



Office of the Governor of Guam

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Felix Perez Camacho
Governor

Kaleo Scott Moylan
Lieutenant Governor

15 DEC 2006

Office of the Speaker

MARK FORBES

Date: 12/15/06

Time: 3:45

Rec'd by: Liz Riechord

Print Name: 28-062-2045

The Honorable Mark Forbes
Speaker
Mina' Bente Ocho Na Liheslaturan Guåhan
155 Hessler Street
Hagåtña, Guam 96910

Dear Mr. Speaker:

Transmitted herewith is Substitute Bill No. 282 (EC), "AN ACT TO AUTHORIZE THE PUBLIC SAFETY AND LAW ENFORCEMENT COMPENSATION REVIEW TO MAKE RECOMMENDATIONS FOR COMPENSATION ADJUSTMENTS BY ADDING NEW §§55102 AND 55103 TO TITLE 10 G.C.A., CHAPTER 55, DIVISION 3; AND TO ENACT 'THE COMPENSATION OF PERSONNEL IN PUBLIC SAFETY (COPPS) ACT OF 2007,'" which I signed into law on November 22, 2006 as Public Law No. 28-154.

Senator Palacios' legislation for a compensation study for our law enforcement personnel is in line with the Administration's recognition for the need of a government wide compensation review to update the Unified Pay Schedule. On August 31, 2006, I promulgated Executive Order No. 2006-21, Relative to Updating the Government of Guam Unified Pay Schedule. This Executive Order requires the Director of Administration to conduct a comprehensive compensation review to update the Unified Pay Schedule and to provide compensation training to the Human Resource personnel. It extends to all Executive Branch agencies, whether autonomous or public corporations, and orders the Administration to also work with the Judicial Council in updating the Unified Pay Schedule. The only exception to the review within the Executive Branch are the academic personnel of the Guam Community College and the University of Guam.

While the Administration continues to conduct its comprehensive review, future piecemeal legislation should be discouraged to avoid disparity between similar positions within the government of Guam.

Sinseru yan Magåhet,

[Handwritten signature of Felix P. Camacho]

FELIX P. CAMACHO
I Maga'låhen Guåhan
Governor of Guam

Attachment: copy attached of signed bill

cc: 1146 The Honorable Eddie Baza Calvo
Senator and Legislative Secretary

Form with fields: Senator Edward J.B. Calvo, SECRETARY OF THE LEGISLATURE, ACKNOWLEDGEMENT RECEIPT, Rcv'd by: N. K. K., Print Name & Initial, Time: 3:26, Date: 12-20-06

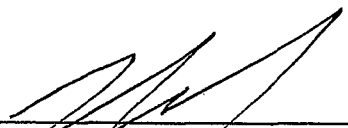
I MINA'BENTE OCHO NA LIHESLATURAN GUÅHAN
2006 (SECOND) Regular Session

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

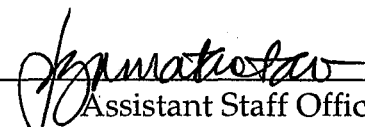
This is to certify that Substitute Bill No. 282 (EC), "AN ACT TO AUTHORIZE THE PUBLIC SAFETY AND LAW ENFORCEMENT COMPENSATION REVIEW TO MAKE RECOMMENDATIONS FOR COMPENSATION ADJUSTMENTS BY ADDING NEW §§55102 AND 55103 TO TITLE 10 G.C.A., CHAPTER 55, DIVISION 3; AND TO ENACT "THE COMPENSATION OF PERSONNEL IN PUBLIC SAFETY (COPPS) ACT OF 2007," was on the 3rd day of November, 2006, duly and regularly passed.


Mark Forbes
Speaker

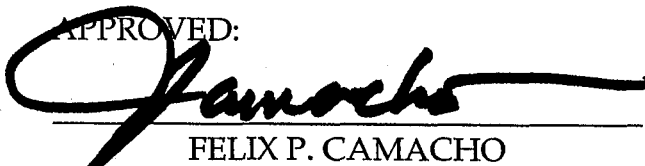
Attested:


Edward J.B. Calvo
Senator and Secretary of the Legislature

This Act was received by *I Maga'lahaen Guåhan* this 15 day of November, 2006, at 9:30 o'clock A.M.


Assistant Staff Officer
Maga'lahaen's Office

APPROVED:


FELIX P. CAMACHO
I Maga'lahaen Guåhan

Date: 22 Nov. 2006

Public Law No. 28-154

I MINA'BENTE OCHO NA LIHESLATURAN GUÅHAN
2006 (SECOND) Regular Session

Bill No. 282 (EC)

As substituted by the
Committee on Judiciary, Governmental
Operations & Reorganization
and amended on the Floor.

Introduced by:

A. B. Palacios, Sr.

R. Klitzkie

J. T. Won Pat

J. M.S. Brown

F. B. Aguon, Jr.

Edward J.B. Calvo

B. J.F. Cruz

Mike Cruz

Mark Forbes

L. F. Kasperbauer

J. A. Lujan

R. J. Respicio

Ray Tenorio

A. R. Unpingco

**AN ACT TO AUTHORIZE THE PUBLIC SAFETY
AND LAW ENFORCEMENT COMPENSATION
REVIEW TO MAKE RECOMMENDATIONS FOR
COMPENSATION ADJUSTMENTS BY *ADDING*
NEW §§55102 AND 55103 TO TITLE 10 G.C.A.,
CHAPTER 55, DIVISION 3; AND TO *ENACT* "THE
COMPENSATION OF PERSONNEL IN PUBLIC
SAFETY (COPPS) ACT OF 2007."**

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

2 **Section 1. Short Title.** This Act shall be cited as "The Compensation of
3 Personnel in Public Safety (COPPS) Act of 2007."

1 **Section 2. Compensation Review.** A new §55102 is *added* to Title 10
2 G.C.A., Chapter 55, Division 3 to read:

3 **“§55102. Public Safety and Law Enforcement Compensation Review.**

4 (a) The Director of Administration shall perform a review of the
5 compensation, benefits, position requirements, and duties of public safety
6 and law enforcement officers of the government of Guam in order to provide
7 internal equity and external competitiveness. The review shall develop a
8 compensation plan which treats all aspects of compensation (base salaries,
9 benefits, pay differentials, and other factors) as a total reward and incentive
10 package for employees with said plan to be uniformly administered
11 throughout the government.

12 (b) In conducting the review, the Director shall consult with and
13 consider the views of the Administrator of the Courts, Chief of Police, Fire
14 Chief, Director of Corrections, Chief of Customs and Quarantine, Chief of
15 Jose D. Leon Guerrero Commercial Port Authority Police, Chief of Police of
16 the A. B. Won Pat International Airport Authority, Guam, Director of Parks
17 and Recreation, Director of Agriculture, and other interested persons, and
18 shall conduct at least one (1) public hearing.

19 (c) The review shall examine ordinary, necessary and routine duties,
20 salary, hazardous pay, night differential pay, overtime pay, specialty pay,
21 incentive pay, compensation during typhoons paid pursuant to Title 4
22 G.C.A., Chapter 6, §6226, exemption from overtime for administrative,
23 management and professional personnel pursuant to the Fair Labor
24 Standards Act, and position requirements and uniformed personnel
25 eligibility for retirement pursuant to Title 4 G.C.A., Chapter 8, §§8119, 8120
26 & 8120.1.

1 (d) The Director of Administration shall commence said review upon
2 enactment hereof and one hundred eighty (180) days thereafter shall issue a
3 final report that includes recommendations of the Human Relations Officer
4 Coordinating Council (HROCC) as established by Title 4 G.C.A.,
5 §4101.1(j), and stating his findings and recommendations. The Director shall
6 provide the report to *I Maga'lahaen Guåhan, I Liheslaturan Guåhan*, the
7 Judicial Council, Administrator of the Courts, Chief of Police, Fire Chief,
8 Director of Corrections, Chief of Customs and Quarantine, Chief of Jose D.
9 Leon Guerrero Commercial Port Authority Police, Chief of Police of the A.
10 B. Won Pat International Airport Authority, Guam, Director of Parks and
11 Recreation and Director of Agriculture and shall post and notice the report in
12 the manner prescribed in Title 4 G.C.A., Chapter 6, §6303.1(a). ”

13 **Section 3. Triennial Timeline.** A new §55103 is *added* to Title 10 G.C.A.,
14 Chapter 55, Division 3 to read:

15 “**§55103. Triennial Timeline.** The Director of Administration shall
16 perform the review and report described in Title 10 G.C.A., Chapter 55, Division
17 3, §55102 on a triennial basis during the month of January, beginning January 1,
18 2010.”