



Office of the Governor of Guam

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Felix P. Camacho
Governor

Michael W. Cruz, M.D.
Lieutenant Governor

15 AUG 2008

2008 AUG 22 AM 8:54

The Honorable Judith T. Won Pat, Ed.D.
Speaker
Mina' Bente Nuebi Na Liheslaturan Guåhan
155 Hessler Street
Hagåtña, Guam 96910

Dear Speaker Won Pat:

Transmitted herewith is Bill No. 239(LS), "AN ACT TO AMEND §55102 OF CHAPTER 55, DIVISION 3, TITLE 10 OF THE GUAM CODE ANNOTATED, RELATIVE TO COMPENSATION OF PUBLIC SAFETY AND LAW ENFORCEMENT OFFICERS, AND TO MAKE APPROPRIATIONS TO FUND SAID COMPENSATION" which I signed into law on August 14, 2008 as **Public Law 29-105**.

Sinseru yan Magåhet,

MICHAEL W. CRUZ, M.D.
I Maga'låhen Guåhan, para pa'go
Acting Governor of Guam

Attachment: copy of Bill

cc: The Honorable Tina Rose Muña Barnes,
Senator and Legislative Secretary

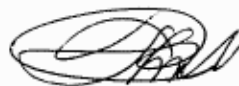
29-08-0632

Office of the Speaker
Judith T. Won Pat, Ed. D.
Date 8/15/08
Time 4:40
Received by [Signature]

I MINA'BENTE NUEBI NA LIHESLATURAN GUÅHAN
2008 (SECOND) Regular Session

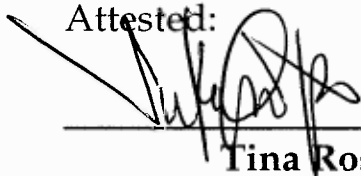
CERTIFICATION OF PASSAGE OF AN ACT TO I MAGA'LAHEN GUÅHAN

This is to certify that Bill No. 239 (LS), "AN ACT TO AMEND §55102 OF CHAPTER 55, DIVISION 3, TITLE 10 OF THE GUAM CODE ANNOTATED, RELATIVE TO COMPENSATION OF PUBLIC SAFETY AND LAW ENFORCEMENT OFFICERS, AND TO MAKE APPROPRIATIONS TO FUND SAID COMPENSATION," was on the 9th day of August, 2008, duly and regularly passed.



Judith T. Won Pat
Speaker

Attested:



Tina Rose Muña Barnes
Senator and Secretary of the Legislature

This Act was received by *I Maga'lahaen Guåhan* this 11 day of Aug, 2008, at
4:40 o'clock P.M.



Assistant Staff Officer
Maga'laha's Office

APPROVED:



MIKE W. CRUZ, MD
GOVERNOR OF GUAM ACTING

Date: 18 AUG 08

Public Law No. 29-105

I MINA'BENTE NUEBI NA LIHESLATURAN GUÅHAN
2008 (SECOND) Regular Session

Bill No. 239 (LS)

As amended in the Committee
of the Whole.

Introduced by:

Frank T. Ishizaki
A. B. Palacios, Sr.
Frank F. Blas, Jr.
Edward J.B. Calvo
B. J.F. Cruz
James V. Espaldon
Mark Forbes
Judith P. Guthertz, DPA
J. A. Lujan
Tina Rose Muña Barnes
v. c. pangelinan
R. J. Respicio
Dr. David L.G. Shimizu
Ray Tenorio
J. T. Won Pat, Ed.D.

**AN ACT TO AMEND §55102 OF CHAPTER 55, DIVISION 3,
TITLE 10 OF THE GUAM CODE ANNOTATED, RELATIVE
TO COMPENSATION OF PUBLIC SAFETY AND LAW
ENFORCEMENT OFFICERS, AND TO MAKE
APPROPRIATIONS TO FUND SAID COMPENSATION.**

BE IT ENACTED BY THE PEOPLE OF GUAM:

Section 1. Legislative Findings and Intent. *I Liheslaturan Guåhan* finds
that the services provided by public safety and law enforcement personnel are
critical needs of the island. *I Liheslatura* finds that the need to sufficiently recruit
and retain individuals to carry out these vital services has been hampered by
insufficient compensation. In the past, compensation for nurses and teachers has

1 been adjusted to meet the national average. The compensation for Public Safety
2 and Law Enforcement Officials, however, is quickly approaching minimum wage.

3 While the financial impact of compensation increases throughout public
4 safety and law enforcement agencies may be too much for this island to absorb, a
5 graduated compensation increase as revenues increase may be more economically
6 feasible.

7 It is, therefore, the intent of *I Liheslaturan Guåhan* to ensure that Public
8 Safety and Law Enforcement Officials are compensated accordingly in order to
9 recruit and retain individuals to carry out these vital services to the community
10 through a gradual increase in compensation over the next four (4) years.

11 **Section 2.** Subsections (e) and (f) are hereby *added* to §55102 of Chapter
12 55, Division 3, Title 10 of the Guam Code Annotated to read:

13 “(e) Compensation for individuals covered in the review outlined in
14 this Section *shall* be increased by forty percent (40%) over a four (4) year
15 period. Effective October 1, 2008, compensation for individuals covered in
16 the study, as outlined in this Section, *shall* be increased by forty percent
17 (40%) to be implemented so that the increase *shall* be *no less than* ten
18 percent (10%) on October 1, 2008, *no less than* the aggregate of twenty
19 percent (20%) on October 1, 2009, *no less than* the aggregate of thirty
20 percent (30%) on October 1, 2010, with the aggregate final increase to *not*
21 *exceed* forty percent (40%), *or* the amount of increase indicated by the
22 Public Safety and Law Enforcement Compensation Review Report, for the
23 respective classes of position, whichever is greater, by October 1, 2011.
24 Thereafter, compensation *shall* be increased pursuant to the Public Safety
25 and Law Enforcement Compensation Review and Report. Each percentage

1 increase *shall* be based on rates of compensation on September 30, 2008. It
2 is the intent of *I Liheslaturan Guåhan* that the government of Guam
3 achieves the final forty percent (40%) increase in an expedited manner as
4 additional revenue becomes available.

5 (f) The rates of compensation *shall* be adjusted to meet the findings of
6 the study outlined in item (a) of this Section.”

7 **Section 3.** §55102 (a) of Chapter 55, Title 10, Guam Code Annotated, is
8 *amended* to read:

9 “(a) The Director of Administration *shall* perform a review of the
10 compensation, benefits, position requirements, and duties of public safety and law
11 enforcement officers of the government of Guam, including those employed at the
12 Courts of Guam, Guam Police Department, Guam Fire Department, Department of
13 Corrections, Customs and Quarantine Agency, Jose D. Leon Guerrero Commercial
14 Port Authority Police, A. B. Won Pat International Airport Authority Police,
15 Department of Parks and Recreation, Department of Agriculture, Attorney
16 General’s Office, and the Department of Youth Affairs, in order to provide internal
17 equity and external competitiveness. The review *shall* develop a Compensation
18 Plan which treats all aspects of compensation (base salaries, benefits, pay
19 differentials, and other factors) as a total reward and incentive package for
20 employees, with said Plan to be uniformly administered throughout the
21 government.”

22 **Section 4.** §55102 (b) of Chapter 55, Title 10, Guam Code Annotated, is
23 *amended* to read:

24 “(b) In conducting the review, the Director *shall* consult with and
25 consider the views of the Administrator of the Courts, Chief of Police, Fire Chief,

1 Director of Corrections, Chief of Customs and Quarantine, Chief of Jose D. Leon
2 Guerrero Commercial Port Authority Police, Chief of Police of the A. B. Won Pat
3 International Airport Authority, Guam, Director of Parks and Recreation, Director
4 of Agriculture, Attorney General, and the Director of the Department of Youth
5 Affairs, and other interested persons, and *shall* conduct at least one (1) public
6 hearing.”

7 **Section 5.** The amount of One Million Two Hundred Eighty-nine
8 Thousand Four Hundred Thirty-seven Dollars (**\$1,289,437**) is hereby appropriated
9 from FY 2009 General Fund Revenues to the Department of Corrections for
10 implementation of this Act.

11 **Section 6.** The amount of Twenty-seven Thousand Six Hundred Seventy-
12 four Dollars (**\$27,674**) is hereby appropriated from the Emergency 911 Fund to the
13 Guam Fire Department for implementation of this Act.

14 **Section 7.** The amount of Seventy-eight Thousand Seven Hundred Fifty-
15 five Dollars (**\$78,755**) is hereby appropriated from FY 2009 General Fund
16 revenues to the Department of Agriculture for implementation of this Act.

17 **Section 8.** The amount of Five Hundred Forty-four Thousand One
18 Hundred Fifty-one Dollars (**\$544,151**) is hereby appropriated from the Customs,
19 Agriculture, & Quarantine Inspection Fund to the Customs and Quarantine Agency
20 for implementation of this Act.

21 **Section 9.** The amount of One Million Nine Hundred Ninety-three
22 Thousand One Hundred Twenty-nine Dollars (**\$1,993,129**) is hereby appropriated
23 from FY 2009 General Fund revenues to the Guam Police Department for
24 implementation of this Act.

25 **Section 10.** The amount of Two Million Two Hundred Sixty-four Thousand

1 Nine Hundred Seventy-three Dollars (**\$2,264,973**) is hereby appropriated from FY
2 2009 General Fund revenues to the Guam Fire Department for implementation of
3 this Act.

4 **Section 11.** The amount of Seventeen Thousand Forty-four Dollars
5 (**\$17,044**) is hereby appropriated from FY 2009 General Fund revenues to the
6 Department of Parks and Recreation for implementation of this Act.

7 **Section 12.** The amount of One Hundred Forty-three Thousand Three
8 Hundred Thirty-eight Dollars (**\$143,338**) is hereby appropriated from FY 2009
9 General Fund revenues to the Department of Youth Affairs for implementation of
10 this Act.

11 **Section 13.** The amount of One Hundred Eight Thousand Four Hundred
12 Ninety-five Dollars (**\$108,495**) is hereby appropriated from FY 2009 General Fund
13 revenues to the Office of the Attorney General for implementation of this Act.

14 **Section 14.** The amount of Six Hundred Twenty-four Thousand Five
15 Hundred Twenty-nine Dollars (**\$624,529**) is hereby appropriated from FY 2009
16 General Fund revenues to the Judiciary for implementation of this Act.