

MINA' TRENTAI TRES NA LIHESLATURAN GUAHAN

2015 (FIRST) Regular Session

Bill No. 11-33 (COR)

Introduced by:

D.G. RODRIGUEZ, JR. *DR*

AN ACT TO PROVIDE FOR HEALTHCARE PROFESSIONAL PAY PLAN CATEGORY IN THE GOVERNMENT OF GUAM COMPETITIVE WAGE ACT OF 2014, AND REINSTATE THE PRIOR PAY PLAN RATE FOR THESE POSITIONS, AND MANDATE A REASSESSMENT OF HEALTHCARE PROFESSIONALS SALARY RANGES SO AS TO BE COMPETITIVE BASED UPON NATIONAL STANDARDS.

2015 JAN -5 PM 2:27 *DR*

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

2 **Section 1. Legislative Finding and Intent.** *I Liheslaturan Guåhan* finds that the
3 healthcare professionals in the General Pay Plan, pursuant to the Government of Guam
4 Competitive Wage Act of 2014 are at salary's which are noncompetitive. This has
5 caused an outcry of complaints from healthcare professionals, and further, is
6 exacerbating the inability of the Department of Public Health and Social Services to
7 competitively recruit healthcare professionals, currently leaving numerous positions
8 vacant.

9 The Government of Guam Competitive Wage Act of 2014 actually reduces the
10 already non-competitive low entry salary for the position of physician specialist (Class
11 code: 8.420-board eligible and 8.421-board certified) to an amount significantly lower
12 than that established by the Civil Service Commission in January of 2005. The entry
13 level salary is reduced from \$108,726.00 for Class code 8.420 (board eligible) to
14 \$81,522.00, and from \$116,178.00 for Class code 8.421 (board certified) to \$86,820.00.

1 A decrease of \$27,204.00 and \$29,358.00 respectively. The salary reduction being
2 implemented, as opposed to actually raising it to a competitive national level, is
3 comparable to the level established pursuant to P.L. 20-220 on August 31, 1990. It will
4 have a serious negative impact upon the Department of Public Health and Social
5 Services ability to competitively recruit physicians and dentists.

6 It is the intent of *I Liheslaturan Guåhan* to ensure the government has the realistic
7 ability to attract healthcare professionals with the requisite training and experience that
8 meets the mandates and needs of the our public providers of healthcare services. This
9 initially requires, at a minimum, reinstating the Health Professional Pay Plan.

10 **Section 2.** Notwithstanding any other provision of law, regulation, rule, P.L. 28-
11 68, P.L. 29-52:13, P.L. 30-196:XI:7 as amended by P.L. 32-68, Executive Order 2006-21
12 or any other executive order, those provisions of the Government of Guam Competitive
13 Wage Act of 2014 specifically pertaining to healthcare professional positions of
14 Physician Specialist (Board Eligible), Physician Specialists (Board Certified), Dental
15 Officer I, and Dental Officer II positions *shall* be removed from the General Pay Plan
16 and *shall* be placed into the prior separate category of Health Professional Pay Plan.

17 (a) The salary range for the Health Professional Pay Scale prior to the
18 Government of Guam Competitive Wage Act of 2014 *shall* be immediately reinstated.

19 (b) Notwithstanding subsection (a), the positions *shall* be reassessed as to the
20 appropriate salary level, which *shall* be based upon national standards for the position as
21 is determined to be found for government operated public health medical organizations
22 so as to be competitive.

23 **Section 3. Severability.** If any provision of this Act or its application to any
24 person or circumstance is found to be invalid or contrary to law, such invalidity shall not

1 affect other provisions or applications of this Act which can be given effect without the
2 invalid provisions or application, and to this end the provisions of this Act are severable.

3 **Section 4. Effective Date.** This Act *shall* become immediately effective upon
4 enactment.