

I Mina'trentai Sais Na Liheslaturan Guåhan
BILL STATUS

BILL NO.	SPONSOR	TITLE	DATE INTRODUCED	DATE REFERRED	CMTE REFERRED	PUBLIC HEARING DATE	DATE COMMITTEE REPORT FILED	FISCAL NOTES	NOTES
61-36 (LS)	Mary Camacho Torres Tina Rose Muña Barnes Amanda L. Shelton	AN ACT TO INCREASE THE COMPENSATION OF ALL POSITIONS UNDER THE GOVERNMENT OF GUAM NURSE PAY PLAN BY FIFTEEN PERCENT (15%) UNTIL COMPENSATION FOR SUCH POSITIONS IS INCREASED TO THE AMOUNT INDICATED BY THE WAGE STUDY PURSUANT TO GUAM PUBLIC LAW 35-125.	2/17/21 12:20 p.m.	2/23/21	Committee on General Government Operations, Appropriations, and Housing			Request: 2/23/21 3/12/21	



Vice Speaker

TINA ROSE MUÑA BARNES

CHAIRPERSON, COMMITTEE ON RULES

I Mina'trentai Sais Na Liheslaturan Guåhan

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March 12, 2021

MEMO

To: **Rennae Meno**
Clerk of the Legislature

From: **Vice Speaker Tina Rose Muña Barnes**
Chairperson, Committee on Rules

Re: **Fiscal Note on Bill No. 61-36 (LS)**

Buenas yan Håfa adai.

Attached, please find the fiscal note for the following bill:

Bill No. 61-36 (LS)

Please forward the same to Management Information Services (MIS) for posting on our website.

If you have any questions or concerns, please feel free to contact Mary Maravilla, Committee on Rules Director at 472-2461.

Thank you for your attention to this important matter.



Bureau of Budget & Management Research
Fiscal Note of Bill No. 61-36 ~~(COR)~~ (LS)

AN ACT TO INCREASE THE COMPENSATION OF ALL POSITIONS UNDER THE GOVERNMENT OF GUAM NURSE PAY PLAN BY FIFTEEN PERCENT (15%) UNTIL COMPENSATION FOR SUCH POSITIONS IS INCREASED TO THE AMOUNT INDICATED BY THE WAGE STUDY PURSUANT TO GUAM PUBLIC LAW 35-125.

Department/Agency Appropriation Information

Dept./Agency Affected: Government of Guam Wide	Dept./Agency Head: Lourdes A. Leon Guerrero, Governor
Department's General Fund (GF) appropriation(s) to date:	\$630,111,951
Department's Other Fund (Specify) appropriation(s) to date: All Special Funds per P.L. 35-99	<u>\$210,717,690</u>
Total Department/Agency Appropriation(s) to date:	\$840,829,641

Fund Source Information of Proposed Appropriation

	General Fund:	(Specify Special Fund):	Total:
FY 2020 Unreserved Fund Balance		\$0	\$0
FY 2021 Adopted Revenues	\$0	\$0	\$0
FY 2021 Appro. (P.L. 35-99 thru)	\$0	\$0	\$0
Sub-total:	\$0	\$0	\$0
Less appropriation in Bill	\$0	\$0	\$0
Total:	\$0	\$0	\$0

Estimated Fiscal Impact of Bill

	One Full Fiscal Year	For Remainder of FY 2021 (if applicable)	FY 2022	FY 2023	FY 2024	FY 2025
General Fund	1/	\$0	\$0	\$0	\$0	\$0
Special Fund	1/	\$0	\$0	\$0	\$0	\$0
Total	1/	\$0	\$0	\$0	\$0	\$0

1. Does the bill contain "revenue generating" provisions? / / Yes / X / No
 If Yes, see attachment
2. Is amount appropriated adequate to fund the intent of the appropriation? / X / N/A / / Yes / / No
 If no, what is the additional amount required? \$ / X / N/A
3. Does the Bill establish a new program/agency? / X / Yes / / No
 If yes, will the program duplicate existing programs/agencies? / / N/A / / Yes / X / No
 Is there a federal mandate to establish the program/agency? / / Yes / X / No
4. Will the enactment of this Bill require new physical facilities? / / Yes / X / No
5. Was Fiscal Note coordinated with the affected dept/agency? If no, indicate reason: / X / Yes / / No
 / / Requested agency comments not received by due date / / Other:

Analyst: <u>Jason Baza</u>	Date: <u>3/11/21</u>	Director: <u>Lester L. Carlson, Jr.</u>	Date: <u>MAR 12 2021</u>
Jason Baza, BMA Supervisor		Lester L. Carlson, Jr., Director	

Notes:
 1/ See attached comments.

BUREAU OF BUDGET AND MANAGEMENT RESEARCH
COMMENTS ON BILL NO. 61-36 ~~(COR)~~ (LS)

The proposed legislation intends to increase the compensation for all positions covered by the Government of Guam Nurse Pay Plan (NPP) by fifteen percent (15%) effective October 1, 2021 (FY22). Such increase shall be implemented until the wage study of the NPP is completed pursuant to P.L. 35-125. Currently, the Competitive Wage Act (CWA) of 2014 lists thirty-seven (37) position titles covered by the Nurse Pay Plan.

The Bureau utilized the following to determine the amount of NPP positions currently filled within the Government of Guam:

- 1) Guam Memorial Hospital Authority staffing pattern as of January 2021 per the department's website
- 2) Department of Administration's Government of Guam staffing pattern as of December 2020 per staffing.guam.gov
- 3) Guam Department of Education staffing pattern as of December 2020 per the department's website
- 4) University of Guam staffing pattern as of December 2020 per the department's website
- 5) Guam Community College staffing pattern as of January 2021 per the department's website

After review of the above-mentioned staffing patterns, the following departments would be affected by the proposed legislation's 15% increase to NPP positions:

- 1) Guam Memorial Hospital Authority – 385 total positions
- 2) Department of Public Health & Social Services – 89 total positions
- 3) Guam Behavioral Health & Social Services – 13 total positions
- 4) Guam Department of Education – 46 total positions

Utilizing the entry level base compensation for each position (per the NPP) and comparing to the proposed increase of 15% to determine a financial impact, the Bureau estimates that the proposed legislation may result in an increase of approximately \$3.27M in payroll costs for the affected positions (see attachment for breakdown). The Bureau notes that this estimate represents the minimum financial impact due to the estimate utilizing base, entry level compensation. Should every affected employee's current compensation be utilized (inclusive of increments based on years of service), the estimated impact will likely be higher.

Nurse Pay Plan Positions

Position Title	Pay Grade	A		B		FTEs By Department ^{2/}				C	D	E	Variance (E - D)
		Entry Level Base Compensation ^{1/}	15% Increase	Revised Compensation					Total FTEs	Current Payroll Cost (A * C)	Proposed Payroll Cost (B * C)		
					GMHA	DPHSS	GBHWC	GDOE					
Community Health & Nursing Services Administrator	N-R	\$69,483.00	\$10,422.45	\$79,905.45	0	0	0	1	1	\$69,483.00	\$79,905.45	\$10,422.45	
Community Health & Nursing Services Assistant Administrator	N-Q	\$64,040.00	\$9,606.00	\$73,646.00	0	0	0	0	0	\$0.00	\$0.00	\$0.00	
Community Health Nurse I	N-L	\$39,650.00	\$5,947.50	\$45,597.50	0	17	0	0	17	\$674,050.00	\$775,157.50	\$101,107.50	
Community Health Nurse II	N-M	\$43,792.00	\$6,568.80	\$50,360.80	0	50	0	0	50	\$2,189,600.00	\$2,518,040.00	\$328,440.00	
Community Health Nurse Supervisor I	N-N	\$48,112.00	\$7,216.80	\$55,328.80	0	1	0	0	1	\$48,112.00	\$55,328.80	\$7,216.80	
Community Health Nurse Supervisor II	N-O	\$53,072.00	\$7,960.80	\$61,032.80	0	0	0	0	0	\$0.00	\$0.00	\$0.00	
Head Start Health Coordinator	N-L	\$39,650.00	\$5,947.50	\$45,597.50	0	0	0	0	0	\$0.00	\$0.00	\$0.00	
Hospital Licensed Practical Nurse I	N-H	\$27,911.00	\$4,186.65	\$32,097.65	17	0	0	0	17	\$474,487.00	\$545,660.05	\$71,173.05	
Hospital Licensed Practical Nurse II	N-I	\$30,259.00	\$4,538.85	\$34,797.85	14	0	0	0	14	\$423,626.00	\$487,169.90	\$63,543.90	
Hospital Nurse Quality Improvement Specialist	N-M	\$43,792.00	\$6,568.80	\$50,360.80	1	0	0	0	1	\$43,792.00	\$50,360.80	\$6,568.80	
Hospital Nurse Supervisor I	N-N	\$48,112.00	\$7,216.80	\$55,328.80	0	0	0	0	0	\$0.00	\$0.00	\$0.00	
Hospital Nurse Supervisor II	N-P	\$58,752.00	\$8,812.80	\$67,564.80	10	0	0	0	10	\$587,520.00	\$675,648.00	\$88,128.00	
Hospital Nurse Utilization Review Specialist	N-M	\$43,792.00	\$6,568.80	\$50,360.80	0	0	0	0	0	\$0.00	\$0.00	\$0.00	
Hospital Nursing Supervisor	N-O	\$53,072.00	\$7,960.80	\$61,032.80	0	0	0	0	0	\$0.00	\$0.00	\$0.00	
Hospital Unit Supervisor	N-O	\$53,072.00	\$7,960.80	\$61,032.80	0	0	0	0	0	\$0.00	\$0.00	\$0.00	
Infection Control Practitioner	N-M	\$43,792.00	\$6,568.80	\$50,360.80	0	0	0	0	0	\$0.00	\$0.00	\$0.00	
Licensed Practical Nurse I	N-H	\$27,911.00	\$4,186.65	\$32,097.65	0	7	0	0	7	\$195,377.00	\$224,683.55	\$29,306.55	
Licensed Practical Nurse II	N-I	\$30,259.00	\$4,538.85	\$34,797.85	0	9	0	4	13	\$393,367.00	\$452,372.05	\$59,005.05	
Nurse Anesthetist	N-O	\$53,072.00	\$7,960.80	\$61,032.80	0	0	0	0	0	\$0.00	\$0.00	\$0.00	
Nurse Midwife	N-O	\$53,072.00	\$7,960.80	\$61,032.80	0	0	0	0	0	\$0.00	\$0.00	\$0.00	
Nurse Practitioner	N-P	\$58,752.00	\$8,812.80	\$67,564.80	0	5	0	0	5	\$293,760.00	\$337,824.00	\$44,064.00	
Psychiatric Nurse I	N-M	\$43,792.00	\$6,568.80	\$50,360.80	0	0	7	0	7	\$306,544.00	\$352,525.60	\$45,981.60	
Psychiatric Nurse II	N-N	\$48,112.00	\$7,216.80	\$55,328.80	0	0	3	0	3	\$144,336.00	\$165,986.40	\$21,650.40	
Psychiatric Nurse III	N-O	\$53,072.00	\$7,960.80	\$61,032.80	0	0	2	0	2	\$106,144.00	\$122,065.60	\$15,921.60	
Psychiatric Nurse Supervisor	N-P	\$58,752.00	\$8,812.80	\$67,564.80	0	0	0	0	0	\$0.00	\$0.00	\$0.00	
Psychiatric Nursing Administrator	N-Q	\$64,040.00	\$9,606.00	\$73,646.00	0	0	1	0	1	\$64,040.00	\$73,646.00	\$9,606.00	
School Health Counselor I	N-J	\$33,172.00	\$4,975.80	\$38,147.80	0	0	0	0	0	\$0.00	\$0.00	\$0.00	
School Health Counselor II	N-L	\$39,650.00	\$5,947.50	\$45,597.50	0	0	0	5	5	\$198,250.00	\$227,987.50	\$29,737.50	
School Health Counselor III	N-M	\$43,792.00	\$6,568.80	\$50,360.80	0	0	0	36	36	\$1,576,512.00	\$1,812,988.80	\$236,476.80	
School Health Program Coordinator	N-M	\$43,792.00	\$6,568.80	\$50,360.80	0	0	0	0	0	\$0.00	\$0.00	\$0.00	
Staff Nurse I	N-K	\$36,129.00	\$5,419.35	\$41,548.35	131	0	0	0	131	\$4,732,899.00	\$5,442,833.85	\$709,934.85	
Staff Nurse II	N-M	\$43,792.00	\$6,568.80	\$50,360.80	211	0	0	0	211	\$9,240,112.00	\$10,626,128.80	\$1,386,016.80	
Staff Nurse Training Officer	N-N	\$48,112.00	\$7,216.80	\$55,328.80	1	0	0	0	1	\$48,112.00	\$55,328.80	\$7,216.80	
					385	89	13	46	533		TOTAL	\$3,271,518.45	

1/ Per the Nurse Pay Plan contained in the Competitive Wage Act of 2014

2/ Data of FTEs pulled from the following sources:

GMHA: Staffing Pattern as of January 2021 from GMHA's website

DPHSS & GBHWC: Staffing Pattern as of December 2020 per DOA's generated report on staffing.guam.gov

GDOE: Staffing Pattern as of December 2020 from GDOE's website

[APPENDIX E]

POSITIONS COVERED BY THE NURSE PAY PLAN (NPP)	
Community Health & Nursing Services Administrator	Infection Control Practitioner
Community Health & Nursing Services Assistant Administrator	Licensed Practical Nurse I
Community Health Nurse I	Licensed Practical Nurse II
Community Health Nurse II	Nurse Anesthetist (CRNA)
Community Health Nurse Supervisor I	Nurse Midwife
Community Health Nurse Supervisor II	Nurse Practitioner
Hospital Assistant Nurse Administrator (Deputy Assistant)	Psychiatric Nurse I
Hospital Charge Nurse	Psychiatric Nurse II
Hospital Licensed Practical Nurse I	Psychiatric Nurse III
Hospital Licensed Practical Nurse II	Psychiatric Nurse Supervisor
Hospital Nurse Administrator	Psychiatric Nursing Administrator
Hospital Nurse Quality Improvement Specialist	School Health Counselor I
Hospital Nurse Risk Management Program Officer	School Health Counselor II
Hospital Nurse Supervisor I	School Health Counselor III
Hospital Nurse Supervisor II	School Health Program Coordinator
Hospital Nurse Utilization Review Specialist	Staff Nurse I
Hospital Nursing Supervisor	Staff Nurse II
Hospital Unit Supervisor	Staff Nurse Training Officer
Hospital Unit Supervisor	
Head Start Health Coordinator	