

I Mina'trentai Singko 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
297-35 (COR)	James C. Moylan	AN ACT TO ADD § 51102.30 TO CHAPTER 51 OF TITLE 17, GUAM CODE ANNOTATED, RELATIVE TO AUTHORIZING THE POST COMMISSION TO ESTABLISH A STANDARDIZED AND UNIFORMED LAW ENFORCEMENT OFFICER GENERAL FORCE LEADERSHIP STRUCTURE TIER AND PAY SCALE PLAN FOR PEACE OFFICERS.	2/18/20 9:18 a.m.					3/6/20	

Senator Régine Biscoe Lee,
Chair

Senator Amanda L. Shelton,
Vice Chair

Speaker Tina Rose Muña Barnes,
Member

Vice Speaker Telena Cruz Nelson,
Member

Senator Kelly Marsh (Taitano), PhD,
Member

Senator Sabina Flores Perez,
Member



Senator Clynton E. Ridgell,
Member

Senator Joe S. San Agustin,
Member

Senator Jose "Pedro" Terlaje,
Member

Senator Therese M. Terlaje,
Member

Senator James C. Moylan,
Member

Senator Mary Camacho Torres,
Member and Chair, Subcommittee on Protocol

COMMITTEE ON RULES
I MINA'TRENTAI SINGKO NA LIHESLATURAN GUÅHAN
35TH GUAM LEGISLATURE

March 6, 2020

MEMO

To: Rennae Meno
Clerk of the Legislature

From: Senator Régine Biscoe Lee
Chair, Committee on Rules

Re: Fiscal Note on Bill Nos. 281-35 (LS), 287-35 (COR), and 297-35 (COR).

Buenas yan Håfa adai.

Attached, please find the fiscal notes for the following bills:

Bill No. 281-35 (LS)

Bill No. 287-35 (COR)

Bill No. 297-35 (COR)

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

For 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. 297-35 (COR)**

AN ACT TO ADD § 51102.30 TO CHAPTER 51 OF TITLE 17, GUAM CODE ANNOTATED, RELATIVE TO AUTHORIZING THE POST COMMISSION TO ESTABLISH A STANDARDIZED AND UNIFORMED LAW ENFORCEMENT OFFICER GENERAL FORCE LEADERSHIP STRUCTURE TIER AND PAY SCALE PLAN FOR PEACE OFFICERS.

Department/Agency Appropriation Information	
Dept./Agency Affected: GUAM COMMUNITY COLLEGE	Dept./Agency Head: Mary A. Okada, President
Department's General Fund (GF) appropriation(s) to date: Operations (\$16,910,955); Licensed Practical Nursing Program (\$765,540); Apprenticeship Program (\$195,450); Lodging Management Program/Pro-Start Program (\$24,154); First Generation Trust Fund Initiative (\$200,000)	18,096,099
Department's Other Fund (Specify) appropriation(s) to date: Manpower Development Fund (\$1,325,100); Territorial Educational Facilities Fund (\$200,400)	1,525,500
Total Department/Agency Appropriation(s) to date:	\$19,621,599

Fund Source Information of Proposed Appropriation			
	General Fund:	Special Fund 1/:	Total:
FY 2019 Unreserved Fund Balance		\$0	\$0
FY 2020 Adopted Revenues	\$0	\$0	\$0
FY 2020 Appro. (P.L. 35-36 thru)	\$0	\$0	\$0
Sub-total:	\$0	\$0	\$0
Less proposed appropriation in Bill	\$0	\$0	\$0
Total:	\$0	\$0	\$0

Estimated Fiscal Impact of Bill						
	One Full Fiscal Year	For Remainder of FY 2020 (if applicable)	FY 2021	FY 2022	FY 2023	FY 2024
General Fund	\$0	1/	\$0	\$0	\$0	\$0
Special Fund	\$0	1/	\$0	\$0	\$0	\$0
Total	\$0	1/	\$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? // Yes /X/ No
If yes, will the program duplicate existing programs/agencies? /X/ N/A // Yes // 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
/X/ Requested agency comments not received by due date // Other:

Analyst: <u>Abigail Q. Reyes, BMA IV</u> Date: <u>3/5/20</u>	Director: <u>Lester L. Carlson, Jr., Director</u> Date: <u>MAR 06 2020</u>
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Footnotes:
1/ See attached comments.

Bureau of Budget and Management Research
Comments on Bill No. 297-35 (COR)

Bill 297 adds § 51102.30 to Chapter 51 of Title 17, Guam Code Annotated and is cited as “The POST-Attraction, Retention, and Incentive Act of 2020”. Bill 297 will authorize the Peace Officer Standards and Training (POST) Commission to establish a Standardized and Uniformed Law Enforcement Officer (LEO) General Force Leadership Structure Tier and General Pay Scale Plan for Category 1 Peace Officers, as defined pursuant to Chapter 3 of Title 27, Guam Administrative Rules and Regulations (GARR). The POST Commission shall have up to 180 days from enactment of this Act to complete this plan and be presented to *I Liheslaturan Guåhan* no later than 30 days upon completion, for review and consideration.

Under Bill 297, the POST Commission is tasked to develop a Law Enforcement Officer General Schedule which shall identify a general base salary and pay grades of law enforcement officers of the classified service. The POST Commission shall include the advisory of the Guam Federation of Teachers (GFT) and the Civil Service Commission on the completion of the Pay Scale Plan. It should be noted that the proposed Pay Scale Plan encompasses only those Category 1 Peace Officers, as defined pursuant to Chapter 3 of 27 GARR. As such, the Pay Scale Plan will exclude all Fire Fighter Personnel and other personnel listed under Category 2 Peace Officers. In addition, it may not include all law enforcement positions that are covered by the current government of Guam Public Safety & Law Enforcement Pay Scale.

The enactment of Bill 297 will pose an additional fiscal impact in terms of anticipated costs for contractual services to acquire through a request for proposals from qualified human resources and/or compensation consulting firms to conduct a comprehensive compensation study for Peace Officers. The Bureau has yet to receive requested comments as of this date from the POST Commission and the Guam Police Department relative to the cost impact of Bill 297. However, based on an internet query of cost proposals for a similar compensation study for the Police and Fire Departments for the City of Durham, North Carolina, such employee compensation study could cost an estimated \$75,000 or more depending on the number of affected position titles, employees, and the hourly rates and fees of the professional consultants. Although Bill 297 authorizes the creation of a new Pay Scale Plan for Peace Officers, it does not provide the funding needed to the POST Commission to effectuate the compensation study that is required. The POST Commission could seek the assistance from the GCC, its designated State Agency, to begin the request for proposals process to obtain cost estimates. After these cost proposals are received, the GCC may submit on behalf of the POST Commission, a funding request to *I Liheslaturan Guåhan* for its consideration to conduct the compensation study.