	FA89-FA92	JAN 1993	1994	1995	1996	1997	1998	1999	7/99			
31	P.O. BOX 3963, AGANA, 96910			6.5 YRS	5.5 YRS	4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	END			

34 BSPA  
 10 MP  
 47 student

PEDRO SANCHEZ SCHOLARSHIP COMPLETION LISTING

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
32														
33	FLORES, DAVID C. (CUSTOMS)	MAY 1993	FA89-SP93	<b>JUN 1993</b>	<b>1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>		
34	P.O. BOX 2233, AGANA 96910			8 YRS	7 YRS	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	<b>END</b>		
35														
36	GEORGE, ROSITA M. (ATTY. GEN.)	MAY 1995	FA89-SP95	<b>JUN 1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>						
37	P.O. BOX 11313 YIGO 96929													
38														
39	HOWARD, MARC J. (GPD)	DECEMBER 1994	SP92-FA94											
40	P.O. BOX 21763 GMF, 96921													
41														
42	LUJAN, ANTONIA C. (DOE)	MAY 1994	FA89-SP94	<b>JUN 1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>
43	P.O. BOX 27251, GMF 96921			10 YRS	9 YRS	8 YRS	7 YRS	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	<b>END</b>
44														
45	LUJAN, FRANKIE J.T. (AG)	MAY 1994	FA89-SP94	<b>JUN 1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>
46	P.O. BOX 22472, GMF 96921			10 YRS	9 YRS	8 YRS	7 YRS	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	<b>END</b>
47														
48	MANIBUSAN, JOEY A. (GFD)	MAY 1995	SP92-SP95	<b>JUN 1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>						
49	P.O. BOX 9274 DEDEDO, 96912													
50														
51	MILLER, MARK (PUAG)	MAY 1993	FA89-SP93	<b>JUN 1993</b>	<b>1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>		
52	P.O. BOX 25743, GMF, 96921			8 YRS	7 YRS	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	<b>END</b>		
53														
54	MUNA, JOANN W. (GPA)	MAY 1993	FA89-SP93	<b>JUN 1993</b>	<b>1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>		
55	P.O. BOX 6487, TAMUNING 96911			8 YRS	7 YRS	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	<b>END</b>		
56														
57	PARK, CHAN HO (GPD)	MAY 1994	FA9-SP94	<b>JUN 1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>		
58	P.O. BOX 21777, GMF 96910			8 YRS	7 YRS	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YRS	<b>END</b>		
59														
60	PAULINO, KENNETH R. (CUSTOMS)	DECEMBER 1993	FA91-FA93	<b>JAN 1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>7/97</b>					
61	P.O. BOX 583, AGANA 96910			4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	<b>END</b>					
62														

PEDRO SANCHEZ SCHOLARSHIP COMPLETION LISTING

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
63	PAULINO, SANDRA L.W. (DPHSS)	MAY 1993	SP91-SP93	<b>JUN 1993</b>	1994	1995	1996	1997	12/97					
64	#141 CALVO BEACH RD., TALOFOFO, 96930			4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	<b>END</b>					
65														
66	KLOPPENBERG, ARLEAN PEREZ	MAY 1993	FA89-FA92	<b>JUN 1993</b>	1994	1995	1996	1997	1998	1999	12/99			
67	P.O. BOX 818, AGANA 96910			6.5 YRS	5.5 YRS	4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	<b>END</b>			
68														
69	MAFNAS, CECILIA D. (PUAG)	MAY 1995	FA89-SP95	<b>JUN 1995</b>	1996	1997	1998	1999						
70	239 REDONDON LUCHAN ST. DEDEDO 96912													
71														
72	RIOS, JEFFREY B. (PUAG)	MAY 1995	SP90-SP95	<b>JUN 1995</b>	1996	1997	1998	1999						
73	#59 WEST SANTA MONICA DEDEDO 96912													
74														
75	ROSARIO, TERESITA (COMMERCE)	MAY 1994	FA89-SP94	<b>JUN 1994</b>	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
76	P.O. BOX 8567, YONA 96914			10 YRS	9 YRS	8 YRS	7 YRS	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	<b>END</b>
77														
78	SABLAN, DORIS D. (SUPERIOR COURT)	MAY 1995	FA89-SP95	<b>JUN 1995</b>	1996	1997	1998	1999						
79	P.O. BOX 1000 AGANA, 96910													
80														
81	SAN NICOLAS, LAWRENCE	MAY 1995	FA89-SP95	<b>JUN 1995</b>	1996	1997	1998	1999						
82	P.O. BOX 9239 DEDEDO 96912													
83														
84	SAN NICOLAS, NORMA P.	MAY 1995	SP93-SP95	<b>JUN 1995</b>	1996	1997	1998	1999						
85	P.O. BOX 26181 GMF 96921													
86														
87	TAJERON, KATHERINE A. (DOL)	MAY 1993	SP90-SP93	<b>JUN 1993</b>	1994	1995	1996	1997	1998	1999	12/99			
88	#116 REYES CT., AGANA 96919			6.5 YRS	5.5 YRS	4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	<b>END</b>			
89														
90	TAITANO, VICKIE A. (GTA)	MAY 1993	FA90-SP93	<b>JUN 1993</b>	1994	1995	1996	1997	1998	1999				
91	P.O. BOX 24104, GMF 96921			6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	<b>END</b>				
92														
93														

PEDRO SANCHEZ SCHOLARSHIP COMPLETION LISTING

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
94	TENORIO, CARLEEN (PHSS)	MAY 1995	SP90-SP95	JUN 1995	1996	1997	1998	1999						
95	P.O. BOX 1624 AGANA, 96910													
96														
97														
98	TENORIO, JOSEPH T. (GFD)	MAY 1993	SP90-SP93	JUN 1993	1994	1995	1996	1997	1998	1999	12/99			
99	P.O. BOX 1624, AGANA 96910			6.5 YRS	5.5 YRS	4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	END			
100														
101	TERLAJE, GERARD E.S. (GFD)	MAY 1995	SP90-SP95	JUN 1995	1996	1997	1998	1999						
102														
103														
104	TOVES, CAROLYN M. (GMH)	DECEMBER 1993	SP91-FA93	JAN 1994	1995	1996	1997	1998	1999	2000				
105	P.O. BOX 21402, GMF 96921			6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	END				
106														
107	TOVES, PAUL J. (CUSTOMS)	MAY 1993	SP90-SP93	JUN 1993	1994	1995	1996	1997	1998	1999	12/99			
108	C/O BOX 17A, COMNAV MAR			6.5 YRS	5.5 YRS	4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	END			
109	FPO, SAN FRANCISCO 96639													
110														
111	VENZLAUSKAS, MAGARET N. (GPD)	MAY 1994	SP91-SP94	JUN 1994	1995	1996	1997	1998	1999	2000	12/00			
112	160 GARDENIA AVE, LATTE HTS. 96913			6.5 YRS	5.5 YRS	4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	END			
113														
114														
115	<b>MPA DEGREE GRADUATES</b>													
116														
117	ADA, HELEN (PUAG)	MAY 1995	FA94-SP95	JUN 1995	1996	1997								
118	P.O. BOX 20292 GMF 96921			2 YRS	1 YR	END								
119														
120	BERG, JULIA K. (DPHSS)	MAY 1993	SP90-SP93	JUN 1993	1994	1995	1996	1997	1998	1999	12/99			
121	P.O. BOX 2816, AGANA 96910			6.5 YRS	5.5 YRS	4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	END			
122														
123	CAULEY, ROGER (GMH)	MAY 1995	FA91-FA95	JUN 1995	1996	1997	1998	1999						
124	P.O. BOX 8365 TAMUNING 96911													

AS OF JULY 31, 1995 INCLUSIVE GRADUATES OF MAY 1995



PEDRO SANCHEZ SCHOLARSHIP COMPLETION LISTING

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
125														
126	CEPEDA, BARBARA P.	MAY 1993		JUN 1993	1994	1995	1996	1997	1998					
127	P.O. BOX 10224, SINAJANA 96926	<b>DEFERRED</b>												
128														
129														
130	DECASTRO, CYNTHIA (DPHSS)	MAY 1993	SP91-SP93	JUN 1993	1994	1995	1996	1997	12/97					
131	P.O. BOX 7071, TAMUNING 96911			4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	<b>END</b>					
132														
133	DENUSTA, KENNETH (DOE)	MAY 1993	FA89-SP93	JUN 1993	1994	1995	1996	1997	1998	1999	12/99			
134	#150 CALAMENDO, DEDEDO 96912			6.5 YRS	5.5 YRS	4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	<b>END</b>			
135														
136	KOWALSKI, KIMBERLY	MAY 1995	SP1994-FA95	JUN 1995	1996	1997	1998	1999						
137	168 GRANADA LANE SINAJANA 96926													
138														
139	LEON GUERRERO, HENRY	MAY 1995	SP91-FA95	JUN 1995	1996	1997	1998	1999						
140	P.O. BOX 9914 TAMUNING 96911													
141														
142	TYDINGCO, FRANCESCA S. (PUAG)	DECEMBER 1994	FA89-SP92	JAN 1994	1995	1996	1997	1998	1999	2000	2001	2002	06/02	
143	P.O. BOX 24842 GMF, 96921	<b>SEND LTTR</b>	SP93, FA94	8.5 YRS	7.5 YRS	6.5 YRS	5.5 YRS	4.5 YRS	3.5 YRS	2.5 YRS	1.5 YRS	6 MOS	<b>END</b>	
144														
145	WOOTTEN, ALFRED V. (DYA)	MAY 1993	FA89-SP93	JUN 1993	1994	1995	1996	1997	1998	1999				
146	PIA MARINE SUITE 1204		OUT ON SP90	6 YRS	5 YRS	4 YRS	3 YRS	2 YRS	1 YR	<b>END</b>				
147	193 TUMON LANE TAMUNING 96911													
148														

STATEMENT BY DR. DALJIT SINGH  
PROFESSOR OF PUBLIC ADMINISTRATION  
UNIVERSITY OF GUAM

Delivered on November 3, 1995 in support of Bill No. 204: An Act to repeal and reenact Public Law 19-45, to establish the Pedro "Doc" Sanchez professional scholarship for career employees of the Government of Guam, introduced in the Twenty-Third Guam Legislature, 1995 (first) Regular Session.

*Vice speaker Ted Nelson*

~~Madam Chairperson~~ and the distinguished members of the ~~Government~~ Committee on Education, Twenty-Third Guam Legislature:

My name is Daljit Singh. Currently, I am a Professor of Public Administration and Chairperson of the MPA Program in the College of Business and Public Administration, University of Guam. For the last seventeen years, I have served in this capacity as Professor and in the recent past (from 1984 to 1989) as Dean of the College of Business and Public Administration. From 1989 to 1991, while on leave from UOG, I served as Dean of the College of Business and Public Management, University of the District of Columbia, Washington, D.C.

Tonight, I am here to support this Bill 204. I supported the original Public Law 19-45, that was sponsored by Senator Martha Ruth. I consider this law to be one of the best documented proof of an excellent investment made by the Government of Guam. It continues to enlarge an existing pool of highly qualified and trained personnel in GovGuam.

This program has a clear statement of mission and philosophy to provide the latest theories and skills of public management in service oriented organizations. During the past six years, we have graduated students, those who have articulated not only the finest management philosophy of "Doc" Sanchez but also displayed a clear commitment to professional excellence. The Department of Quarantine and Custom is a good example of our efforts. Some of their best employees are product of this program.

We have clear policies and procedures which reflect internal control over recruitment and selection of employees as students. We have well defined procedures for selection, orientation and instruction. The selection procedures ensure that selected candidates represent the target population within the framework of GovGuam's affirmative action policies.

The Program offers a number of evening classes to minimize any conflicts with work requirements of selected candidates. There are some exceptions. The candidates for the MPA degree require a comprehensive written project or thesis for graduation. This requirement normally requires an intensive research or study for at least one semester. We recommend that candidates be given a leave of absence with pay during the period of this required research, otherwise, it will be very difficult, if not impossible to complete the graduate program.

We evaluate the participants on a continues basis through a structured process. Next week, all those who have enter<sup>d</sup> the

graduate program in 1994 will be taking a comprehensive four hour qualifying examination. This examination is drafted by the CBPA faculty for students to qualify for MPA candidacy status. Without this status, they cannot receive the degree.

All instructors and instructional materials are evaluated. Instructors are evaluated by students, peers, as well as by their deans. The instructional syllabi and materials are evaluated by the faculty and by the UOG Academic Affairs Committee. The whole process from recruitment to the granting of diplomas goes through regular quality control checks

Considering the above facts, I support the program as presented in this Bill. I ~~can~~ assure you, it will have a lasting impact on the quality of services delivered by our government.

**FISCAL NOTE**  
**OFFICE OF BUDGET AND MANAGEMENT RESEARCH**

Exhibit E 11-18-95

Bill No. 204  
Mandatory Bill YES  NO

Date Received 5-5-95  
Date Reviewed 11-1-95

Department/Agency Affected: University of Guam - Pedro "Doc" Sanchez  
Department/Agency Head: John Salas, President  
Total FY Appropriation to Date: \$427,751 (P.L. 22-140 Cp. 3 Sec. 1b)

Bill Title (preamble): AN ACT TO REPEAL AND REENACT PUBLIC LAW 19-45, TO ESTABLISH  
THE PEDRO "DOC" SANCHEZ PROFESSIONAL SCHOLARSHIP FOR CAREER EMPLOYEES OF THE  
GOVERNMENT OF GUAM.

Change in Law: Repeal and Reenact Public Law 19-45

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

Bill is for:  Operations    Capital Improvement    Other (  )

FINANCIAL/PROGRAM IMPACT

PROGRAM CATEGORY	ESTIMATED SINGLE-YEAR FUND REQUIREMENTS (Per Bill)		TOTAL
	GENERAL FUND	OTHER	
<u>Education</u>	<u>See Footnote</u>		

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

FUNDS ADEQUATE TO COVER INTENT OF THE BILL? YES/NO-IF NO, ADD'L AMOUNT REQUIRED See Footnote  
AGENCY/PERSON/DATE CONTACTED: University of Guam / Dr. Guthertz / 5-16-95

FUND	ESTIMATED POTENTIAL MULTI-YEAR REVENUES					TOTAL
	1st	2nd	3rd	4th	5th	
GENERAL FUND	<u>-0-</u>					
OTHER						
TOTAL						

ANALYST Rally Sood *[Signature]* DATE 11-3-95 DIRECTOR Joseph E. Rivera *[Signature]* Acting DATE   

FOOTNOTES: See attached.

Attachment and Footnote to Fiscal Note on Bill#204 - Revised

It should also be noted that a fiscal impact would be realized not only with the positions being authorized but also by requiring the University of Guam to extend "full and complete assistance" and absorbing "administrative and professional development costs" as well as costs associated with "logistics, office space and other needed support". The Bill also requires financial support for tuition, fees and textbooks for scholarship recipients in addition to indicating that qualifications and compensation for these positions "be equivalent to those of other similar positions at the University of Guam. These costs cannot be quantified at this time due to unavailability of data applicable to the University of Guam.

**FISCAL NOTE**  
**BUREAU OF BUDGET AND MANAGEMENT RESEARCH**

*Exhibit F* **BAMS-F1**  
 MAY 19 1995

Bill No. 204 YES  NO  Date Received 5-5-95  
 Amendatory Bill Date Reviewed 5-16-95

Department/Agency Affected: University of Guam - Pedro "Doc" Sanchez  
 Department/Agency Head: John Salas, President  
 Total FY Appropriation to Date: \$427,751 (P.L. 22-140 CP. 3 Sec. 1b)

Bill Title (preamble) : AN ACT TO REPEAL AND REENACT PUBLIC LAW 19-45, TO ESTABLISH  
THE PEDRO "DOC" SANCHEZ PROFESSIONAL SCHOLARSHIP FOR CAREER EMPLOYEES OF THE  
GOVERNMENT OF GUAM.

Change in Law: Repeal and Reenact Public Law 19-45

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	
<u>Education</u>	<u>See Footnote</u>	<u>    </u>	<u>    </u>

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

FUNDS ADEQUATE TO COVER INTENT OF THE BILL? YES/NO-IF NO, ADD'L AMOUNT REQUIRED \$      See Footnote  
 AGENCY/PERSON/DATE CONTACTED: University of Guam / Dr. Guthertz / 5-16-95

FUND	ESTIMATED POTENTIAL MULTI-YEAR REVENUES					
	1st	2nd	3rd	4th	5th	TOTAL
<u>GENERAL FUND</u>	<u>-0-</u>	<u>    </u>	<u>    </u>	<u>    </u>	<u>    </u>	<u>    </u>
<u>OTHER</u>	<u>-0-</u>	<u>    </u>	<u>    </u>	<u>    </u>	<u>    </u>	<u>    </u>
<u>TOTAL</u>	<u>-0-</u>	<u>    </u>	<u>    </u>	<u>    </u>	<u>    </u>	<u>    </u>

ANALYST Rajiv Sood DATE 5/18/95 DIRECTOR Joseph E. Rivera Acting DATE MAY 19 1995

FOOTNOTES:  
 See attached.

Attachment and Footnote to Fiscal Note on Bill #204

Bill 204 would have a negative impact since Doc Sanchez Scholarship funds are provided to the University of Guam by the General Fund. Based on input provided by Dr. Judy Guthertz of the University of Guam, College of Business and Public Administration, the Bill would require additional financial support equivalent to an increase of at least 25% from the current fiscal year's appropriation for this program. This 25% increase equates to approximately \$107,000. Dr. Guthertz also indicated that the University recognizes the improbability of filling the positions of Program Coordinator and Secretary outlined in the Bill, this fiscal year.

It should also be noted that a fiscal impact would be realized not only with the positions being authorized but also by requiring the University of Guam to extend "full and complete assistance" and absorbing "administrative and professional development costs" as well as costs associated with "logistics, office space and other needed support". The Bill also requires financial support for tuition, fees and textbooks for scholarship recipients in addition to indicating that qualifications and compensation for these positions "be equivalent to those of other similar positions at the University of Guam. These costs cannot be quantified at this time due to unavailability of data applicable to the University of Guam. The granting of administrative leave for employees enrolled in this program would also prove detrimental as administrative leave also contains costs inherently associated with it.

Therefore, although the full impact of the Bill cannot be ascertained at this time, a breakdown of minimum probable costs is as follows:

1	Program Coordinator I	\$ 24,656 + \$7,435 (benefits)
1	Secretary (I Typist)	\$ 18,723 + \$6,268 (benefits)
	Minimum of 25% additional support per fiscal year	<u>\$107,000</u>
	Minimum Total (Annual)	<u>\$164,082</u>

As a final note, the Bill will further erode the Government of Guam's fragile financial position as a sizable cash deficit already exists.





# COMMITTEE ON RULES

Twenty-Third Guam Legislature  
155 Hesler St., Agana, Guam 96910

April 3, 1995

## MEMORANDUM

**TO:** Chairperson, Committee on General Governmental  
Operations and Micronesian Affairs

**FROM:** Chairman, Committee on Rules

**SUBJECT:** Referral - Bill No. 204

The above Bill is referred to your Committee as the principal committee. Please note that the referral is subject to ratification by the Committee on Rules at its next meeting. It is recommended you schedule a public hearing at your earliest convenience.



SONNY LUJAN ORSINI

Attachment

**Introduced**

APR 05 1995

TWENTY-THIRD GUAM LEGISLATURE  
1995 (FIRST) Regular Session

Bill No. 204 (LS)

Introduced by:

A.C. Lamorena V. *CL*  
E. Barrett-Anderson  
A.C. Blaz  
J.M. Brown  
F.P. Camacho  
M. Forbes  
C. Leon Guerrero  
A.R. Unpingco

AN ACT TO REPEAL AND REENACT PUBLIC LAW 19-45, TO ESTABLISH  
THE PEDRO "DOC" SANCHEZ PROFESSIONAL SCHOLARSHIP FOR CAREER  
EMPLOYEES OF THE GOVERNMENT OF GUAM.

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

2 Section 1. Legislative Intent. The Organic Act of Guam and  
3 local law provides that the government of Guam shall establish a  
4 career service based on merit and adopt measures to promote morale,  
5 efficiency and integrity in the government service. The  
6 development and retention of a competent workforce in the  
7 supervisory and managerial ranks of the public service is a primary  
8 concern of the government. To attain this objective, it is  
9 necessary that career government personnel be provided with  
10 opportunities for professional academic growth and development.  
11 The purpose of this Act is to establish a government-wide  
12 scholarship program in public administration and in other

1 undergraduate degree programs offered at the College of Business  
2 and Public Administration, University of Guam, and the graduate  
3 M.P.A. program offered at the College of Business and Public  
4 Administration, University of Guam. It shall be the aim of this  
5 program to support qualified career employees of all departments,  
6 agencies, offices, autonomous or semi-autonomous instrumentalities  
7 of the Government of Guam and the Judiciary who desire to take up  
8 undergraduate studies in public administration or in other  
9 undergraduate degree programs offered at the College of Business  
10 and Public Administration, University of Guam and the graduate  
11 M.P.A. program offered at the College of Business and Public  
12 Administration, University of Guam.

13 No one person contributed more to the advancement of education  
14 on our island than the late Honorable Pedro "Doc" Sanchez. Senator  
15 Sanchez had a distinguished career as an educator and as a public  
16 administrator along with his other achievements in the private  
17 sector. The legislature finds it a fitting memorial to him to name  
18 this scholarship program in his honor as a continuing tribute to  
19 his numerous, noteworthy contributions on this Territory.

20 **Section 2. Scope of the Program.** The Pedro "Doc" Sanchez  
21 Professional Scholarship for Career Employees of the Government of  
22 Guam shall be available to all classified government employees who  
23 belong to the career service of the Government of Guam, including  
24 the Judiciary, who desire undergraduate studies in public

1 administration, or in other undergraduate degree programs offered  
2 at the College of Business and Public Administration, University of  
3 Guam, or who wish to enroll in the graduate M.P.A. program offered  
4 at the College of Business and Public Administration, University of  
5 Guam, subject to the conditions established in Sections 3 through  
6 5 of this Act.

7 **Section 3. Numbers of Scholarships** . Each department, agency,  
8 office and autonomous or semi autonomous instrumentality of the  
9 Government of Guam and the Judicial Branch may be granted one  
10 scholarship for every fifteen career employees in the agency at one  
11 time for each academic year at the University of Guam. Those  
12 agencies with less than fifteen career employees may grant one  
13 scholarship.

14 **Section 4. Selection of Scholarship Recipients.** (a) The Chair  
15 and faculty of the Department of Public Administration and Legal  
16 Studies, with the assistance of the Program Coordinator of the  
17 Pedro "Doc" Sanchez Professional Scholarship Program for Career  
18 Employees of the Government of Guam, shall conduct interviews each  
19 semester (Fall, Spring, Summer) for the purpose of selecting  
20 scholarships recipients under this program. The passing of such  
21 interviews and a careful evaluation of the government service  
22 reward and application packets of the candidates shall be  
23 considered in the selection of the scholarship recipients. The  
24 Chair and faculty of the Department of Public Administration and

1 Legal Studies, with the assistance of the Program Coordinator of  
2 the Pedro "Doc" Sanchez Professional Scholarship for Career  
3 Employees of the Government of Guam shall prescribe qualifications  
4 for admission to the scholarship program.

5 (b) Applicants from the departments, agencies, offices and  
6 autonomous or semi-autonomous instrumentalities of the Government  
7 of Guam and the Judiciary shall be interviewed at a time and place  
8 designated by the Chair of the Department of Public Administration  
9 and Legal Studies.

10 (c) In instances where the number of nominees of the Judicial  
11 Branch, a department, agency, office, autonomous or semi-autonomous  
12 instrumentality of the Government of Guam who are eligible for  
13 scholarship awards exceeds the scholarship slots which are  
14 available pursuant to Section 3 of this Act, candidates of that  
15 agency who obtained the higher overall ratings shall be preferred  
16 over those with lower ratings. Eligible applicants who were not  
17 selected for an award due to slot limitations or limited  
18 scholarship funds may reapply during the next scholarship  
19 application period to reactivate their application.

20 **Section 5. Responsibility of the Agency.** (a) Employees  
21 enrolled in this program shall be allowed administrative leave with  
22 pay to attend classes during working hours. Annual leave charged  
23 recipients shall automatically be reinstated. In the case of  
24 graduate M.P.A. students, the agency shall allow full-time

1 administrative leave with pay during the last semester in which the  
2 scholarship recipient performs required research toward his or her  
3 special project or thesis. No overtime pay shall be given at any  
4 time while the recipients are attending actual classes at the  
5 University of Guam.

6 **Section 6. Responsibility of the Scholarship Recipient.** (a) The  
7 scholarship grantee shall enroll for an undergraduate degree in  
8 Public Administration or in any other undergraduate degree program  
9 offered at the College of Business and Public Administration,  
10 University of Guam, or shall enroll in the graduate M.P.A. degree  
11 program at the College of Business and Public Administration,  
12 University of Guam, immediately after being awarded the  
13 scholarship. Scholarship recipients who choose to enroll in a  
14 degree program other than Public Administration at the College of  
15 Business and Public Administration, in keeping with the intent of  
16 the scholarship program, shall be required to minor in Public  
17 Administration in order to ensure that all scholarship recipients  
18 are professionally trained in modern Public Management techniques.  
19 Failure to do so shall result in the automatic forfeiture of the  
20 scholarship.

21       Upon selection for participation in the Sanchez Scholarship  
22 Program, continuation of recipients in the program shall be based  
23 upon meeting the academic standards of the University of Guam as  
24 specified in policies published in the official Undergraduate and

1 Graduate Bulletins (Catalogues) of the University of Guam. Based  
2 upon meeting the academic standards of the University of Guam as  
3 published in the Undergraduate and Graduate Bulletins, Sanchez  
4 recipients may enroll in required degree courses during the Fall,  
5 Spring, Summer and Intercession Semesters.

6 (b) Each scholarship grantee shall enroll for not less than  
7 six (6) academic units and not more than eighteen (18) academic  
8 units per regular fall and spring semesters at the University of  
9 Guam during the period of his or her study grant. Scholarship  
10 recipients may also enroll in a minimum of three (3) credit hours  
11 during the summer and Intercession Semesters to meet degree  
12 requirements. In no case, however, shall a scholarship grantee be  
13 allowed more than seven (7) consecutive years, from the date of  
14 original enrollment, to finish the undergraduate degree at the  
15 College of Business and Public Administration or more than four (4)  
16 consecutive years, from the date of original enrollment, to finish  
17 the graduate degree in Public Administration, (M.P.A.).

18 (c) Each scholarship grantee shall be required to submit  
19 semestral progress reports on his or her studies accompanied by a  
20 certified grade report to the head of the agency in which he or she  
21 is employed. This report shall contain information on: (1) the  
22 subjects enrolled in which satisfy undergraduate College of  
23 Business and Public Administration or graduate M.P.A. degree  
24 requirements at the University of Guam; (2) subjects completed with  
25 the corresponding grades and weights in academic units at the end

1 of every semester; and (3) other matters pertinent of the  
2 scholarship which shall be required from time to time by the agency  
3 head.

4 (d) Upon completion of the scholarship, the grantee shall be  
5 required to render service in a department , agency, office,  
6 autonomous or semi-autonomous instrumentality of the government of  
7 Guam or in the Judicial branch of government of Guam for a period  
8 of two (2) years for every academic year of scholarship received by  
9 him or her, unless he or she shall prefer to reimburse to the  
10 government of Guam all the expenses paid by the latter in  
11 connection with such study grant.

12 (e) Upon enactment of this act, the grantee will no longer be  
13 eligible for a mandatory pay merit increase. The grantees entered  
14 into the program prior to the enactment of this act, and as  
15 evidenced with the awarding of an undergraduate or graduate degree  
16 in Public Administration by the University of Guam, will receive a  
17 one-step merit pay raise from the department, agency, office,  
18 autonomous or semi-autonomous instrumentality of the government of  
19 Guam or the Judiciary in which he or she is employed effective on  
20 the pay period immediately following official certification by the  
21 University of Guam that the grantee has completed all degree  
22 requirements.

23 **Section 7. Funding for the Scholarship Program.** The University of  
24 Guam shall extend full support and complete assistance for the



1 Pedro "Doc" Sanchez Professional Scholarship for Career Employees  
2 of the Government of Guam as mandated by this Act by budgeting for  
3 scholarship funds to support scholarship grantees and to cover all  
4 administrative costs and professional development costs for the  
5 enhancement of the scholarship faculty in the annual fiscal year  
6 budget requests submitted to the Legislature by the University of  
7 Guam.

8 **Section 8. Availability of Scholarship Program.** (a) The Chair of  
9 the Department of Public Administration and Legal Studies of the  
10 College of Business and Public Administration of the University of  
11 Guam, in cooperation with the Program Coordinator shall be  
12 responsible for disseminating scholarship information on a regular  
13 basis throughout the government of Guam.

14 (b) The Chair of the Department of Public Administration and  
15 Legal Studies of the College of Business and Public Administration,  
16 at the University of Guam, and his or her co-faculty members shall  
17 conduct interviews prior to the start of each Fall, Spring and  
18 Summer semesters for the purpose of selecting scholarship  
19 recipients under this program. The Chair may invite representatives  
20 from each of the academic departments of the College of Business  
21 and Public Administration, University of Guam, to serve as a member  
22 of the interview board. The passing of the oral interviews, the  
23 meeting of established University of Guam entrance and academic  
24 requirements, and a demonstrated long-term commitment to excellence

1 in the public service of the government of Guam shall constitute  
2 the primary criteria for selection of scholarship recipients. The  
3 Chair and faculty of the Department of Public Administration and  
4 Legal Studies shall prescribe qualifications for the admission and  
5 continuation of recipients in the scholarship program based upon  
6 the academic standards of the University of Guam as specified in  
7 policies published in the official Undergraduate and Graduate  
8 Bulletins (Catalogues) of the University of Guam.

9 Applicants from the departments, agencies, offices, or units  
10 of the Executive and Judicial branches of the government of Guam  
11 shall meet University of Guam academic requirements and shall be  
12 interviewed at a time and place designated by the Chair and faculty  
13 of the Department of Public Administration and Legal Studies.

14 (c) All funds appropriated by the Legislature for the Pedro  
15 "Doc" Sanchez Professional Scholarship for Career Employees of the  
16 Government of Guam, previously allocated to fund the scholarship  
17 program for the current fiscal year shall be immediately  
18 transferred by the Department of Administration and the Bureau of  
19 Budget and Management Research to the University of Guam within  
20 (15) days of the effective date of this Section. The University of  
21 Guam shall henceforth keep all financial records and all official  
22 administrative and academic records dealing with the current and  
23 former participants of the scholarship program through the  
24 Department of Public Administration and Legal Studies at the  
25 College of Business and Public Administration, University of Guam

1 (for program and academic administration of the scholarship  
2 program) and through the Office of Financial Affairs (for the  
3 business activities of the scholarship program).

4 **Section 9. Responsibility.** The overall responsibility for the  
5 administration of the Pedro "Doc" Sanchez Professional Scholarship  
6 for career Employees of the Government of Guam shall rest with the  
7 Chair and faculty of the Department of Public Administration and  
8 Legal Studies at the College of Business and Public Administration,  
9 University of Guam.

10 **Section 10. Program Coordination.** There is hereby created the  
11 positions of Program Coordinator and Secretary of the Pedro "Doc"  
12 Sanchez Professional Scholarship for Career Employees of the  
13 Government of Guam within the Department of Public Administration  
14 and Legal Studies at the College of Business and Public  
15 Administration, University of Guam. The program Coordinator and  
16 the Secretary shall report to the Chair of the Department of Public  
17 Administration and Legal Studies. The general responsibilities of  
18 the Program Coordinator and the Secretary shall be to plan,  
19 develop, implement and manage the Pedro "Doc" Sanchez Professional  
20 Scholarship for Career Employees of the Government of Guam within  
21 the College of Business and Public Administration, University of  
22 Guam and organize activities for attracting, selecting, orienting,  
23 assisting and monitoring the academic performance of qualified  
24 scholarship participants as directed by the Chair of the Department

1 of Public Administration and Legal Studies at the College of  
2 Business and Public administration, University of Guam. The  
3 qualifications and compensation of the Program Coordinator and the  
4 Secretary positions shall be equivalent to those of other similar  
5 positions at the University of Guam. In addition to the  
6 established University of Guam criteria for similar positions, the  
7 Program Coordinator of the Pedro "Doc" Sanchez Professional  
8 Scholarship for career Employees of the Government of Guam shall  
9 have academic and practical experience in Public Administration and  
10 Public Management and a deep understanding and sensitivity to the  
11 professional academic development needs of career employees of the  
12 Government of Guam. The Secretary shall meet established criteria  
13 for similar positions at the University of Guam. The Chair and  
14 faculty of the department of Public Administration and Legal  
15 Studies shall assist in the recruitment of and selection of  
16 eligible candidates for these positions which shall be in the  
17 classified service of the Government of Guam. The Program  
18 Coordinator and Secretary shall do any and all things necessary and  
19 proper to carry out the intent and purposes of the Pedro "Doc"  
20 Sanchez Professional Scholarship for Career Employees of the  
21 Government of Guam as directed by the Chair of the Department of  
22 Public Administration and Legal Studies. The positions of the  
23 Program Coordinator and the Secretary shall be paid by the Pedro  
24 "Doc" Sanchez Professional Scholarship for Career Employees  
25 Program's existing annual fiscal year budget.

1     **Section 11. Support and Budgeting.** (1) The College of Business and  
2     Public Administration, University of Guam, shall provide the  
3     logistics, office space and other needed support to assist the  
4     Chair of the Department of Public Administration and Legal Studies  
5     in the administration of the Pedro "Doc" Sanchez Professional  
6     Scholarship Program for Career Employees of the Government of Guam.  
7     The Chair of the Department of Public Administration and Legal  
8     Studies shall reflect the financial and other material needs to  
9     cover these costs and the costs of the scholarships to be awarded  
10    in the yearly Departmental budget request of the College of  
11    Business and Public Administration, University of Guam and shall  
12    submit the same to the Legislature via the University of Guam. The  
13    budget request shall also include the projected monies needed for  
14    the tuition, fees and textbooks of the scholarship recipients. The  
15    Department of Public Administration and Legal Studies shall serve  
16    as custodian for the program's records. The University of Guam's  
17    Office of Financial Affairs shall act as the custodian and  
18    disburser for all funds appropriated for the scholarship program.

19           (2) The Chair of the Department of Public Administration and  
20    Legal Studies at the College of Business and Public Administration,  
21    University of Guam, shall establish, pursuant to the Administrative  
22    adjudication Law, rules and regulations and appropriate policies to  
23    govern the Pedro "Doc" Sanchez Professional Scholarship for Career  
24    Employees of the Government of Guam.

1 (3)Based on the established criteria of the various academic  
2 undergraduate degree programs at the College of Business and Public  
3 Administration, University of Guam and the graduate M.P.A. degree  
4 program at the College of Business and Public Administration,  
5 University of Guam, the Chair and faculty of the Department of  
6 Public Administration and Legal Studies shall interview, select and  
7 award scholarships to eligible applicants of the Pedro "Doc"  
8 Sanchez Professional Scholarship for Career Employees of the  
9 Government of Guam. Successful scholarship applicants may major in  
10 any undergraduate degree program, including Public Administration,  
11 offered at the College of Business and Public Administration, at  
12 the University of Guam but must pursue a minor in Public  
13 Administration if they choose not to major in Public Administration  
14 in keeping with the intent of the scholarship program.

15 (4) The Chair and faculty of the Department of Public  
16 Administration and Legal Studies at the College of Business and  
17 Public Administration, University of Guam, with the assistance of  
18 the Program Coordinator for the scholarship program and other  
19 academic unit Chairs of the College of Business and Public  
20 Administration, shall periodically make an assessment of the  
21 professional staffing needs of the Government of Guam and the  
22 Judiciary and assess the adequacy and up-to-dateness of the  
23 professional undergraduate degree programs of the College of  
24 Business and Public Administration, University of Guam, and the  
25 graduate M.P.A. degree program in responding to these needs. The

1 chair of the Department of Public Administration and Legal Studies  
2 shall report findings and recommendations to the Dean of the  
3 College of Business and Public Administration, University of Guam,  
4 to the President of the University of Guam and to the Board of  
5 Regents of the University of Guam.

6 (5) The Chair and faculty of the Department of Public  
7 Administration and Legal Studies, with the assistance of the  
8 Program Coordinator and with the support of the College of Business  
9 and Public Administration, University of Guam, Shall do any and all  
10 things necessary to properly carry out the intent and purposes of  
11 the Pedro "Doc" Sanchez Professional Scholarship for Career  
12 Employees of the Government of Guam.

13 **Section 12. Effective Date.** This law shall take effect immediately  
14 upon its enactment.