



Office of the Governor of Guam

P.O. Box 2950 Hagåtña, Guam 96932

TEL: (671) 472-8931 • FAX: (671) 477-4826 • EMAIL: governor@mail.gov.gu

Felix Perez Camacho
Governor

Kaleo Scott Moylan
Lieutenant Governor

06 JUL 2005

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

Dear Mr. Speaker:

Transmitted herewith is Bill No. 122 (EC), "AN ACT RELATIVE TO INCREASING THE PAY SCHEDULE FOR GOVERNMENT OF GUAM PHARMACISTS" which I signed into law on June 29, 2005, as **Public Law 28-48**.

Sinseru yan Magåhet,

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

Attachment: copy attached of signed bill

cc: The Honorable Eddie Baza Calvo
Senator and Legislative Secretary

Office of the Speaker
MARK FORBES

Date: 7/6/05
Time: 1:35 PM
Rec'd by: ESR
Print Name: ESR

28-05-0283

Senator Edward J.B. Calvo	
SECRETARY OF THE LEGISLATURE	
ACKNOWLEDGEMENT RECEIPT	
Rcv'd by: <u>ESR</u>	
Print Name & Initial	
Time: <u>3:00</u>	Date: <u>7-7-05</u>

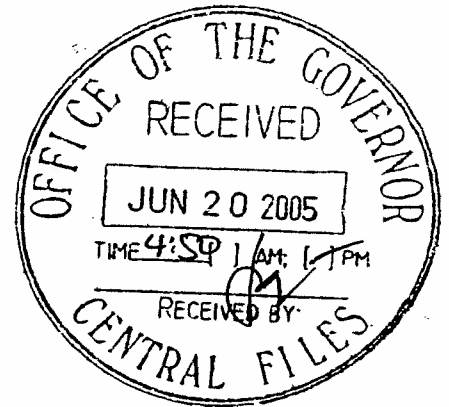
0283



MINA' BENTE OCHO NA LIHESLATURAN GUÅHAN
TWENTY-EIGHTH GUAM LEGISLATURE
155 Hessler Place, Hagåtña, Guam 96910

June 20, 2005

The Honorable Felix P. Camacho
I Maga'laken Guåhan
Ufisinan I Maga'lahi
Hagåtña, Guam 96910



Dear *Maga'lahi* Camacho:

Transmitted herewith are Bill Nos. 97(EC) & 103(LS); and Substitute Bill Nos. 41(EC), 46(EC), 59(EC), 61(EC), 69(EC), 77(EC), 87(LS), 100(EC), 112(EC), 119(EC), 122(EC), 128(EC) and 137(EC) which were passed by *I Mina' Bente Ocho Na Liheslaturan Guåhan* on June 17, 2005.

Sincerely,

EDWARD J.B. CALVO
Senator and Secretary of the Legislature

Enclosures (15)

I MINA'BENTE OCHO NA LIHESLATURAN GUÅHAN
2005 (FIRST) Regular Session

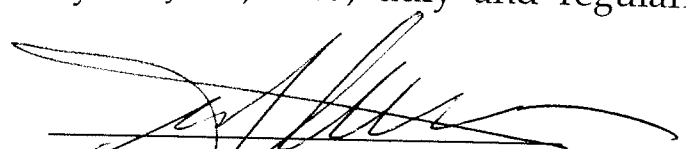
CERTIFICATION OF PASSAGE OF AN ACT TO I MAGA'LAHEN GUÅHAN

This is to certify that Substitute Bill No. 122 (EC), "AN ACT RELATIVE TO INCREASING THE PAY SCHEDULE FOR GOVERNMENT OF GUAM PHARMACISTS," was on the 17th day of June, 2005, duly and regularly passed.

Attested:

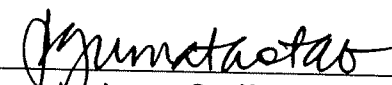


Edward J.B. Calvo
Senator and Secretary of the Legislature



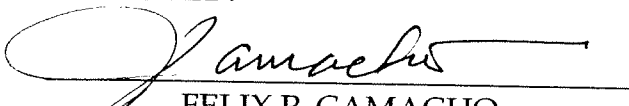
Mark Forbes
Speaker

This Act was received by *I Maga'lahaen Guåhan* this 20 day of June, 2005,
at 4:50 o'clock P.M.



Assistant Staff Officer
Maga'lahaen's Office

APPROVED:



FELIX P. CAMACHO
I Maga'lahaen Guåhan

Date: 6/29/05

Public Law No. PL: 28-48

I MINA'BENTE OCHO NA LIHESLATURAN GUAHAN
2005 (FIRST) Regular Session

Bill No. 122 (EC)

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

Introduced by:

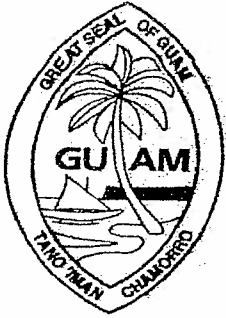
Committee on Calendar

by request of *I Maga'lahaen Guåhan* in
accordance with the Organic Act of Guam.

**AN ACT RELATIVE TO INCREASING THE PAY
SCHEDULE FOR GOVERNMENT OF GUAM
PHARMACISTS.**

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

2 **Section 1. Compensation Schedule for Government of Guam**
3 **Pharmacists.** The salary range for a pharmacist position within the
4 government of Guam, designated as Pay Grade N, O and P in the Unified Pay
5 Schedule, shall be increased as prescribed by the April 12, 2005 action of the
6 Civil Service Commission as evidenced in the attached letter of April 21, 2005,
7 (Exhibit 1) and set out in the attached chart (Exhibit 2).



GOVERNMENT OF GUAM

CIVIL SERVICE COMMISSION KUMISION I SETBISION SIBIT

2nd Floor Hakubotan Bldg.
E.T. Calvo Way, Tamuning 96913
P.O. Box 3156 Hagatna, Guam 96932
Tel: 647-1855/56 Fax: 647-1867



CSC NO. 05-298

April 21, 2005

MEMORANDUM

TO: Honorable Mark Forbes
Speaker, I Mina' Bente Ocho Na
Liheslaturan Guåhan

VIA: Honorable Felix P. Camacho
Governor of Guam

FROM: Executive Director

**SUBJECT: REQUEST FOR IMPLEMENTATION OF NATIONAL PAY RATE
SCHEDULE ON AN INTERIM BASIS**
Re: Pharmacist Series of Positions



Hafa Adai! The Civil Service Commission, at its meeting on Thursday, March 17, 2005, ratified the proposed National Pay Rate Schedule for Pharmacists (copy attached). The Step 5 salary for Hospital Pharmacists at Pay Grade O was adjusted by the Commission to reflect an approximate national average of \$41.00 per hour which is equivalent to a 100% adjustment. Pay Grades N and P were adjusted accordingly for other CSC established pharmacist positions.

In light of the Governor's Executive Order to review the salaries of other allied healthcare professional positions, the Commission recommends that a National Pay Rate Schedule for Pharmacists be approved by the legislature as an interim salary schedule pending establishment and implementation of an updated unified salary schedule for all allied healthcare professionals.

To implement the new National Pay Rate Schedule for Pharmacists, incumbent classified pharmacists shall be slotted into the new pay schedule in accordance with the slotting procedures described below as ratified by the Commission Board at its meeting on Tuesday, April 12, 2005. Notwithstanding recruitment difficulty issues and the previous reliance on employment contracts, GMHA and Public Health are advised to fully explore and exhaust recruitment efforts for classified pharmacists using the new pay schedule. GMHA is further advised that the 25% Specialty Pay for pharmacists is no longer applicable.


OPD 0405-000300

Slotting Procedures Using the Interim National Pay Rate Schedule for Pharmacists (Ratified by CSC Board on April 12, 2005): Notwithstanding step to step pay adjustments usually practiced in the implementation of a new salary schedule, due to the unprecedented 100% pay adjustment, classified employees having officially earned a particular Step under the previous pay schedule shall be slotted into the appropriate Pay Grade under the new pay schedule on an interim basis as follows:

<u>Current Step - Previous Pay Schedule</u>	to	<u>New Step - New Pay Schedule</u>
Step 1 or 2	to	Step 1
Step 3 or 4	to	Step 2
Step 5 or 6	to	Step 3
Step 7 or 8	to	Step 4
Step 9 or 10	to	Step 5
Step 11 or 12	to	Step 6
Step 13 or 14	to	Step 7
Step 15 or 16	to	Step 8
Step 17 or 18	to	Step 9
Step 19 or 20	to	Step 10

New hires shall be granted Step 1 or above-step recruitment under the new pay schedule, also on an interim basis, as may be appropriate pursuant to existing Commission pay policies.

All incumbent employees and all new hires using this interim pay schedule shall be converted back accordingly to their last permanent Step or to Step 1 as appropriate for re-slotting purposes as may be dictated upon implementation of a unified salary schedule for all allied healthcare professionals. We appreciate your concurrence of this request. Should you have any questions, please contact Mr. Juan K. Calvo, Personnel Management Administrator, or myself at 647-1855 ~ 57. *Si Yu'os Ma'ase.*

Senseramente,

VERNON P. PEREZ

Attachment
 Proposed National Pay Rate Schedule for Pharmacists

cc: Hospital Administrator, GMHA
 Personnel Services Administrator, GMHA
 Director, DPHSS
 Director, DOA

**CIVIL SERVICE COMMISSION
PROPOSED NATIONAL PAY RATE SCHEDULE FOR PHARMACISTS**

PAY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
N										
<i>P/A(1-10)</i>	\$62,128	\$66,012	\$69,894	\$73,778	\$77,660	\$80,766	\$83,872	\$86,980	\$90,086	\$93,192
<i>/2080 hrs.</i>	\$29.87	\$31.74	\$33.60	\$35.47	\$37.34	\$38.83	\$40.32	\$41.82	\$43.31	\$44.80
<i>P/A(11-20)</i>	\$96,454	\$99,830	\$103,324	\$106,940	\$110,683	\$114,557	\$118,566	\$122,716	\$127,011	\$131,457
<i>/2080 hrs.</i>	\$46.37	\$48.00	\$49.67	\$51.41	\$53.21	\$55.08	\$57.00	\$59.00	\$61.06	\$63.20
O										
<i>P/A(1-10)</i>	\$67,622	\$71,848	\$76,076	\$80,302	\$84,528	\$87,910	\$91,290	\$94,672	\$98,052	\$101,434
<i>/2080 hrs.</i>	\$32.51	\$34.54	\$36.57	\$38.61	\$40.64	\$42.26	\$43.89	\$45.52	\$47.14	\$48.77
<i>P/A(11-20)</i>	\$104,984	\$108,659	\$112,462	\$116,398	\$120,472	\$124,688	\$129,052	\$133,569	\$138,244	\$143,083
<i>/2080 hrs.</i>	\$50.47	\$52.24	\$54.07	\$55.96	\$57.92	\$59.95	\$62.04	\$64.22	\$66.46	\$68.79
P										
<i>P/A(1-10)</i>	\$73,700	\$78,306	\$82,912	\$87,518	\$92,124	\$95,808	\$99,494	\$103,178	\$106,864	\$110,548
<i>/2080 hrs.</i>	\$35.43	\$37.65	\$39.86	\$42.08	\$44.29	\$46.06	\$47.83	\$49.60	\$51.38	\$53.15
<i>P/A(11-20)</i>	\$114,417	\$118,422	\$122,567	\$126,856	\$131,296	\$135,892	\$140,648	\$145,571	\$150,666	\$155,939
<i>/2080 hrs.</i>	\$55.01	\$56.93	\$58.93	\$60.99	\$63.12	\$65.33	\$67.62	\$69.99	\$72.44	\$74.97

DRAFT

DRAFT

EFFECTIVE:

VERNON P. PEREZ
Executive Director

EXHIBIT 2

	A	B	C	D	E	F	
Original Pay Step	N (Current Step)	Current Annual rate	As per April 12 CSC Increase	New Annual Rate	% Increase (From A to C)	\$ Increase (From B to D)	New Pay Step
1	\$ 14.93	\$ 31,064.00	\$ 29.87	\$ 62,128.00	100%	\$ 31,064.00	
2	\$ 15.87	\$ 33,006.00	\$ 29.87	\$ 62,128.00	88%	\$ 29,122.00	1
3	\$ 16.80	\$ 34,947.00	\$ 31.74	\$ 66,012.00	89%	\$ 31,065.00	
4	\$ 17.74	\$ 36,889.00	\$ 31.74	\$ 66,012.00	79%	\$ 29,123.00	2
5	\$ 18.67	\$ 38,830.00	\$ 33.60	\$ 69,894.00	80%	\$ 31,064.00	
6	\$ 19.41	\$ 40,383.00	\$ 33.60	\$ 69,894.00	73%	\$ 29,511.00	3
7	\$ 20.16	\$ 41,936.00	\$ 35.47	\$ 73,778.00	76%	\$ 31,842.00	
8	\$ 20.91	\$ 43,490.00	\$ 35.47	\$ 73,778.00	70%	\$ 30,288.00	4
9	\$ 21.66	\$ 45,043.00	\$ 37.34	\$ 77,660.00	72%	\$ 32,617.00	
10	\$ 22.40	\$ 46,596.00	\$ 37.34	\$ 77,660.00	67%	\$ 31,064.00	5
11	\$ 23.19	\$ 48,227.00	\$ 38.83	\$ 80,766.00	67%	\$ 32,539.00	
12	\$ 24.00	\$ 49,915.00	\$ 38.83	\$ 80,766.00	62%	\$ 30,851.00	6
13	\$ 24.84	\$ 51,662.00	\$ 40.32	\$ 83,872.00	62%	\$ 32,210.00	
14	\$ 25.71	\$ 53,470.00	\$ 40.32	\$ 83,872.00	57%	\$ 30,402.00	7
15	\$ 26.61	\$ 55,341.00	\$ 41.82	\$ 86,980.00	57%	\$ 31,639.00	
16	\$ 27.54	\$ 57,278.00	\$ 41.82	\$ 86,980.00	52%	\$ 29,702.00	8
17	\$ 28.50	\$ 59,283.00	\$ 43.31	\$ 90,086.00	52%	\$ 30,803.00	
18	\$ 29.50	\$ 61,358.00	\$ 43.31	\$ 90,086.00	47%	\$ 28,728.00	9
19	\$ 30.53	\$ 63,506.00	\$ 44.80	\$ 93,192.00	47%	\$ 29,686.00	
20	\$ 31.60	\$ 65,728.00	\$ 44.80	\$ 93,192.00	42%	\$ 27,464.00	10

	A	B	C	D	E	F	
Original Pay Step	O (Current Step)	Current Annual rate	As per April 12 CSC Increase	New Annual Rate	% Increase (From A to B)	\$ Increase (From B to D)	New Pay Step
1	\$ 16.26	\$ 33,811.00	\$ 32.51	\$ 67,622.00	100%	\$ 33,811.00	
2	\$ 17.27	\$ 35,924.00	\$ 32.51	\$ 67,622.00	88%	\$ 31,698.00	1
3	\$ 18.29	\$ 38,038.00	\$ 34.54	\$ 71,848.00	89%	\$ 33,810.00	
4	\$ 19.30	\$ 40,151.00	\$ 34.54	\$ 71,848.00	79%	\$ 31,697.00	2
5	\$ 20.32	\$ 42,264.00	\$ 36.57	\$ 76,076.00	80%	\$ 33,812.00	
6	\$ 21.13	\$ 43,955.00	\$ 36.57	\$ 76,076.00	73%	\$ 32,121.00	3
7	\$ 21.94	\$ 45,645.00	\$ 38.61	\$ 80,302.00	76%	\$ 34,657.00	
8	\$ 22.76	\$ 47,336.00	\$ 38.61	\$ 80,302.00	70%	\$ 32,966.00	4
9	\$ 23.57	\$ 49,026.00	\$ 40.64	\$ 84,528.00	72%	\$ 35,502.00	
10	\$ 24.38	\$ 50,717.00	\$ 40.64	\$ 84,528.00	67%	\$ 33,811.00	5
11	\$ 25.24	\$ 52,492.00	\$ 42.26	\$ 87,910.00	67%	\$ 35,418.00	
12	\$ 26.12	\$ 54,329.00	\$ 42.26	\$ 87,910.00	62%	\$ 33,581.00	6
13	\$ 27.03	\$ 56,231.00	\$ 43.89	\$ 91,290.00	62%	\$ 35,059.00	
14	\$ 27.98	\$ 58,199.00	\$ 43.89	\$ 91,290.00	57%	\$ 33,091.00	7
15	\$ 28.96	\$ 60,236.00	\$ 45.52	\$ 94,672.00	57%	\$ 34,436.00	
16	\$ 29.97	\$ 62,344.00	\$ 45.52	\$ 94,672.00	52%	\$ 32,328.00	8
17	\$ 31.02	\$ 64,526.00	\$ 47.14	\$ 98,052.00	52%	\$ 33,526.00	
18	\$ 32.11	\$ 66,785.00	\$ 47.14	\$ 98,052.00	47%	\$ 31,267.00	9
19	\$ 33.23	\$ 69,122.00	\$ 48.77	\$ 101,434.00	47%	\$ 32,312.00	
20	\$ 34.39	\$ 71,541.00	\$ 48.77	\$ 101,434.00	42%	\$ 29,893.00	10

	A	B	C	D	E	F	
Original Pay Step	P (Current Step)	Current Annual rate	As per April 12 CSC Increase	New Annual Rate	% Increase (From A to B)	\$ Increase (From B to D)	New Pay Step
1	\$ 17.72	\$ 36,850.00	\$ 35.43	\$ 73,700.00	100%	\$ 36,850.00	
2	\$ 18.84	\$ 39,193.00	\$ 35.43	\$ 73,700.00	88%	\$ 34,507.00	1
3	\$ 19.93	\$ 41,456.00	\$ 37.65	\$ 78,306.00	89%	\$ 36,850.00	
4	\$ 21.04	\$ 43,759.00	\$ 37.65	\$ 78,306.00	79%	\$ 34,547.00	2
5	\$ 22.15	\$ 46,062.00	\$ 39.86	\$ 82,912.00	80%	\$ 36,850.00	
6	\$ 23.03	\$ 47,904.00	\$ 39.86	\$ 82,912.00	73%	\$ 35,008.00	3
7	\$ 23.92	\$ 49,747.00	\$ 42.08	\$ 87,518.00	76%	\$ 37,771.00	
8	\$ 24.80	\$ 51,589.00	\$ 42.08	\$ 87,518.00	70%	\$ 35,929.00	4
9	\$ 25.69	\$ 53,432.00	\$ 44.29	\$ 92,124.00	72%	\$ 38,692.00	
10	\$ 26.57	\$ 55,274.00	\$ 44.29	\$ 92,124.00	67%	\$ 36,850.00	5
11	\$ 27.50	\$ 57,209.00	\$ 46.06	\$ 95,808.00	67%	\$ 38,599.00	
12	\$ 28.47	\$ 59,211.00	\$ 46.06	\$ 95,808.00	62%	\$ 36,597.00	6
13	\$ 29.46	\$ 61,283.00	\$ 47.83	\$ 99,494.00	62%	\$ 38,211.00	
14	\$ 30.49	\$ 63,428.00	\$ 47.83	\$ 99,494.00	57%	\$ 36,066.00	7
15	\$ 31.56	\$ 65,648.00	\$ 49.60	\$ 103,178.00	57%	\$ 37,530.00	
16	\$ 32.67	\$ 67,946.00	\$ 49.60	\$ 103,178.00	52%	\$ 35,232.00	8
17	\$ 33.81	\$ 70,324.00	\$ 51.38	\$ 106,864.00	52%	\$ 36,540.00	
18	\$ 34.99	\$ 72,785.00	\$ 51.38	\$ 106,864.00	47%	\$ 34,079.00	9
19	\$ 36.22	\$ 75,333.00	\$ 53.15	\$ 110,548.00	47%	\$ 35,215.00	
20	\$ 37.49	\$ 77,969.00	\$ 53.15	\$ 110,548.00	42%	\$ 32,579.00	10

I MINA' BENTE OCHO NA LIHESLATURAN GUAHAN

2005 (FIRST) Regular Session

Date: 6/17/05

VOTING SHEET

SBill No. 122(EC)

Resolution No. _____

Question: _____

NAME	YEAS	NAYS	NOT VOTING/ ABSTAINED	OUT DURING ROLL CALL	ABSENT
AGUON, Frank B., Jr.	✓				
BROWN, Joanne M.S.	✓				
CALVO, Edward J.B.	✓				
CRUZ, Benjamin J.F.	✓				
CRUZ, Michael (Dr.)	✓				
FORBES, Mark	✓				
KASPERBAUER, Lawrence F.	✓				
KLITZKIE, Robert	✓				
LEON GUERRERO, Lourdes A.					✓
LUJAN, Jesse A.	✓				
PALACIOS, Adolpho B.	✓				
RESPICIO, Rory J.	✓				
TENORIO, Ray	✓				
UNPINGCO, Antonio R.	✓				
WON PAT, Judith T.	✓				

TOTAL

14 0 0 0 1

CERTIFIED TRUE AND CORRECT:

Clerk of the Legislature

* 3 Passes = No vote
EA = Excused Absence

P.L. 28-48



I Mña' Bente Ocho Na Liheslaturan Guahan
28th Guam Legislature

197 Hernan Cortes
Hagatna, Guam 96910
Office (671) 472-9357

Senator Robert Klitzkie

May 5, 2005

The Honorable Speaker Mark Forbes
155 Hesler Place
Hagatna, Guam 96910

RE: Bill 122 (EC) - Committee Report

Mr. Speaker:

The Committee on Calendar, to which was referred **BILL 122 (EC), AN ACT RELATIVE TO INCREASING THE PAY SCHEDULE FOR GOVERNMENT OF GUAM PHARMACISTS**, has had the same under consideration, and now wishes to report back the same with the recommendation **to pass**.

Transmitted herewith for your consideration and action is our committee report on the above subject matter. The Committee votes are as follows:

<u>7</u>	TO PASS
<u>0</u>	NOT TO PASS
<u>0</u>	TO REPORT OUT ONLY
<u>0</u>	ABSTAIN
<u>0</u>	INACTIVE FILE

A copy of the committee report and other pertinent documents are attached for your immediate reference.

Any questions on the report and the accompanying documents should be directed to Senator Klitzkie's office via email at bob@bobsoffice.org or by phone at 472-9355.

Sincerely,

Bob

Senator Robert Klitzkie, Chairman
Committee on Judiciary, Governmental Operations & Reorganization



I Mina' Bente Ocho Na Liheslaturan Guahan
28th Guam Legislature

197 Hernan Cortes
Hagatna, Guam 96910
Office (671) 472-9357

Senator Robert Klitzkie

May 5, 2005

Committee on Judiciary, Governmental Operations,
& Reorganization
155 Hesler Place
Hagatna, Guam 96910

RE: Voting Sheet for Bill 1

Dear Members:

Transmitted herewith is the voting sheet and committee report on **BILL 122 (EC), AN ACT RELATIVE TO INCREASING THE PAY SCHEDULE FOR GOVERNMENT OF GUAM PHARMACISTS**, as substituted by the committee, for your review and signature.

Your attention to this matter is greatly appreciated.



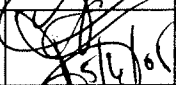
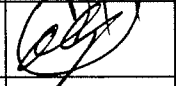


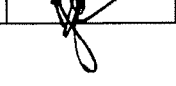
Sincerely,

Bob

Senator Robert Klitzkie, Chairman
Committee on Judiciary, Governmental Operations,
& Reorganization

**Committee on Judiciary, Governmental
Operations, and Reorganization**
I Mina' Bente Ocho Na Liheslaturan Guahan

Bill 122 (EC)
**AN ACT RELATIVE TO INCREASING THE PAY
SCHEDULE FOR GOVERNMENT OF GUAM
PHARMACISTS**

	Signature	To Pass	Not To Pass	Report Out of Committee	Abstain	Inactive File
Senator Robert Klitzkie, Chairman		X				
Speaker Mark Forbes, Ex- Officio		✓				
Senator Jesse Lujan, Member		✓				
Senator Adolpho Palacios, Member		✓				
Senator Larry Kasperbauer, Ph. D., Member		X				
Senator Ray Tenorio, Member		✓				
Senator B.J. Cruz, Member		X				

**MINA'BENTE OCHO NA LIHESLATURAN GUAHAN
TWENTY- EIGHTH GUAM LEGISLATURE
2005 (FIRST) Regular Session**

Bill no. 122 (EC)

Substitute by:
Committee on Judiciary,
Governmental Operations
& Reorganization

Committee on Calendar
by request of *I Maga'laha*
Guahan the Governor of Guam
in accordance with the Organic
Act of Guam

**AN ACT RELATIVE TO INCREASING THE PAY
SCHEDULE FOR GOVERNMENT OF GUAM
PHARMACISTS**

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

2 **Section 1. Compensation Schedule for Government of Guam Pharmacists.**

3 The salary range for a pharmacist position within the government of Guam, designated as
4 Pay Grade N, O and P, in the Unified Pay Schedule, shall be increased temporarily by up to one
5 hundred percent (100%) as reflected by the Civil Service Commission's action of April 12, 2005.

6 **Section 2. Ineffective Date.**

7 Section 1 is repealed 120 days from the effective date of Executive Order 2005-7, i.e.
8 July 13, 2005, or upon the implementation of the revised pay compensation schedule of all
9 healthcare professionals as required by paragraph 3 of Executive Order 2005-7, whichever
10 occurs sooner.

1 MINA 'BENTE OCHO NA LIHESLATURAN GUAHAN
2 TWENTY- EIGHTH GUAM LEGISLATURE
3 2005 (FIRST) Regular Session
4
5

6
7 Bill no. 122 (EC)
8

9 Introduced by:

Committee on Calendar
by request of *I Maga 'lahen Guahan*
the Governor of Guam in accordance
with the Organic Act of Guam

10
11
12
13
14
15 **AN ACT RELATIVE TO INCREASING THE PAY**
16 **SCHEDULE FOR GOVERNMENT OF GUAM**
17 **PHARMACISTS**
18

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

20 **Section 1. Legislative Findings and Intent.** *I Liheslaturan Guahan* finds that there
21 exists a potential crisis at the Guam Memorial Hospital Administration pharmacy
22 department due to a current shortage of pharmacists. The current unified pay schedule
23 wage for hospital pharmacists (Pay Grade 0, Step 1-10, \$16.26 p.h. - \$24.38 p.h.) is
24 unattractive and noncompetitive. Even with the existing recruitment and retention
25 incentives such as the 25% Specialty Pay and above-step recruitment, recruitment of
26 qualified pharmacists is extremely challenging. The competitive national average salary
27 for experienced pharmacists is approximately \$41.00 per hour. It is therefore the intent
28 of this legislation to adjust the pay schedule to reflect the national market movement to
29 one hundred percent (100%).

30 **Section 2. Compensation Schedule for Government of Guam Pharmacists.**

31 The salary range for a pharmacist position within the government of Guam,
32 designated as Pay Grade N, O and P, in the Unified Pay Schedule, shall be increased by
33 one hundred percent (100%) as reflected in the attached pay schedule.

34 **Section 3. Authorization for Payment of Overtime.**

35 The Guam Memorial Hospital Authority is hereby authorized to pay the overtime
36 accrued by their pharmacists based upon the approval by the Guam Memorial Hospital

- 1 Authority to receive overtime pay or compensatory time for working more than Forty
- 2 (40) hours per week.

	PER ANNUM	AT 2080	AT 1680		PER ANNUM	AT 2080	AT 1680		PER ANNUM	AT 2080	AT 1680
N-01	\$62,128.00	\$29.87	\$36.98	O-01	\$67,622.00	\$32.51	\$40.25	P-01	\$73,700.00	\$35.43	\$43.87
N-02	\$66,012.00	\$31.74	\$39.29	O-02	\$71,848.00	\$34.54	\$42.77	P-02	\$78,306.00	\$37.65	\$46.61
N-03	\$69,894.00	\$33.60	\$41.60	O-03	\$76,076.00	\$36.58	\$45.28	P-03	\$82,912.00	\$39.86	\$49.35
N-04	\$73,778.00	\$35.47	\$43.92	O-04	\$80,302.00	\$38.61	\$47.80	P-04	\$87,518.00	\$42.08	\$52.09
N-05	\$77,660.00	\$37.34	\$46.23	O-05	\$84,528.00	\$40.64	\$50.31	P-05	\$92,124.00	\$44.29	\$54.84
N-06	\$80,766.00	\$38.83	\$48.08	O-06	\$87,910.00	\$42.26	\$52.33	P-06	\$95,808.00	\$46.06	\$57.03
N-07	\$83,872.00	\$40.32	\$49.92	O-07	\$91,290.00	\$43.89	\$54.34	P-07	\$99,494.00	\$47.83	\$59.22
N-08	\$86,980.00	\$41.82	\$51.77	O-08	\$94,672.00	\$45.52	\$56.35	P-08	\$103,178.00	\$49.60	\$61.42
N-09	\$90,086.00	\$43.31	\$53.62	O-09	\$98,052.00	\$47.14	\$58.36	P-09	\$106,864.00	\$51.38	\$63.61
N-10	\$93,192.00	\$44.80	\$55.47	O-10	\$101,434.00	\$48.77	\$60.38	P-10	\$110,548.00	\$53.15	\$65.80
N-11	\$96,454.00	\$46.37	\$57.41	O-11	\$104,984.00	\$50.47	\$62.49	P-11	\$114,418.00	\$55.01	\$68.11
N-12	\$99,830.00	\$48.00	\$59.42	O-12	\$108,658.00	\$52.24	\$64.68	P-12	\$118,422.00	\$56.93	\$70.49
N-13	\$103,324.00	\$49.68	\$61.50	O-13	\$112,462.00	\$54.07	\$66.94	P-13	\$122,566.00	\$58.93	\$72.96
N-14	\$106,940.00	\$51.41	\$63.65	O-14	\$116,398.00	\$55.96	\$69.28	P-14	\$126,856.00	\$60.99	\$75.51
N-15	\$110,682.00	\$53.21	\$65.88	O-15	\$120,472.00	\$57.92	\$71.71	P-15	\$131,296.00	\$63.12	\$78.15
N-16	\$114,556.00	\$55.08	\$68.19	O-16	\$124,688.00	\$59.95	\$74.22	N-16	\$135,892.00	\$65.33	\$80.89
N-17	\$118,566.00	\$57.00	\$70.58	O-17	\$129,052.00	\$62.04	\$76.82	P-17	\$140,648.00	\$67.62	\$83.72
N-18	\$122,716.00	\$59.00	\$73.05	O-18	\$133,570.00	\$64.22	\$79.51	P-18	\$145,570.00	\$69.99	\$86.65
N-19	\$127,012.00	\$61.06	\$75.60	O-19	\$138,244.00	\$66.46	\$82.29	P-19	\$150,666.00	\$72.44	\$89.68
N-20	\$131,456.00	\$63.20	\$78.25	O-20	\$143,082.00	\$68.79	\$85.17	P-20	\$155,938.00	\$74.97	\$92.82

I. Overview

The Committee on Judiciary, Governmental Operations, and Reorganization held a public hearing on Monday, May 2, 2005 at 9:00 AM at the Guam Legislature public hearing room in Hagatna, Guam. Notice of public hearing was disseminated via email to all newspapers of general circulation and all broadcasting stations which air a regular local news program within Guam (See section IV).

Senators Present:

Senator Robert Klitzkie, Chairman
Senator Adolpho Palacios
Senator B.J. Cruz
Senator Mike Cruz

II. Summary of Testimony

The following bill was heard at the public hearing in which oral and/or written testimony were provided:

**BILL 122 (EC)
AN ACT RELATIVE TO INCREASING THE PAY
SCHEDULE FOR GOVERNMENT OF GUAM
PHARMACISTS**

Vern Perez, Executive Director of the Civil Service Commission

- Mr. Perez presented oral and written testimony on the efforts of the Civil Service Commission to adjust the pay schedule for Government of Guam pharmacist. Mr. Perez referenced the Commission meeting on April 12, 2005, which was held to address the implementation of an interim increased pay scale (100% increase to reflect the national average) that was recommended during a prior Commission meeting on March 17, 2005. Mr. Perez recommended that Section 2 of the bill be amended to make the 100% pay increase a temporary measure, as decided by the Commission during the April 12th meeting (Section VIII – B of this report).

Governor Felix Camacho, (*Jim Underwood*, Governor's Senior Assistant on Policy, presented testimony on behalf of Governor Camacho).

- Mr. Underwood presented oral and written testimony in favor of Bill 122 on behalf of the sponsor, Governor Felix Camacho. He voiced the Governor's efforts behind Bill 122 to remedy the problem related to recruiting and retaining pharmacist under the Government of Guam. Due to the hospital pharmacy problems discussed at the April 21st oversight hearing by the Committee on Health and Human Services, the Governor saw need to increase the salary of pharmacists according to the pay schedule proposed in the bill. Governor Camacho's testimony highlighted the fact that the "hospital problem has now become a public health crisis," making Bill 122 necessary. Underwood also stated

that the Governor fully endorses the amendment proposed by the Civil Service Commission to have an interim pay schedule (Section VIII – A of this report). Additionally, the Governor concurred on the deletion of Section 3 based on the testimony provided by PeterJohn Camacho of GMH (Section VIII – C of this report).

PeterJohn Camacho, Acting Administrator for Guam Memorial Hospital Authority.

- Mr. Camacho presented oral and written testimony in favor of Bill 122. According to Mr. Camacho, the Guam Memorial Hospital pharmacy is currently staffed for only 18 out of 24 hours. He stated that the only way to increase and better services is by appropriately adjusting for a competitive pay scale. Camacho acknowledged that recruiting and retaining pharmacists is a problem for all healthcare agencies on the island and described different challenges that are encountered because of this problem. Upon questioning, he confirmed that the overtime to pharmacist at GMH has been fully paid, making Section 3 of the bill void.

Peter Roberto, Director of Mental Health and Substance Abuse.

- Mr. Roberto presented oral testimony in favor of Bill 122. He highlighted the fact that the Department of Mental Health & Substance Abuse is currently the sole provider of certain services on the island, which call for different medications. He stated that currently the agency is only equipped with one pharmacist, which means patients have to wait for medication. He believes Bill 122 addresses these problems as well as fair compensation issues, and in turn will bring greater health services to the community.

Mary Matanane, retired Community Health Nurse Supervisor & under contract with the Bureau of Primary Care Services (Department of Public Health and Social Services).

- Ms. Matanane presented oral and written testimony in favor of Bill 122. She outlined her health screening duties with SPIMA and the inability of her patients to obtain medication at local pharmacies. Matanane believes that closing down of the Southern Region Community Health pharmacy is a great threat, as well as losing the sole pharmacist now employed at the Public Health Bureau of Primary Care Services. For these reasons, she supports the proposed salary adjustments in Bill 122.

Ignacio “Buck” Cruz, Merizo Resident, Chairman of the Northern Regional Community Health Center.

- Mr. Cruz presented oral testimony in favor of Bill 122. He expressed the efforts of the board members of the Northern and Southern Community Health Centers to obtain higher wages for pharmacist for the past 6 years. He believes that Bill 122 is the key to solving this problem and the necessary tool for retaining the hard-working pharmacist already in place at these community health centers.

Olga Emgushay, Medical Doctor/Masers in Public Health, under the Department of Public Health and Social Services (Northern Dededo Regional Community Health Center).

- Ms. Emgushay presented oral testimony in favor of Bill 122. She summarized the hardship of her patients in receiving adequate medical treatment, especially in terms of pharmacy needs. She described instances when medication could not be disbursed

because the sole pharmacist was not available. Emgushav stated that the retention of current pharmacists and the recruitment of more pharmacists is crucial in order to lessen the chronic health problems that plague island residents. She also urged the senators to protect against any ramifications that might come with implementing "temporary" legislation.

Mike Lin, Acting Director of the Guam Memorial Hospital Pharmacy.

- Mr. Lin presented oral testimony in favor of Bill 122. He outlined the increased duties that are aligned with hospital pharmacy work and the lack of staffing currently available to adequately run the hospital pharmacy. Lin stated that with these duties, the current salaries are not high enough to retain pharmacist at the hospital.

Rufo Lujan, Talafofo Resident and taxpayer.

- Mr. Lujan presented oral testimony in opposition of Bill 122, as it is currently written. He stated that while he believes that pharmacists under the Government of Guam deserve a salary increase, he thinks that Bill 122 does not properly apply the pay adjustment. He voiced his concern over other professionals qualifying at classes N, O, and P, as proposed in the Bill 122 pay schedule. He suggested that pharmacist would need to be under a special class to avoid impacting other professions under these pay ranges.

Arthur San Agustin, Acting Director for the Department of Public Health & Social Services, testified in favor of Bill 122 at 11:08am.

- Mr. San Agustin presented oral testimony in favor of Bill 122. He stated that between 2004 and 2005, there has been a 63.8% increase in the usage of pharmaceuticals at local community health centers. He outlined the duties of pharmacists employed at the centers in comparison to those of the hospital, and emphasized that both venues undergo similar setbacks due to the shortage of pharmacists. He believes that Bill 122 is the necessary mechanism to help provide quality health service and will assist in lessening government healthcare cost in the long-run.

Dr. William Weare, member of GMH medical staff (over 10 years), staff physician for Department of Public Health & Social Services (6 years), taxpayer and individual.

- Dr. Weare presented oral and written testimony in favor of Bill 122. He stated that without adequate salary schedules, the problems that plague Guam Memorial Hospital and the Department of Public Health and Social Services will eventually reach other government pharmacies, such as the Department of Mental Health and Substance Abuse. While Dr. Weare supports the legislation, he voiced concerns about the proposed pay schedule in terms of entrance salaries, high increases between salary ranges, and the impact of overtime and bonuses. He suggested possible solutions such as forms of privatization and the implementation of Doctor's of Pharmacy (PharmD's).

Linda Unpingco-DeNorcey, M.P.H., Health Services Administrator.

- Ms. Unpingco-DeNorcey presented oral and written testimony in favor of Bill 122. She stated that the growing demand for medication is getting more difficult due to the shortage of pharmacists on the island. She gave detailed accounts of patients unable to receive necessary medications and highlighted the fact that an adequate pharmacy is

needed to remedy the current problems. She supports Bill 122 and the effort to compensate pharmacists for their expertise and education.

Margarita Gay, Department of Public Health & Social Services, Community Health Nurse Supervisor for Northern and Southern Community Health Centers.

- Ms. Gay presented oral and written testimony in favor of Bill 122. She spoke about the challenges facing the Community Health Centers and emphasized the fact there is currently "one" pharmacist at the Southern Community Health Center. She voiced her concern that the ability to retain the dedicated pharmacists already in place will be difficult without fair salaries. She urged for equal compensation amongst all government agency pharmacists and the assessment of wages every 2 years.

III. Findings and Recommendations

Difficulties relating to compensation, recruitment, and retention of Government of Guam pharmacists suggest an imminent healthcare crisis.

Guam Memorial Hospital Authority faces the daily challenge of adequately staffing its pharmacy. This shortage of pharmacists has led to a reduction in operating hours from 24 to 18, while leaving some employees working as much as 60 hours per week.

The Department of Public Health & Social Services and the Department of Mental Health & Substance Abuse each employ only one pharmacist. This shortage has forced patients to wait to receive their medications because there is no pharmacist on duty. Similarly, the Northern and Southern Community Health Centers have had to deal with one pharmacist ultimately carrying the weight of the two centers.

Governor Felix Camacho acknowledged the dilemma that has plagued the Government of Guam pharmacies and on March 15, 2005 signed Executive Order No. 2005-7. This order called for changes in hospital personnel rules and regulations, adjustments to pay scales, and alterations to procurement guidelines.

The Civil Service Commission responded to the Governor's Executive Order request to review salaries of allied healthcare positions and created an interim National Pay Rate Schedule for pharmacists to be approved by the Legislature (Section VIII – B of this report). The goal was to provide a temporary remedy until the implementation of an updated Unified Pay Schedule for all allied healthcare professionals could be established.

Bill 122, authored by the Governor, was introduced subsequently in an attempt to adjust the pay schedule accordingly for GovGuam pharmacists. At the public hearing, Vern Perez, Civil Service Commission Executive Director, presented an amendment to the bill that would make the pay adjustment temporary, a measure which was fully endorsed by the Governor (Section VIII – B of this report). The proffered Section 2 reads:

“The salary range for a pharmacist position within the Government of Guam, designated as Pay Grad N, O, and P in the Unified Pay Schedule, shall be increased temporarily by up to one hundred percent (100%) as reflected by the Civil Service Commission’s action on April 12, 2005.”

Concerns about the §3 overtime provision were addressed by PeterJohn Camacho, Acting Hospital Administrator for GMH, who confirmed that overtime payments to the pharmacists have been paid in full, thereby making Section 3 superfluous. The Governor also submitted support for the deletion of the section based on the information provided by the acting hospital administrator (Section VIII – C of this report).

Accordingly, the committee recommends an amendment to the bill to reflect the language submitted by Vern Perez of the CSC that was adopted during the April 12th Commission meeting (Section VIII – B of this report). In addition, the committee recommends the deletion of Section 3 based on information provided by PeterJohn Camacho of GMH. The committee finds that a temporary increase in the pay schedule is necessary for Government of Guam pharmacists due to overwhelming shortages, and for that matter has established an ineffective date to take place upon the implementation of an updated Unified Pay Schedule for all allied health care professions.

The Committee on Judiciary, Governmental Operations, and Reorganization does hereby submit its findings and recommendations to *I Mina’ Bente Ocho Na Liheslaturan Guahan* **TO PASS BILL 122 (EC) AN ACT RELATIVE TO INCREASING THE PAY SCHEDULE FOR GOVERNMENT OF GUAM PHARAMCISTS**, as substituted by the committee.

IV. Notice of Public Hearing

Declaration Under Penalty of Perjury of Audreya Punzalan


- 1.) I am employed as a Legislative Aide at the Office of Senator Robert Klitzkie.
- 2.) I was assigned the duty of disseminating a "Notice of Public Hearing" (Appendix A) to each newspaper of general circulation and all broadcasting stations which air a regular local news program within Guam.
- 3.) In such notice I included all information (Appendix A) required by the Open Government Law, Title 5 GCA Sections 8108 thru 8106.
- 4.) I e-mailed notice to all local media (Appendix B: Media E-mail Listing) on April 25, 2005 (*5 working days prior to hearing*) in accordance with 5 GCA §8108.
- 5.) I e-mailed a "Notice of Public Hearing" to all local media (Appendix B: Media E-mail Listing) on April 29, 2005 (*48 hours prior to hearing*) in accordance with 5 GCA §8108.
- 6.) I e-mailed notice to members of the Committee on Judiciary, Governmental Operations, and Reorganization on April 21, 2005, April 22, 2005 & April 28, 2005.
- 7.) I e-mailed notice to Speaker Forbes on April 21, 2005, April 22, 2005 & April 28, 2005 for posting on the Legislature's calendar, which can be accessed at the official website of the Guam Legislature (www.guamlegislature.com), in accordance with 5 GCA § 10306.
- 8.) I e-mailed a "Notice of Public Hearing" to all senators on April 22, 2005 and April 28, 2005 (cc: Clerk of the Legislature and Legislative Counsel). On April 25, 2005 I resent notice to Senator Lou Leon Guerrero – April 22nd notice bounced back because recipient's e-mail was at its capacity.
- 9.) On April 25, 2005 and April 30, 2005 I confirmed that all e-mails had successfully been delivered to all recipients.
- 10.) I caused notice on www.bobsoffice.org, website for the Committee on Judiciary, Governmental Operations, and Reorganization, on April 22, 2005 in accordance with 5 GCA § 10306.
- 11.) Copies of all e-mail notices are on file at the Office of Senator Robert Klitzkie.

Declaration Under Penalty of Perjury

6 GCA Section 306

I declare, under penalty of perjury, that the foregoing is true and correct.

Executed on May 3, 2005 on Guam by



Audreya "Audi" Punzalan

APPENDIX A: NOTICE OF PUBLIC HEARING



Mina' Bente Ocho Na Liheslaturan Guahan
**Committee on Judiciary, Governmental Operations,
& Reorganization**

NOTICE OF PUBLIC HEARING

A public hearing will be held on Monday, May 2, 2005 at 9:00am in the Guam Legislature's public hearing room located at 155 Hesler Place in Hagatna. The public is invited to present oral and/or written testimony. The following bill will be heard:

BILL 122 (EC) AN ACT RELATIVE TO INCREASING THE PAY SCHEDULE FOR GOVERNMENT OF GUAM PHARMACIST

For more information, please visit
www.bobsoffice.org/judiciary

*Written testimony can be submitted via e-mail to
judiciary@bobsoffice.org

For ADA assistance, please contact the Office of Senator
Robert Klitzkie at
(671) 472-9355 ext. 3, or send request via email to
judiciary@bobsoffice.org.

APPENDIX B: MEDIA E-MAIL LISTING

Notice to all media : Outlet Managers, Publishers, Producers	Notice to all media : News Directors, Editors, Reporters
<p><u>PRINT</u> Marianas Variety – Amier Younis, Ops Mgr, amier@mvguam.com Directions – Jerry Roberts, Publisher, jroberts@directionsguam.com Guam Business – Steve Nygard, Publisher, snygard@glimpses.guam.net Pacific Daily News – Government Meetings Section life@guampdn.com Marianas Business Journal – Steve Nygard, Publisher, snygard@glimpses.guam.net Guahan Magazine – Carlene Cooper-Nurse, Publisher, carlene@guahanmagazine.com Mabuhay News – Ritchie Lim, Publisher, paciwire@ite.net Mariana’s Variety – Ad Section , ads@mvguam.com</p> <p><u>TV</u> KUAM Ch. 8 – generalmanager@KUAM.com KUAM Ch. 11 – generalmanager@KUAM.com ABC 14 – David Larson, Gen Mgr, david@go14.tv KGTF – kgtf12@ite.net</p> <p><u>RADIO</u> K57 – Ray Gibson, General Mgr, rgibson@k57.com Power98 – Roque Aguon, General Mgr, raguon@power98.com 105 Rock – Albert Juan, General Mgr, ajuan@105therock.com I-94 FM – Fredalynn Mortera Hecita, fredalynn@kuam.com 610 AM – Ryan San Nicolas, ryan@kuam.com K-StereO – Ed Poppe, General Mgr, ksto@ite.net KISH (102.9 FM) – Ed Poppe, General Mgr, ksto@ite.net Hit Radio 100 – Vince Limuaco, Sales Mgr., marketing@hitradio100.com KPRG (89.3 FM) – General Manager, kprg@kprg.org Harvest Family Radio – khmg@harvestministries.net KTKB – ktkb@ktkb.com KOLG 90.0 FM – Contact, chuck@kolg.org KTWG 800 AM – Ops Mgr , Kleilani63@hotmail.com</p>	<p><u>PRINT</u> Pacific Daily News –Rindraty Limtiaco, Exec. Editor, rlimtiaco@guampdn.com Marianas Variety – Mar-Vic Cagurangan, marvic@mvguam.com Directions – Gennette Quan, Editor, editor@directionsguam.com Guam Business – Maureen Maratita, Editor, mmaratita@glimpses.guam.net Marianas Business Journal – Maureen Maratita, Editor, mmaratita@glimpses.guam.net Guahan Magazine – Jayne Flores, Editor, jayne@guahanmagazine.com Mabuhay News – Ritchie Lim, Editor mabuhaynews@yahoo.com Mariana’s Variety – Ad Section, ads@mvguam.com</p> <p><u>TV</u> KUAM Ch.8 – Sabrina Matanane, News Dir, Sabrina@KUAM.com KUAM Ch. 11 – Sabrina Matanane, News Dir, Sabrina@KUAM.com</p> <p><u>RADIO</u> I-94 FM – Fredalynn Mortera Hecita, News (Radio) fredalynn@kuam.com 610 AM – Ryan San Nicolas, ryan@kuam.com K57, Power98, 105 Rock – Patty Arroyo, News Director, parroyo@k57.com K-StereO – Jean Hudson, News Director, kstonews@ite.net KISH (102.9 FM) – Jean Hudson, News Director, kstonews@ite.net</p>

APPENDIX C: COMMITTEE MEMBER E-MAILS

Senator Robert Klitzkie, Chairman
 Speaker Mark Forbes, Ex-Officio
 Senator Jesse A. Lujan, Member
 Senator Larry Kasperbauer, Ph.D., Member
 Senator Ray Tenorio, Member
 Senator Benjamin J.F. Cruz, Member
 Senator Adolpho B. Palacios, Sr., Member

bob@bobsoffice.org
speakerforbes@yahoo.com
jal@netpci.net
lk4kids@ite.net
ray@raytenorio.com
cjbjcruz@ite.net
patrickcepeda@hotmail.com

V. Minutes

[Prepared by: Audreya Punzalan *5/02/2005 @ 3:13pm]

Date: May 2, 2005

Location: Guam Legislature – Public Hearing Room
155 Hesler Street Hagatna, Guam

Called to order by Senator Robert Klitzkie, Chairman, at 9:00am

Senators present:

Senator Robert Klitzkie, Chairman
Senator Adolpho Palacios, Member
Senator Mike Cruz
Senator B.J. Cruz

Bill on agenda: Bill 122 (EC)

Bill 122 (EC) heard at 9:00am

Description: AN ACT RELATIVE TO INCREASING THE PAY SCHEDULE FOR GOVERNMENT OF GUAM PHARMACISTS.

Testimony:

- **Dr. William Weare**, member of GMH medical staff (over 10 years), staff physician for Department of Public Health & Social Services (6 years), taxpayer and individual, testified in favor of Bill 122 at 9:02am.
- **Vern Perez**, Executive Director of the Civil Service Commission, testified in of Bill 122 at 9:11am
- **Mary Matanane**, retired Community Health Nurse Supervisor & under contract with the Bureau of Primary Care Services (Department of Public Health and Social Services), testified in support of Bill 122 at 9:40am.
- **Ignacio “Buck” Cruz**, Merizo Resident, testified in support of Bill 122 at 9:44am.
- **Jim Underwood**, Governor’s Senior Assistant on Policy, testified on behalf of Governor Felix P. Camacho in favor of Bill 122 at 9:48am. Mr. Underwood continued to provide input on Bill 122 throughout the remainder of the public hearing.
- **Olga Emgushav**, Medical Doctor/Masers in Public Health, under the Department of Public Health and Social Services (Northern Dededo Regional Community Health Center), testified in favor of Bill 122 at 10:00am.
- **Mike Lin**, Acting Director of the Guam Memorial Hospital Pharmacy, testified in favor of Bill 122 at 10:06am.
- **Linda Unpingco-DeNoracey**, M.P.H., Health Services Administrator, testified in favor of Bill 122 at 10:13am.
- **Rufo Lujan**, Talafofo Resident, testified in opposition of the Bill 122 in its current form at 10:26am.
- **Peter Roberto**, Director of Mental Health and Substance Abuse, testified in favor of Bill 122 at 10:43am.

- **PeterJohn Camacho**, Acting Administrator for Guam Memorial Hospital Authority, testified in favor of Bill 122 at 10:48am.
- **Arthur San Agustin**, Acting Director for the Department of Public Health & Social Services, testified in favor of Bill 122 at 11:08am.
- **Margarita Gay**, Department of Public Health & Social Services, Community Health Nurse Supervisor for Northern and Southern Community Health Centers, testified in favor of Bill 122 at 11:14am.

*Questions and comments were presented to the panel by Senator Klitzkie, Senator Palacios, and Senator Mike Cruz.

VI. Public Hearing Agenda



I Mina' Bente Ocho Na Liheslaturan Guahan
**Committee on Judiciary, Governmental Operations,
& Reorganization**
www.bobsoffice.org/judiciary

AGENDA

Guam Legislature, Public Hearing Room
Monday, May 2, 2005 – 9:00am

BILL 122 (EC) AN ACT RELATIVE TO INCREASING THE PAY SCHEDULE OF GOVERNMENT OF GUAM PHARMACIST

*Written testimony can be submitted via e-mail to
judiciary@bobsoffice.org



Committee on Judiciary, Governmental Operations, and Reorganization

I Mina' Bente Ocho Na Liheslaturan Guahan

155 Hesler Place Hagatna, Guam 96910

Bill No. 122 (EC)

AN ACT RELATIVE TO INCREASING THE PAY SCHEDULE FOR GOVERNMENT OF GUAM PHARMACISTS.

	Name	Agency or Organization	Address	E-mail Address	Phone No.	Testimony		In Favor	Not In Favor
						Oral	Written		
1	William W. Weir				886-9616 828-7517	✓	✓	✓	✓
2	Mary Mathias	DHRS	182 Hill Road Latichas, Guam 96910		632-2419	✓	✓	✓	
3	Theresa King	Charma CHC	Maclean		828-8811	✓			
4	Verna Jones								
5									
6									
7									
8									
9									
10									

VII. Sign-in Sheets

VIII. Written Testimony

A.



Office of the Governor of Guam

P.O. Box 2950 Hagåtña, Guam 96932

TEL: (671) 472-8931 • FAX: (671) 477-4826 • EMAIL: governor@mail.gov.gu

Felix Perez Camacho
Governor

Kaleo Scott Moylan
Lieutenant Governor

02 MAY 2005

Honorable Robert Klitzkie
Senator and Chairman
Committee on Judiciary, Governmental Operations & Reorganization
I Mina Bente Ocho na Liheslaturan Guahan
155 Hesler Place
Hagatna, Guam

Dear Chairman Klitzkie:

I am pleased, as sponsor of Bill 122, to offer my testimony in support its passage.

At the Oversight hearing of the Committee on Health and Human Services on March 21, 2005, the major focus of discussion was a report of the Civil Service Commission relative to the pay of Guam Memorial Hospital pharmacists. Aside from the specific recommendations regarding the Hospital's Chief Pharmacist, the report recognized the problems of recruiting and retaining pharmacists due to the unattractive and uncompetitive pay schedules of the government of Guam for pharmacists.

I have been advised that during the hearing, Speaker Mark Forbes requested that the CSC Executive Director and the Hospital Administrator recommend certain changes to allay challenges facing our Pharmacy. The most pressing is recommended language to implement the pay schedules as supported in the CSC report so that the Legislature could help to resolve the recruitment and retention concerns brought to light at the oversight hearing.

I transmitted such a measure to the Speaker five days after that Oversight Hearing and it is identical to Bill 122 with the exception of our oversight in leaving out the enactment clause that you, Chairman Klitzkie, correctly observed was missing.

What started out as a Hospital problem has now become a public health crisis as other testimony today will confirm.

I still remain confident that the 28th Guam Legislature, through the Speaker's leadership and your Committee's oversight and responsibility, will produce a measure that will address the immediate crisis and that I will sign. I assure you that we also are

committed to working with the Legislature to compile a comprehensive Hay pay increase for all healthcare positions.

The CSC Executive Director will be submitting an amendment to the measure that I am supporting for best implementation of the new proposed new pay schedule for pharmacists as recommended in their memo to you of April 21, 2005.

Thank you for this opportunity.

Sincerely Yours,

A handwritten signature in black ink, appearing to read "F. Camacho", with a long, sweeping horizontal flourish extending to the right.

FELIX P. CAMACHO
I Maga' Lahan Guahan
Governor of Guam

B.



GOVERNMENT OF GUAM

CIVIL SERVICE COMMISSION
KUMISION I SETBISION SIBIT

2nd Floor Hakubotan Bldg.
E.T. Cahoy Way, Tamuning 96913
P.O. Box 3158 Hagatna, Guam 96932
Tel: 647-1855/56 Fax: 647-1867



CSC NO. 05-308

May 2, 2005

MEMORANDUM

Senator Robert Klitzkie
155 Hessler Place
Hagatna, Guam 96910

RE: Bill 122

Thank you for the opportunity to comment on Bill 122 on behalf of the Civil Service Commission.

The Civil Service Commission dealt with the subject of government pharmacist pay on March 17, 2005 and April 12, 2005. Bill 122 addresses the issue of a change to the Unified Pay Scale for pharmacist positions.

With respect of pay, on March 17, 2005 the Commission adopted a recommendation to increase the pay scale for pharmacist positions 100 percent to reflect a national average salary of approximately \$41.00 per hour. The Commission further addressed the implementation of the proposed pay scale on April 12, 2005. With respect to Bill 122, it is suggested that section 2 be amended to read as follows:

"The salary range for a pharmacist position within the Government of Guam, designated as Pay Grade N, O, and P in the Unified Pay Schedule, shall be increased temporarily by up to one hundred percent (100%) as reflected by the Civil Service Commission's action of April 12, 2005."

The April 12th Commission action addressed the implementation of the new pay scale for incumbents.

With respect to the remainder of the Bill, the Commission may submit further testimony before the Legislature subsequently.

A handwritten signature in black ink, appearing to read "Vernon P. Perez".

VERNON P. PEREZ

Attachment



GOVERNMENT OF GUAM

CIVIL SERVICE COMMISSION
KUMISION I SETBISION SIBIT
2nd Floor Halaubolen Bldg.
E.T. Cobo Way, Tacomung 96913
P.O. Box 3158 Hagatna, Guam 96932
Tel: 647-186558 Fax: 647-1867



CSC NO. 05-298

April 21, 2005

MEMORANDUM

TO: Honorable Mark Forbes
Speaker, I Mina' Bente Ocho Na
Liheslanuran Guåhan

VIA: Honorable Felix P. Camacho
Governor of Guam

FROM: Executive Director

SUBJECT: REQUEST FOR IMPLEMENTATION OF NATIONAL PAY RATE
SCHEDULE ON AN INTERIM BASIS
Re: Pharmacist Series of Positions

Hafa Adai! The Civil Service Commission, at its meeting on Thursday, March 17, 2005, ratified the proposed National Pay Rate Schedule for Pharmacists (copy attached). The Step 5 salary for Hospital Pharmacists at Pay Grade O was adjusted by the Commission to reflect an approximate national average of \$41.00 per hour which is equivalent to a 100% adjustment. Pay Grades N and P were adjusted accordingly for other CSC established pharmacist positions.

In light of the Governor's Executive Order to review the salaries of other allied healthcare professional positions, the Commission recommends that a National Pay Rate Schedule for Pharmacists be approved by the legislature as an interim salary schedule pending establishment and implementation of an updated unified salary schedule for all allied healthcare professionals.

To implement the new National Pay Rate Schedule for Pharmacists, incumbent classified pharmacists shall be slotted into the new pay schedule in accordance with the slotting procedures described below as ratified by the Commission Board at its meeting on Tuesday, April 12, 2005. Notwithstanding recruitment difficulty issues and the previous reliance on employment contracts, GMHA and Public Health are advised to fully explore and exhaust recruitment efforts for classified pharmacists using the new pay schedule. GMHA is further advised that the 25% Specialty Pay for pharmacists is no longer applicable.

Slotting Procedures Using the Interim National Pay Rate Schedule for Pharmacists (Ratified by CSC Board on April 12, 2005): Notwithstanding step to step pay adjustments usually practiced in the implementation of a new salary schedule, due to the unprecedented 100% pay adjustment, classified employees having officially earned a particular Step under the previous pay schedule shall be slotted into the appropriate Pay Grade under the new pay schedule on an interim basis as follows:

<u>Current Step - Previous Pay Schedule</u>	to	<u>New Step - New Pay Schedule</u>
Step 1 or 2	to	Step 1
Step 3 or 4	to	Step 2
Step 5 or 6	to	Step 3
Step 7 or 8	to	Step 4
Step 9 or 10	to	Step 5
Step 11 or 12	to	Step 6
Step 13 or 14	to	Step 7
Step 15 or 16	to	Step 8
Step 17 or 18	to	Step 9
Step 19 or 20	to	Step 10

New hires shall be granted Step 1 or above-step recruitment under the new pay schedule, also on an interim basis, as may be appropriate pursuant to existing Commission pay policies.

All incumbent employees and all new hires using this interim pay schedule shall be converted back accordingly to their last permanent Step or to Step 1 as appropriate for re-slotting purposes as may be dictated upon implementation of a unified salary schedule for all allied healthcare professionals. We appreciate your concurrence of this request. Should you have any questions, please contact Mr. Juan K. Calvo, Personnel Management Administrator, or myself at 647-1855 ~ 57. *Si Yu'os Ma'ase.*

Senseramente,



VERNON P. PEREZ

Attachment
Proposed National Pay Rate Schedule for Pharmacists

cc: Hospital Administrator, GMHA
Personnel Services Administrator, GMHA
Director, DPHSS
Director, DOA

**CIVIL SERVICE COMMISSION
PROPOSED NATIONAL PAY RATE SCHEDULE FOR PHARMACISTS**

PAY GRADE	STEP 1 STEP 11	STEP 2 STEP 12	STEP 3 STEP 13	STEP 4 STEP 14	STEP 5 STEP 15	STEP 6 STEP 16	STEP 7 STEP 17	STEP 8 STEP 18	STEP 9 STEP 19	STEP 10 STEP 20
N										
PIA(1-18)	\$62,128	\$68,012	\$69,894	\$73,778	\$77,660	\$80,788	\$83,872	\$88,960	\$90,086	\$93,192
/2088 hrs.	\$29.87	\$31.74	\$33.60	\$35.47	\$37.34	\$38.83	\$40.32	\$41.82	\$43.31	\$44.80
PIA(11-20)	\$86,454	\$89,830	\$103,324	\$108,940	\$110,883	\$114,557	\$118,566	\$122,716	\$127,011	\$131,457
/2088 hrs.	\$46.37	\$48.00	\$49.87	\$51.41	\$53.21	\$55.08	\$57.00	\$59.00	\$61.06	\$63.20
O										
PIA(1-18)	\$67,822	\$71,848	\$76,076	\$80,302	\$84,528	\$87,910	\$91,290	\$94,672	\$98,052	\$101,434
/2088 hrs.	\$32.51	\$34.54	\$36.57	\$38.61	\$40.64	\$42.26	\$43.89	\$45.52	\$47.14	\$48.77
PIA(11-20)	\$104,984	\$108,850	\$112,482	\$116,398	\$120,472	\$124,688	\$129,052	\$133,569	\$138,244	\$143,083
/2088 hrs.	\$50.47	\$52.24	\$54.07	\$55.98	\$57.92	\$59.85	\$62.04	\$64.22	\$66.46	\$68.79
P										
PIA(1-18)	\$73,700	\$78,306	\$82,912	\$87,518	\$92,124	\$95,808	\$99,494	\$103,178	\$106,864	\$110,548
/2088 hrs.	\$35.43	\$37.65	\$39.88	\$42.08	\$44.29	\$46.08	\$47.83	\$49.60	\$51.38	\$53.15
PIA(11-20)	\$114,417	\$118,422	\$122,567	\$126,856	\$131,290	\$135,892	\$140,648	\$145,671	\$150,866	\$155,939
/2088 hrs.	\$55.01	\$56.93	\$58.93	\$60.99	\$63.12	\$65.33	\$67.62	\$69.99	\$72.44	\$74.97

C.

From: "Bob Klitzkie" <bob@bobsoffice.org>
To: "Governor" <governor@mail.gu.com>
Cc: "Sen. Jesse Lujan" <jel@netpci.com>; "Sen. Ray Tenorio" <ray@raytenorio.com>; "Sen. Mark Forbes" <speakerforbes@yahoo.com>; "Sen. Larry Kasperbauer" <lk4kids@ite.net>; "Sen. B.J. Cruz" <cjbacruz@ite.net>; "Sen. Adolpho Palacios" <patrickcepeda@hotmail.com>
Sent: Wednesday, May 04, 2005 2:20 PM
Subject: Re: Comments from emailbob.html

Governor,

I will share your letter with the members of the Committee on Judiciary, etc. Thank you for memorializing your position on section 3 of the bill 122.

Bob

= Senator Robert Klitzkie, Chairman
> Committee on Judiciary, Governmental Operations
> And Reorganization
> 197 Herman Cortes
> Hagatna, Guam 96910
>
>
> Subject: Bill 122 Amendment
>
> Dear Chairman Klitzkie
>
> With the testimony offered by the Acting Hospital Administrator of the
> Guam Memorial Hospital, Peter John Camacho at the Public Hearing on May 2
> on Bill 122, that the hospital pharmacists have already been paid overtime
> Section 3 of the bill is no longer needed, I am asking that your committee
> amends Bill 122 by deleting Section 3.
>
> That action will all testimony offered on Bill 122 100 % in favor of its
> passage.
>
> I Solicit you and your Committee's favorable consideration. I look forward
> to your floor management of this measure in my behalf, but more
> importantly in behalf of all of our mutual constituents served by our
> dedicated government pharmacists.
>
>
> Sincerely
>
>
> FELIX P. CAMACHO
> Governor of Guam
>
> Cc: Speaker Mark Forbes
> Senator Mike Cruz
>
>

5/4/2005

D.



**Guam Memorial Hospital Authority
Aturidåt Espetåt Mimmuriåt Guáhan**

850 GOV. CARLOS CAMACHO ROAD
OKA, TAMUNING, GUAM 96910
TEL: 647-2444 or 647-2330
FAX: (671) 649-0145



**TESTIMONY ON BILL 122: AN ACT RELATIVE TO INCREASING
THE PAY SCHEDULE FOR GOVERNMENT OF GUAM PHARMACISTS**

Good Morning Mr. Chair and Members of the Committee:

Buenas yan Saludu! My name is PeterJohn Camacho, Acting Administrator for the Guam Memorial Hospital Authority. I am here today to present testimony in support of Bill 122, relative to increasing the pay compensation for Pharmacists employed by the Government of Guam.

We all know of the challenges faced by the Guam Memorial Hospital Authority in the recruitment and retention of pharmacists. This has been the focus of great media interest and public scrutiny and concern for quite a long time.

The Hospital is a twenty-four hour, seven day a week operation. All clinical areas are there providing care to patients who present to our island's only civilian hospital. An integral part of all the activities that make up the hospital is the pharmacy. Presently, we are operating the pharmacy for eighteen of those twenty-four hours. While not ideal, this is the best option available at this time. With the appropriate adjustment in the compensation schedule, we believe the Authority will be competitive in recruiting pharmacy professionals to come and work at our hospital.

For the record and because of my prior work experience with the Department of Public Health and Social Services as well as discussions with colleagues at the Department of Mental Health and Substance Abuse, the challenge in attracting, recruiting and retaining pharmacists, is shared by all of the government's healthcare agencies. The other agencies also have great difficulties in being able to attract qualified pharmacy professionals. This is made even more challenging because the specialty/certification pay available to hospital pharmacists is not available to them.

Page 2: GMHA Testimony on Bill 122
Re: Increasing the Pay Schedule for Government of Guam Pharmacists
May 1, 2005

The impact of this disparity is that these other agencies are unable to effectively meet the needs of the community. This concern especially arises related to those members of our island home who do not have insurance that would enable them to get much needed medication at community pharmacies.

I have listened to the anguished pleas of our beloved manamko who are either on a fixed Social Security or retirement income or on public assistance. These individuals on a regular basis, juggle the choices of which life-saving or sustaining medicine they are going to get this month or even worse, a smaller number of pills because they don't have enough to get a one month's supply.

If these individuals are not able to get their medications at a private pharmacy, then they have to either turn to the government agencies such as the hospital or the Community Health Centers or they die. They say that the true measure of a community is the way they treat or take care of their most vulnerable members.

The Authority fully endorses Bill 122. We are extremely appreciative of the efforts of the Honorable Felix P. Camacho, Governor of our island in taking the steps to introduce this bill and for the leadership of the Legislature and this Committee in expeditiously scheduling this hearing.

We respectfully request this Committee to recommend passage of this bill to the Legislature. Put respetu!


PETERJOHN D. CAMACHO, MPH
Acting

E.

Testimony on Bill 122 by William W. Weare, M.D.

Senators:

I come before you as a member of the Medical Staff of GMH for over 10 years and as a Staff Physician of the Department of Public Health and Social Services for 6 years to give support to Bill 122. I also come before you as a physician, a taxpayer, and an individual to suggest that changes be considered prior to passage of this bill.

There can be no doubt that the lack of an adequate salary structure for pharmacists has severely hampered the efforts of GMH and DPH&SS to adequately provide services to the people of Guam. Recent news accounts of problems with the Pharmacy Dept. at GMH have their root cause in an inadequate salary structure which made effective recruitment impossible. A similar situation has recently become public at DPH&SS and it is my contention that it is only a matter of time until DMH&SA has similar issues.

As a physician at DPH&SS-SRCHC, I speak from experience that trying to practice medicine without medicines is nearly an impossible task. This has resulted in the burden of illness being pushed on to GMH. While I have been fortunate to have had access for my patients to have easy access to pharmacy services most of the time, we have only one pharmacist. While I firmly believe that we are fortunate to have perhaps the best pharmacist on the island, over the past few years, there have been occasions where she has had the audacity to be ill, have family emergencies, or simply need time off as vacation to recoup her sanity. Since she is the only pharmacist we have in the CHC system, we are forced to do without when she is gone. For patients with limited transportation availability as well as limited financial means, this has meant in many instances that patients have done without, or postponed getting, needed medications until she returns. I believe

that those physicians who practice at the NRCHC, and who have NO pharmacist on site, face this problem to an infinitely greater degree. In addition, I see patients on an almost weekly basis, who are seen at GMH-ER on the weekend and who are forced to wait until the next weekday to get prescriptions filled. I think it is fair to state that most physicians do not give prescriptions to be filled whenever, but instead fully expect that the needed pharmacologic benefits will be available to their patients as soon as possible.

As a physician who works at GMH, I strongly feel that 24 hour pharmacy coverage is not only desirable, but essential. This legislation should make it easier for this to happen.

As a result, I applaud the Senators of the Guam Legislature in their efforts to solve one of the underlying problems of pharmacist recruitment.

My concern regarding this legislation revolves primarily about the salary proposals contained in this legislation. Like you, I am not an expert in salary structures for Pharmacists. I consulted the Internet and found several sites which outlined appropriate salaries and advertised salaries for pharmacists. I found "All Pharmacist Salaries.com" to be both informative and easy to use. In looking at West Coast salaries, it was apparent that entrance salaries for pharmacists in hospital settings are in the \$80,000-85,000 range. It is also apparent that after 10 years of experience, the salary range increased only about \$5,000. The proposed O and N salary structures increase by nearly this much on a yearly basis! It should also be kept in mind that GMH pharmacists currently receive a substantial bonus (25% I believe) and with this legislation will also be entitled to overtime. While this may result in effective recruitment, over time it will saddle GMH and other Gov. Guam agencies with unrealistically high salary structures which will cause further problems. The only solution to this would be some form of privatization, which is a solution that is currently available

if only the funding were available. This solution would be difficult to implement if there were a preponderance of highly salaried employees on the staff. I would therefore recommend that the lower and upper levels of the O and N salary structures be carefully examined prior to passage by this body.

I believe that the lower end of the P salary structure may also need some adjustment although it is unlikely that inexperienced individuals would be recruited for management positions in an ideal setting, so this is of lesser importance.

The main failure of this legislation is the absence of reference to Doctors of Pharmacy or PharmD's. These individuals have at least one additional year of pharmacy training and have skills particularly suited to helping hospitals function more effectively and safely. Many operate on the floor in clinical situations, in addition to being in the pharmacy proper. I have long advocated that GMH should have at least one Clinical PharmD and preferably two or three to meet current standards of pharmacy AND hospital safety and efficiency. These individuals typically earn \$8-10,000 a year more than general pharmacists and would be difficult to recruit if lumped into the proposed O and N salary structures. I would recommend that they be started at the O-10 and N-07 steps, if they could be attracted. Currently the ONLY PharmD who is actively practicing on Guam works for DPH&SS-SRCHC and has provided considerable benefit to the program as a result of her training and skills. We desperately need more of these individuals on Guam.

Finally, I would point out that there appears to be a typographical error in the P salary structure with P-16 being replaced with N-16, thus resulting in two N-16 salaries which could be a source of contention in the future. This should be corrected.

I would be happy to try to answer any questions you might have.

F.



Felix P. Camacho
GOVERNOR

Kaleo S. Moylan
LIEUTENANT GOVERNOR

GOVERNMENT OF GUAM

DEPARTMENT OF PUBLIC HEALTH & SOCIAL SERVICES
(DIPATTAMENTON SALUT PUPBLEKO YAN SETBISION SUSIAT)

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Peter John D. Camacho, MPH
DIRECTOR

**Testimony of Linda Unpingco-DeNorcey, M.P.H., Health Services
Administrator of the Northern and Southern Region Community for
the public hearing on Bill 122**

Good Morning Senator Klitzkie, Senator Mike Cruz, and members of the Committee on Judiciary, Government Operation, and Personnel. My name is Linda Unpingco-DeNorcey and I am the Health Services Administrator of the Northern and Southern Region Community Health Centers and a board of director of the Pacific Island Primary Care Association. I am testifying in support of Bill 122, which aims to increase the pay schedule of government of Guam pharmacist.

The Health Resources and Services Administration (HRSA) National Center for Health Workforce Information and Analysis confirmed the emergence of a shortage of pharmacist (71 pharmacist per 100,000 people in the U.S). According to this study, factors contributing to the shortage of pharmacists include increase in medical advances, the rising standard of health care, frenzy of drug advertising, population growth, and an increasing percentage of the elderly population. As the U.S. population ages, a growing number of elderly patients are on some type of medication. Adults 60 years and over on average use three times as many medications than younger individuals.

Prescription medications are the most widely used and cost-effective health care intervention. The usage of medication to treat health conditions is considerably far lower than the cost for patients whose conditions go untreated. Modern prescription drugs have extended and improved the lives of millions of Americans and saved millions of dollars through shortened length of illnesses, increased productivity, and reductions in hospitalization and medical procedures.

The decreasing supply and increasing demand for pharmacist has reached a critical point and the shortage of pharmacists would only worsen over time. The number of degrees granted in Pharmacy is expected to be less than the number of job openings. According to the U.S. Department of Labor Bureau of Statistics, employment of pharmacists is expected to grow faster than the average for all occupations in the U.S. throughout Year 2012. Thus, the sharp demand for pharmacists will continue to rise as "cost-conscious" health insurance companies and health systems emphasize the critical

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role of pharmacists. These include dispensing drugs prescribed by physicians and dentists, advising health professionals on the drug selection, dosages, interactions, and possible contraindications, and aiding in reducing expenses resulting from unexpected complications due to allergic reactions or medication interactions. Thus, pharmacists play a crucial role in assuring the safe and effective use of drug therapies. The Southern Region Community Health Center pharmacist works with patients and their physicians to try to maximize the use of lower-cost generic medications. The savings from using generics are unmistakable. Additionally, the SRCHC pharmacist assists patients who do not have the resources to pay for their medications to be seen by an MIP or Medicaid eligibility caseworker or the CHC billing clerk for enrollment in the sliding fee discount program.

In FY 2003, Southern Region Community Health Center pharmacist issued **6,763 prescriptions** to **4,732 individuals** and in FY 2004, **9,267 prescriptions** were given to **5,515 people**, representing an increase of 37% prescriptions filled and 17% SRCHC pharmacy users. Furthermore, with the implementation of the MIP Reform law, the number of prescriptions filled rose to **10,553 in the first six months of FY 2005 (Oct 2004-March 2005)** and with 6 months remaining in FY 2005, it is without a doubt that the number of prescriptions issued in FY 2005 would more than double that of FY 2004!

The community health centers serve are the "safety net providers" for the medically underserved population as evident by 23,000 encounters and over 12,000 users in FY 2004. With the implementation of the MIP Reform Law, the centers received compact-impact funding in the amount of \$1,065,830 for medical, laboratory, and pharmacy supplies and the bulk of this money has been used for the procurement of drugs to adequately stock the Southern Region Community Health Center Pharmacy. Although the SRCHC Pharmacy has supplies, many patients have complained about the difficulty in accessing services due to the distance from the northern end of the island and the lack of transportation. In order to overcome transportation barriers, patients try to obtain their medications at private pharmacies, however, they too have difficulty in getting their prescriptions filled since most private pharmacies refuse to accept MIP and Medicaid insurance plans.

Several patients have visited me in my office and their stories in accessing services are worth mentioning. One patient was very frustrated that he requested to see me. When he came into my office, he told me that he spoke to a staff at a private pharmacy and asked if this pharmacy had any insulin in stock. The staff of this private pharmacy said that they have insulin. He then told this individual that he would be coming to pick up the insulin. When he came to the private pharmacy, he showed his Medicaid card and was informed that they ran out of insulin. The patient commented that that was impossible since he was told that they had insulin a few hours ago. The patient asked how the pharmacy could run out of insulin so quickly. As I was listening to this patient, he was so angry, distraught, helpless, and less worthy since he had been denied services

as a Medicaid recipient. Unfortunately, there are many similar stories like the one I just mentioned and the need to increase access to pharmacy services cannot be ignored, but must be addressed.

The Guam Community Health Centers are currently in the process of expanding its services. Guam was awarded \$980,000 for the physical expansion of eight new examination rooms, a decontamination room, isolation room, reception area, and a waiting room. The centers also procured a "state of the art" pharmacy information system (Etreby), allowing patient information to be electronically sent between the two community health center sites through a wide area network system integration. Additionally, thousands of dollars have been spent to procure medications and equipment needed for the Northern Region Community Health Center Pharmacy. An interim plan is in place to have the only SRCHC pharmacist work at NRCHC once per week until another pharmacist can be recruited.

The recruitment of an additional pharmacist for NRCHC has been budgeted, which would reduce the excessive caseload of the SRCHC pharmacist and minimize transportation barriers for many patients. However, this plan may not come to a fruition and even worse, the SRCHC pharmacy may no longer be in operation if there is no adjustment in the Public Health pharmacist salary. The existing salary of the Public Health pharmacist is far below private pharmacies on island as well as the national average. With the increased demand and limited supply of pharmacists, many states in the U.S. mainland are aggressively recruiting at salaries ranging from \$40-\$58 per hour and hospitals are offering \$50-\$60 per hour with incentives such as sign on bonuses, relocation cost coverage, and tuition loan repayment plans.

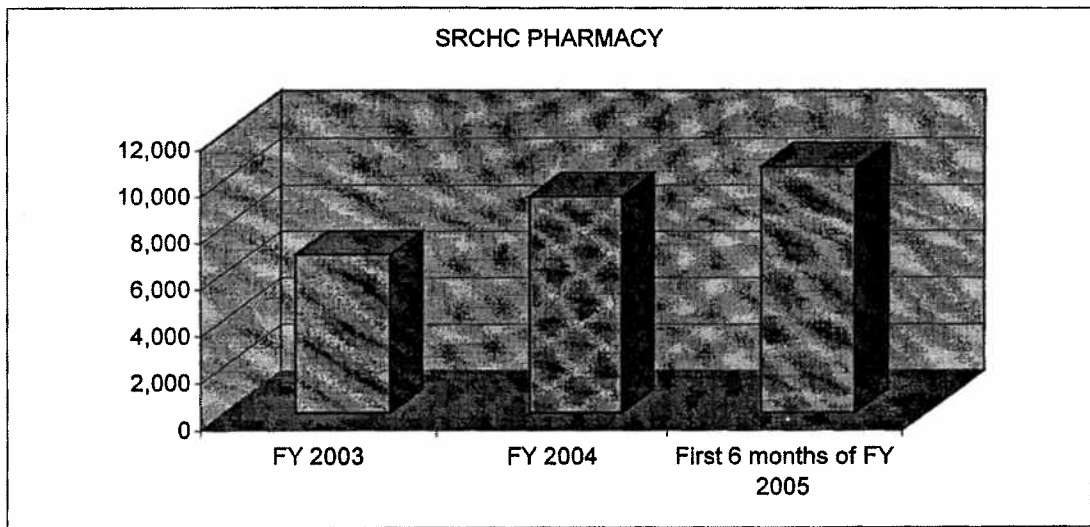
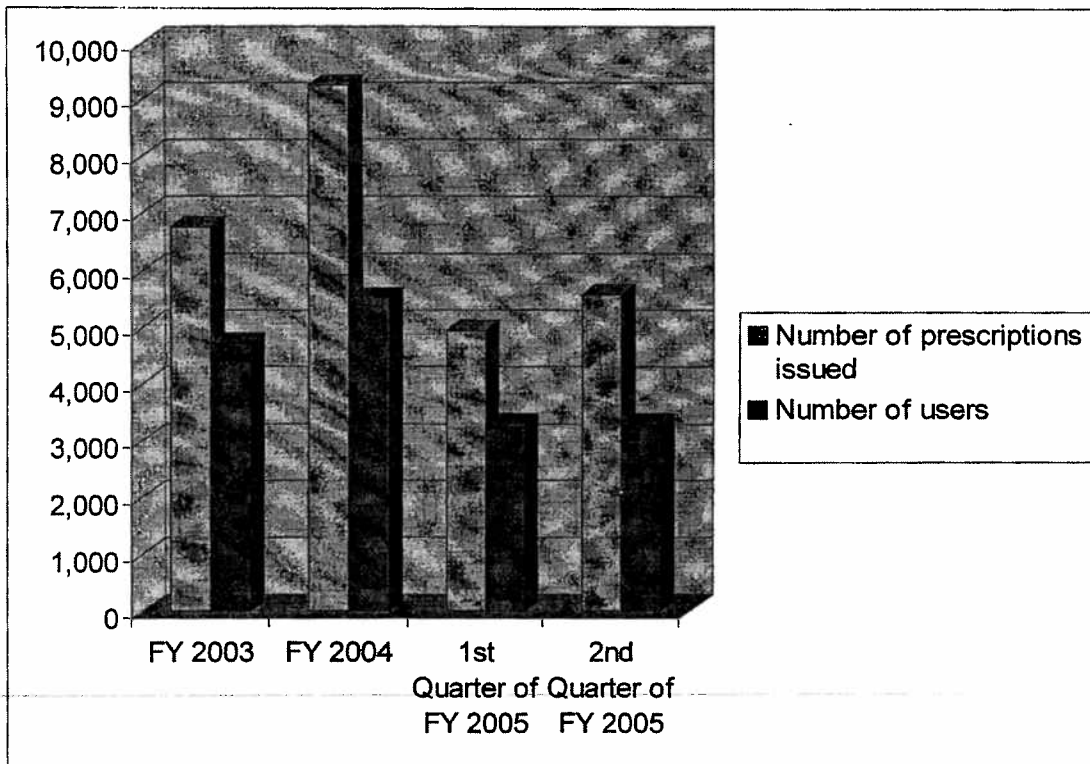
With the U.S. mainland competing for the recruitment of pharmacists, it is crucial that the salaries of government of Guam pharmacists are close or equal to the national standards in the U.S. given Guam's remote geographic location and difficulty in recruiting pharmacists on island. This fact is duly recognized by K-Mart on Guam for it employs pharmacists at a starting salary of \$50 per hour and has successfully recruited several pharmacists within a short period of time. However, pharmacists working for Public Health are unduly compensated (\$31.60 per hour), which contributed to the inability to recruit additional pharmacists as well as the resignation of pharmacists in search of higher wages within the private sector.

In regards to Bill 122, I fully support increasing the pay schedule of government of Guam pharmacists. To practice pharmacy, a license is required from an accredited pharmacy program, passage of a state board examination, and possession of a specified amount of practical experience. Five years of formal education are needed to obtain a Bachelor of Pharmacy degree, the degree received by most graduates. However, for a Doctor of Pharmacy degree, six or seven years of education are required. Currently, the pay schedule of

government of Guam pharmacists is not unified in that the Public Health pharmacists are at Pay Grade N, yet GMHA pharmacists are at Pay Grade O and the later has an additional 25% increase in base pay. It would be ideal to have a unified pharmacy pay schedule and perhaps Bill 122 should be further refined to this effect.

In view of the above, I am requesting for this committee to support increasing the pay schedule of government of Guam pharmacist and to further refine Bill 122 as previously stated. By doing so, the community health centers would be able to retain and recruit additional pharmacists. Thus, thousands of the uninsured, underserved, and indigent patients would have access to pharmacy services in lieu of foregoing medication regimens, resulting in increased hospitalizations or visits to the GMHA Emergency Room, all of which could be easily prevented through accessible and effective drug therapy.


LINDA UNPINGCO-DENORCEY, M.P.H
Health Services Administrator



G.



Felix P. Camacho
GOVERNOR

Kaleo S. Moylan
LIEUTENANT GOVERNOR

GOVERNMENT OF GUAM

DEPARTMENT OF PUBLIC HEALTH & SOCIAL SERVICES
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Peter John D. Camacho, MPH
DIRECTOR

**Testimony
for
Bill 122**

By: Margarita B. Gay RN. MN. and the Community Health Nurse Supervisor for both Northern & Southern Community Health Centers.

Good morning Senator Klitzkie and Senator Mike Cruz and the Committee of Governmental Affairs, My name is, Margarita B. Gay RN. MN. and I am currently the Community Health Nurse Supervisor II, for both the Northern and Southern Community Centers, that are under the Bureau of Primary Care Services.

Today, as we are gathered together to testify on Bill 122, I would like to refresh everyone's mind with our current status at the Community Health Centers. As of last quarter (which was December 2004 to February 2005) the CHCs saw a total encounters of about 9,803 patients, among them 6,504 were Adult patients and 2,299 were children and adolescent patients. These patients come to see our providers for many reasons; from Immunizations, to Diabetic care, to Well Child Check, and for Chronic Disease maintenance or acute care. When these patients came in to our Centers, they come out with prescriptions.

Just a reminder that the CHCs also taking care of ^{about} 30,000 clients of the MIP/MAP populations on Guam. We serve all these clients with primary medical care and majority of their medications are being dispensed at our Only SRCHC Pharmacy. The patients and the government of Guam depend on our "Only pharmacist to maintain all the prescriptions for all the patients". That's a very big job for a very small price.

As of last quarter the Southern Pharmacy has been dispensing about 5,697 prescriptions to our patients and other patients private clinics/insurance. Please Look at this picture, the CHCs patients were about 9,000 and the 5,697 prescriptions were done at the SCRHC. So, it looks like that half of these patients had a prescription for every visit they had. At least every patient that was seen at the CHCs were given prescriptions. And there was only one

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pharmacist to meet all those prescriptions. Is there any other agency that has the capacity/capability like our "ONLY PHARMIST." The answer is "NO". GMHA has had this similar situation before. but have they didn't have for this long. This problem has been with the BPCS for 6 years and our only pharmacist has been waiting "VERY" patiently for her turn to be heard and soon to be resolved.

We are also trying to hire but we need to KEEP and RETAIN our only Pharmacist!!! This Bill 122 will help us but it needs to be amended to add a section for retaining concern, Yes, we can hopefully recruit at a higher rate but our Pharmacist is still getting more than the other pharmacist in other agencies because of their other benefits like specialty pay. Why the Hospital Pharmacist again, remember a Pharmacist is the same as another Pharmacist. We must treat them equally because they are meeting our "Island Mission" to serve all the People of Guam. The Department of Public Health & Social Services needs to be Equal to our Guam Memorial Hospital's Pharmacist. We only have one Pharmacist and need to keep her at Public Health and also keep her at the level where she is suppose to be. They are only a few of them and we need to keep them in order for Government to care for the "Health" of the people of Guam. Finding a pharmacist on Guam is not an easy job, because you just can't fine them walking around Guam, they are Educated and Nationally Certified, and they are here on Guam and we want to keep them here.

So Pleas Senators look at this Bill 122 and just add to it a suitable salary for all Pharmacist on Guam that meets the average National Certified Pharmacist, and we also need add that the Civil Service Commission "Will assess their salary at least every 2 years, to keep them at the average National level without going through this process again in the next 2 years". We need to improve the Bill 122, so it meets all our pharmacist and potential new recruits needs. Increase their salary equally and Assess their salaries at least every 2 years to these very dedicated and patient professionals. Thank you for your time and support.

H.

TESTIMONY IN SUPPORT OF BILL 122 (EC)

**AN ACT RELATIVE TO INCREASING THE PAY SCHEDULE FOR GOVERNMENT
OF GUAM PHARMACISTS**

**PRESENTED TO THE COMMITTEE ON JUDICIARY, GOVERNMENTAL
OPERATIONS, & REORGANIZATION**

MAY 2, 2005

Senator Robert Klitzkie and members of the committee, thank you for giving me the opportunity to address you today.

My name is Mary Matanane, a retired Community Health Nurse Supervisor, currently under contract with the Bureau of Primary Care Services (BPCS), Department of Public Health and Social Services. My primary responsibilities involve review of Diabetic charts and computer input of patient data as part of the Bureau's efforts to track Diabetes control and to improve patient outcomes. Almost every Diabetic patient has a minimum of three medications and more than 80% are under Medicaid or MIP. Without the Pharmacy at Southern Region Community Health Center (SRCHC), these patients would be unable to obtain much needed medications. With Diabetes being a major health problem for our island, we must make every attempt to ensure the continued availability of Pharmacy services.

In addition to my employment at Public Health, for the past two years I have worked with SPIMA to conduct health screening activities at all the Senior Centers throughout the island. During the counseling portion of these activities, many of the seniors acknowledged their inability to obtain medications at local pharmacies. With so many health complications resulting from uncontrolled Diabetes and/or Hypertension, we can ill afford to allow the pharmacy at SRCHC to close. If we lose the sole pharmacist employed by the Bureau of Primary Care Services, Public Health will also experience a problem utilizing medications that have been stocked at SRCHC and Northern Region Community Health Center (NRCHC) Pharmacies. Plans are underway to open the NRCHC Pharmacy weekly. The NRCHC pharmacy has been stocked with supplies and medications. What will happen to all these if we have no Pharmacist to dispense them?

Prior to my retirement, my position was that of clinic manager for the Northern and Southern Community Health Centers. I had the privilege of working with the current Pharmacist, and witnessed firsthand her patience, compassion, exceptional level of professionalism, and extensive knowledge of pharmaceuticals. This pharmacist has been the victim of inadequate compensation since her initial employment. Despite this inequity, she continued her employment. Her commitment, dedication, and loyalty to the medically indigent population of our island are the primary reasons she has tolerated this inequity.

While working for the Government of Guam, one of my favorite sayings was that none of us is indispensable. The sole Pharmacist for BPCS might not be indispensable, but in my opinion, she is irreplaceable!

I am in full support of this bill and appreciate the work that your committee has done and will continue to do to ensure that the bill becomes a piece of legislation that will address the salary of Pharmacists employed by the Government of Guam.

Thank you for your consideration of this testimony.

Respectfully submitted,



Mary N.D. Matanane, RNC
Certified Community Health Nurse
182 Mil Flores Lane
Latte Heights, Guam 96913
(671) 632-2419

IX. Fiscal Note

**Bureau of Budget & Management Research
Fiscal Note of Bill No. 122 (EC)**

Bill Title (Preamble): AN ACT RELATIVE TO INCREASING THE PAY SCHEDULE FOR GOVERNMENT OF GUAM PHARMACISTS.

Department/Agency Appropriation Information	
Dept./Agency Affected: Health	Dept./Agency Head: Health Department Heads
Department's General Fund (GF) appropriation(s) to date:	\$51,592,166
Department's Other Fund (specify): Healthy Future Fund appropriation(s) to date:	\$10,049,594
Total Department/Agency Appropriation(s) to date:	\$61,641,760

Fund Source Information of Proposed Appropriation			
	General Fund:	Other (specify):	Total:
FY 2005 Adopted Revenues	\$447,441,000	\$0	\$447,441,000
FY Appro. to P.L. _____	(\$447,957,067)	\$0	(\$447,957,067)
Sub-total:	(\$516,067)	\$0	(\$516,067)
Less appropriation in Bill	\$0	\$0	\$0
Total:	(\$516,067)	\$0	(\$516,067)

Estimated Fiscal Impact of Bill						
	One Full Fiscal Year	For Remainder of Current FY (if applicable)	Second Year	Third Year	Fourth Year	Fifth Year
General Fund	\$1,120,194	\$387,759	\$1,158,152	\$1,197,354	\$1,237,898	\$1,279,816
Other Fund:	\$0	\$0	\$0	\$0	\$0	\$0
Total	\$1,120,194	\$387,759	\$1,158,152	\$1,197,354	\$1,237,898	\$1,279,816

- Does the bill contain "revenue generating" provisions? / / Yes /x/ No
If Yes, see attachment
- Is amount appropriated adequate to fund the intent of the appropriation? /x/ N/A / / Yes / / No
If no, what is the additional amount required? \$ _____
- 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
- Will the enactment of this Bill require new physical facilities? / / Yes /x/ No
- 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: M. Quinata Date: 8/5/05 Director: Carlos P. Borrallo Date: 8/5/05
M. Quinata Carlos P. Borrallo, Director

See Attached

Comments to Bill 122 (EC)

The intent of the bill is to increase the pay scales for the Pharmacist series for the Government of Guam by 100% to reflect the national market movement. Currently, there are two (2) pharmacists with the Department of Public Health and Social Services, one (1) with the Department of Mental Health and Substance Abuse who was hired on a contract and seven (7) at the Guam Memorial Hospital (three (3) full time and four (4) part-time).

Currently, pharmacists are hired at an above step recruitment basis with an additional 25% specialty pay. Projections include the 100% pay increases and 25% specialty pay in reference to salaries of incumbent employees. Total current cost for the ten incumbents is approximately \$560,097. With the proposed changes to the pay scales, total personnel costs for the first year would increase to \$1,120,194. (see attached analysis)

Relative to Section 3, GMH provided information on the number of overtime hours charged for the months of January through April for four employees which averaged to approximately 200 hours per pay period.

Pharmacists are given overtime pay due to their being in direct patient care, and also received weekend pay which is paid in the same manner as overtime pay. (1 hr + 1/2). (Example: Pharmacist who works a Mon-Fri schedule at 40hrs and comes in on a weekend will received the OT. Pharmacist who is scheduled to work Tuesday- Saturday will receive 32 hours at regular pay for Tues-Friday and (1 hr.+ 1/2) for Saturday (weekend pay)).

Bill 122 (EC)

1st year

Dept	Position Title	Pay Scale	Current Salaries			Proposed Salaries			Total Cost	
			Salaries	Benefits	Total Cost	Salaries	Benefits	Total Cost		
DPHSS	Chief Pharmacist	O-13	56,231.00	0.21	11,808.51	68,039.51	112,462.00	0.21	23,617.02	136,079.02
DPHSS	Pharmacist	N-20	65,725.00	0.21	13,802.25	79,527.25	131,450.00	0.21	27,604.50	159,054.50
GMHA	Pharmacist	O-10	50,717.00	0.21	10,650.57	61,367.57	101,434.00	0.21	21,301.14	122,735.14
GMHA	Pharmacist	O-10	50,717.00	0.21	10,650.57	61,367.57	101,434.00	0.21	21,301.14	122,735.14
GMHA	Pharmacist	O-10	50,717.00	0.21	10,650.57	61,367.57	101,434.00	0.21	21,301.14	122,735.14
GMHA	Pharmacist (Part Time)	O-10	25,355.20		0.00	25,355.20	50,710.40		0.00	50,710.40
GMHA	Pharmacist (Part Time)	O-10	25,355.20		0.00	25,355.20	50,710.40		0.00	50,710.40
GMHA	Pharmacist (Part Time)	O-10	25,355.20		0.00	25,355.20	50,710.40		0.00	50,710.40
GMHA	Pharmacist (Part Time)	O-10	25,355.20		0.00	25,355.20	50,710.40		0.00	50,710.40
DMHSA	Pharmacist		<u>26,500.00</u>		<u>0.00</u>	<u>26,500.00</u>	<u>53,000.00</u>		<u>0.00</u>	<u>53,000.00</u>
Totals			402,027.80		57,562.47	459,590.27	804,055.60		115,124.94	919,180.54
	Specialty Pay %		<u>0.25</u>				<u>0.25</u>			
	Total Specialty Pay		100,506.95			<u>100,506.95</u>	201,013.90			<u>201,013.90</u>
	Total					560,097.22				1,120,194.44

* DMHSA -Pharmacist is a contract employee.

* Part-time employees- 20 hours per week

24.38 per hour
40 hrs (2 weeks)
 975.20
26 26 ppds
 25,355.20

Amounts for subsequent years were calculated using same number of employees and their status as FTE or Part Time, and a one step increment per year.

* Benefits @ 21% for full time

43,084.38 (1,120,194/26 ppd)
* 9ppd
 387,759.46 Remainder of Current Year

2nd year

Dept	Position Title	Pay Scale	Current Salaries		Total Cost	Proposed Salaries			Total Cost
			Salaries	Benefits		Salaries	Benefits		
DPHSS	Chief Pharmacist	O-14	58,199.00	0.21 12,221.79	70,420.79	116,398.00	0.2 24,443.58	140,841.58	
DPHSS	Pharmacist	N-20	67,699.84	0.21 14,216.97	81,916.81	135,399.68	0.2 28,433.93	163,833.61	
GMHA	Pharmacist	O-11	52,492.00	0.21 11,023.32	63,515.32	104,984.00	0.2 22,046.64	127,030.64	
GMHA	Pharmacist	O-11	52,492.00	0.21 11,023.32	63,515.32	104,984.00	0.2 22,046.64	127,030.64	
GMHA	Pharmacist (Part Time)	O-11	52,492.00	0.21 11,023.32	63,515.32	104,984.00	0.2 22,046.64	127,030.64	
GMHA	Pharmacist (Part Time)	O-11	26,246.00	0.00	26,246.00	52,492.00	0.00	52,492.00	
GMHA	Pharmacist (Part Time)	O-11	26,246.00	0.00	26,246.00	52,492.00	0.00	52,492.00	
GMHA	Pharmacist (Part Time)	O-11	26,246.00	0.00	26,246.00	52,492.00	0.00	52,492.00	
GMHA	Pharmacist (Part Time)	O-11	26,246.00	0.00	26,246.00	52,492.00	0.00	52,492.00	
DMHSA	Pharmacist		<u>27,295.00</u>	<u>0.00</u>	<u>27,295.00</u>	<u>54,590.00</u>	<u>0.00</u>	<u>54,590.00</u>	
Totals			415,653.84	59,508.72	475,162.56	831,307.68	119,017.43	950,325.11	
	Specialty Pay %		<u>0.25</u>			<u>0.25</u>			
	Total Specialty Pay		103,913.46		<u>103,913.46</u>	207,826.92		<u>207,826.92</u>	
	Total				579,076.02			1,158,152.03	

* DMHSA-Pharmacist is a contract employee.

* Part-time employees- 20 hours per week

25.24 per hour
40 hrs (2 weeks)
 1,009.46
26 26 ppds
 26,246.00

DPHSS Pharmacist @ N-20- 3% increase each subsequent year

DMHA Pharmacist - 3% increase each year.

3rd Year

Dept	Position Title	Pay Scale	Current Salaries			Proposed Salaries			Total Cost	
			Salaries	Benefits	Total Cost	Salaries	Benefits	Total Cost		
DPHSS	Chief Pharmacist	O-15	60,236.00	0.21	12,649.56	72,885.56	120,472.00	0.2	25,299.12	145,771.12
DPHSS	Pharmacist	N-20	69,730.84	0.21	14,643.48	84,374.31	139,461.67	0.2	29,286.95	168,748.62
GMHA	Pharmacist	O-12	54,329.00	0.21	11,409.09	65,738.09	108,658.00	0.2	22,818.18	131,476.18
GMHA	Pharmacist	O-12	54,329.00	0.21	11,409.09	65,738.09	108,658.00	0.2	22,818.18	131,476.18
GMHA	Pharmacist	O-12	54,329.00	0.21	11,409.09	65,738.09	108,658.00	0.2	22,818.18	131,476.18
GMHA	Pharmacist (Part Time)	O-12	27,164.50		0.00	27,164.50	54,329.00		0.00	54,329.00
GMHA	Pharmacist (Part Time)	O-12	27,164.50		0.00	27,164.50	54,329.00		0.00	54,329.00
GMHA	Pharmacist (Part Time)	O-12	27,164.50		0.00	27,164.50	54,329.00		0.00	54,329.00
GMHA	Pharmacist (Part Time)	O-12	27,164.50		0.00	27,164.50	54,329.00		0.00	54,329.00
DMHSA	Pharmacist		<u>28,113.85</u>		<u>0.00</u>	<u>28,113.85</u>	<u>56,227.70</u>		<u>0.00</u>	<u>56,227.70</u>
Totals			429,725.69		61,520.31	491,245.99	859,451.37		123,040.61	982,491.98
	Specialty Pay %				0.25					
	Total Specialty Pay		107,431.42			107,431.42	214,862.84			214,862.84
	Total					598,677.41				1,197,354.82

* DMHSA -Pharmacist is a contract employee.

* Part-time employees- 20 hours per week

26.12 per hour
40 hrs (2 weeks)
 1,044.79
26 26 ppds
 27,164.50

DPHSS Pharmacist @ N-20- 3% increase each subsequent year

DMHA Pharmacist - 3% increase each year.

* Benefits @ 21% for full time

4th Year

Dept	Position Title	Pay Scale	Current Salaries		Total Cost	Proposed Salaries		Total Cost		
			Salaries	Benefits		Salaries	Benefits			
DPHSS	Chief Pharmacist	O-16	62,344.00	0.21	13,092.24	75,436.24	124,688.00	0.2	26,184.48	150,872.48
DPHSS	Pharmacist	N-20	71,822.77	0.21	15,082.78	86,905.55	143,645.53	0.2	30,165.56	173,811.09
GMHA	Pharmacist	O-13	56,231.00	0.21	11,808.51	68,039.51	112,462.00	0.2	23,617.02	136,079.02
GMHA	Pharmacist	O-13	56,231.00	0.21	11,808.51	68,039.51	112,462.00	0.2	23,617.02	136,079.02
GMHA	Pharmacist (Part Time)	O-13	28,115.50		0.00	28,115.50	56,231.00		0.00	56,231.00
GMHA	Pharmacist (Part Time)	O-13	28,115.50		0.00	28,115.50	56,231.00		0.00	56,231.00
GMHA	Pharmacist (Part Time)	O-13	28,115.50		0.00	28,115.50	56,231.00		0.00	56,231.00
GMHA	Pharmacist (Part Time)	O-13	28,115.50		0.00	28,115.50	56,231.00		0.00	56,231.00
DMHSA	Pharmacist		<u>28,957.27</u>		<u>0.00</u>	<u>28,957.27</u>	<u>57,914.53</u>		<u>0.00</u>	<u>57,914.53</u>
Totals			444,279.03		63,600.55	507,879.58	888,558.06		127,201.10	1,015,759.16
	Specialty Pay %		<u>0.25</u>				<u>0.25</u>			
	Total Specialty Pay		111,069.76			<u>111,069.76</u>	222,139.52			<u>222,139.52</u>
	Total					618,949.34				1,237,898.68

* DMHSA -Pharmacist is a contract employee.

* Part-time employees- 20 hours per week

27.03 per hour
40 hrs (2 weeks)
 1,081.37
26 26 ppds
 28,115.50

DPHSS Pharmacist @ N-20- 3% increase each subsequent year

DMHA Pharmacist - 3% increase each year.

5th Year

Current Salaries

Proposed Salaries

Dept	Position Title	Pay Scale	Current Salaries		Total Cost	Proposed Salaries		Total Cost
			Salaries	Benefits		Salaries	Benefits	
PHSS	Chief Pharmacist	O-17	64,526.00	0.21 13,550.46	78,076.46	129,052.00	0.2 27,100.92	156,152.92
DPHSS	Pharmacist	N-20	73,977.45	0.21 15,535.27	89,512.72	147,954.91	0.2 31,070.53	179,025.44
DMHA	Pharmacist	O-14	58,199.00	0.21 12,221.79	70,420.79	116,398.00	0.2 24,443.58	140,841.58
DMHA	Pharmacist	O-14	58,199.00	0.21 12,221.79	70,420.79	116,398.00	0.2 24,443.58	140,841.58
DMHA	Pharmacist	O-14	58,199.00	0.21 12,221.79	70,420.79	116,398.00	0.2 24,443.58	140,841.58
DMHA	Pharmacist (Part Time)	O-14	29,099.50	0.00	29,099.50	58,199.00	0.00	58,199.00
DMHA	Pharmacist (Part Time)	O-14	29,099.50	0.00	29,099.50	58,199.00	0.00	58,199.00
DMHA	Pharmacist (Part Time)	O-14	29,099.50	0.00	29,099.50	58,199.00	0.00	58,199.00
DMHA	Pharmacist (Part Time)	O-14	29,099.50	0.00	29,099.50	58,199.00	0.00	58,199.00
DMHSA	Pharmacist		<u>29,827.20</u>	<u>0.00</u>	<u>29,827.20</u>	<u>59,654.41</u>	<u>0.00</u>	<u>59,654.41</u>
Totals			459,325.66	65,751.10	525,076.75	918,651.31	131,502.19	1,050,153.50
	Specialty Pay %			0.25			0.25	
	Total Specialty Pay		114,831.41		114,831.41	229,662.83		229,662.83
	Total				639,908.17			1,279,816.33

DMHSA -Pharmacist is a contract employee.

Part-time employees- 20 hours per week
 27.98 per hour
40 hrs (2 weeks)
 1,119.21
26 26 ppds
 29,099.50

DPHSS Pharmacist @ N-20- 3% increase each subsequent year

DMHA Pharmacist - 3% increase each year.

X. Press Clippings:

Mariana's Variety – May 2, 2005

Pharmacists' salary hike to be discussed today

By Mar-Vic Cagurangan
Variety News Staff

THE legislative committee on judiciary, governmental operations and reorganization is scheduled to hold a public hearing this morning on a bill that seeks to increase the government pharmacists' salary rates by 100 percent.

The bill was proposed by Gov. Felix P. Camacho as part of the administration's efforts to accelerate the government's recruitment efforts and support the retention incentives.

The public hearing, which will be televised on Channel 61, starts at 9 a.m.

In a March report submitted to the legislative committee on health, the Civil Service Commission said that while the competitive national average salary for experienced pharmacists is approximately \$41 per hour, the current unified pay schedule wage for hospital pharmacists only range from \$16.26 to \$24.38 per hour.

The governor's office acknowledges that the current rate is "unattractive and noncompetitive," resulting in a potential crisis at the Guam Memorial Hospital's pharmacy department which is now dealing with a shortage of pharmacists.



Felix P. Camacho

"Even with the existing recruitment and retention incentives such as the 25 percent specialty pay and above-step recruitment, recruitment of qualified pharmacists is extremely challenging," reads Bill 122, which seeks to adjust the pay schedule "to reflect the national market movement to 100 percent."

The CSC report noted that GMH has 10 budgeted positions for the pharmacists. The number of pharmacists at the hospital had gone down from eight full-time and part-time pharmacists in November 2002 to only three time and one part-time pharmacists as of January 2004, representing 50 percent decline in a little over a year.

Gov't pharmacy in crisis due to lack of staff

By Mar-Vic Cagurangan
Variety News Staff

THE Guam Memorial Hospital's pharmacy is open 18 hours a day with three full-time pharmacists, including the acting chief, dividing the shifts among themselves. The full-time pharmacists are assisted by three part-timers, all of whom have to work overtime every week, acting chief pharmacist Mike Lin said yesterday.

"There has to be at least two pharmacists there all the time. Each of them work 60 hours a week," Lin told the legislative committee on judiciary, governmental operations and organization.

The committee, chaired by Sen. Bob Klitzkie (R-Yigo) yesterday held a public hearing on Bill 122, which proposes a hundred percent raise in the salary level of government pharmacists.

The bill, proposed by the governor's office, would also authorize GMH to pay the pharmacists' accrued overtime.

Lin, in endorsing the passage of Bill 122, said the government has to recruit pharmacists from off-island because "the ones who are available on island already have existing jobs."

"In order for us to be able to recruit pharmacists from off-island, we have to show them something to attract them to come to Guam. This includes higher pay plus bonus," Lin said.

The bill seeks "to adjust the pay schedule to reflect the national market movement."

GMH acting administrator Peter John Camacho agreed that adjusting the pay scale would give GMH a competitive edge in recruiting pharmacists.

He said operating 18 hours,



Sen. Bob Klitzkie, chairman of the legislative committee on judiciary and government reorganizations, Sen. Adolpho Palacios and Sen. Mike Cruz listen to testimonies on Bill 122 at Monday's public hearing.

Photo by Mar-Vic Cagurangan

instead of 24 hours, may not be the best ideal for GMH pharmacy, but given the situation "this is the best option available at this time."

"An integral part of the all activities that make up the hospital is the pharmacy," Camacho said.

If patients are unable to buy their prescriptions from a private pharmacy, Camacho said, "they have to either turn to the government agencies such as the hospital or the community health centers or they die," Camacho said.

GMH has 10 budgeted positions for pharmacists, but the unattractive offer has made it hard for the government to recruit and retain the ones on board.

During his testimony, Vern Perez, executive director of the

Civil Service Commission, expressed support for Bill 122 as he quoted from CSC's March report which stated that while the competitive national average salary for experienced pharmacists is approximately \$41 per hour, the current unified pay schedule wage for local government pharmacists only range from \$16.26 to \$24.38 per hour.

In the report, CSC stated that the lack of sound recruitment plan and proper management are among factors that have contributed to the manpower shortage. But then, he told the committee that the salary issue remains to be a "large factor" that has to be addressed.

Jim Underwood, the governor's special assistant for policy, read before the committee a written testimony from Gov. Felix P. Camacho, who is

seeking the passage of Bill 122.

"What started out as a hospital problem has now become a public health crisis," Camacho's testimony reads.

The governor said his administration is "committed to working with the Legislature to compile a comprehensive Hay pay increase for all healthcare positions."

The bill was opposed by activist Rufo Lujan, who said that the proposal tends to create a separate class of government workers. He said that if the government would give a salary raise to one group of government workers, others would demand the same treatment.

"You can't continue to raise salary rates without affecting the general fund. This will be passed on to the taxpayers," Lujan said.

Hospital pharmacists working 60 hours despite new hires

By Steve Limtiaco

Pacific Daily News

slimtiaco@guampdn.com

The Guam Memorial Hospital now has six part-time pharmacists, but the number of hours they put in at the pharmacy each week is less than what a single full-time pharmacist would contribute, acting pharmacy Director Mike Lin told lawmakers yesterday morning.

That means the hospital's three full-time pharmacists still must work 60 hours or more each week in order to keep the pharmacy operating 18 hours a day, Lin said.

The Legislature's Committee on Judiciary, Governmental Operations and Reorganization held a public hearing on the governor's request to increase pharmacist pay in order to help the hospital and other health agencies recruit and retain government pharmacists.

The proposal would double the current pay scale, with \$62,128 as the lowest starting salary and \$155,938 as the highest possible salary.

Department of Public Health and Social Services officials testified that the southern clinic is about to lose its only pharmacist because her pay is too low. The inability to offer competitive salaries also will hamper efforts to expand clinic services and to open more government pharmacies, they said.

The northern clinic pharmacy is stocked, but unmanned, they said.

"If you have meds and no pharmacist, who cares?" asked Mary

Matanane, who reviews information for diabetic patients at public health. "You need both."

Jim Underwood, the governor's senior assistant on policy, told senators the governor now wants the pharmacist pay increase to be only temporary because the plan is to properly review and adjust all health-care salaries, according to the process that set government salaries more than a decade ago.

"There is no doubt in the governor's mind this is an interim measure," Underwood said.

Sen. Adolpho Palacios, D-Ordot, questioned the need for pharmacists if the hospital does not stock enough medicine, but Lin said the hospital has about 90 percent of required medicines on the shelves.

Lin said hospital pharmacists should be paid more than their counterparts in the private sector because hospital pharmacists are required to do more.

Hospital Administrator Peter John Camacho talked about the importance of government pharmacies to the island's indigent and low-income patients, who cannot afford health insurance.

"If these individuals are not able to get their medications at a private pharmacy, then they have to either turn to the government agencies such as the hospital or the community health centers or they die," Camacho said. "They say that the true measure of a community is the way they treat or take care of their most vulnerable members."

1 MINA'BENTE OCHO NA LIHESLATURAN GUAHAN
2 TWENTY- EIGHTH GUAM LEGISLATURE
3 2005 (FIRST) Regular Session
4
5
6

7 Bill no. 122(FC)

8
9 Introduced by:

10 Committee on Calendar
11 by request of *I Maga'lahaen Guahan*
12 the Governor of Guam in accordance
13 with the Organic Act of Guam
14

15 **AN ACT RELATIVE TO INCREASING THE PAY**
16 **SCHEDULE FOR GOVERNMENT OF GUAM**
17 **PHARMACISTS**
18

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

20 **Section 1. Legislative Findings and Intent.** *I Liheslaturan Guahan* finds that there
21 exists a potential crisis at the Guam Memorial Hospital Administration pharmacy
22 department due to a current shortage of pharmacists. The current unified pay schedule
23 wage for hospital pharmacists (Pay Grade 0, Step 1-10, \$16.26 p.h. - \$24.38 p.h.) is
24 unattractive and noncompetitive. Even with the existing recruitment and retention
25 incentives such as the 25% Specialty Pay and above-step recruitment, recruitment of
26 qualified pharmacists is extremely challenging. The competitive national average salary
27 for experienced pharmacists is approximately \$41.00 per hour. It is therefore the intent
28 of this legislation to adjust the pay schedule to reflect the national market movement to
29 one hundred percent (100%).

30 **Section 2. Compensation Schedule for Government of Guam Pharmacists.**

31 The salary range for a pharmacist position within the government of Guam,
32 designated as Pay Grade N, O and P, in the Unified Pay Schedule, shall be increased by
33 one hundred percent (100%) as reflected in the attached pay schedule.

34 **Section 3. Authorization for Payment of Overtime.**

35 The Guam Memorial Hospital Authority is hereby authorized to pay the overtime
36 accrued by their pharmacists based upon the approval by the Guam Memorial Hospital

- 1 Authority to receive overtime pay or compensatory time for working more than Forty
- 2 (40) hours per week.

	PER ANNUM	AT 2080	AT 1680
N-01	\$ 62,128.00	\$ 29.87	\$ 36.98
N-02	\$ 66,012.00	\$ 31.74	\$ 39.29
N-03	\$ 69,894.00	\$ 33.60	\$ 41.60
N-04	\$ 73,778.00	\$ 35.47	\$ 43.92
N-05	\$ 77,660.00	\$ 37.34	\$ 46.23
N-06	\$ 80,766.00	\$ 38.83	\$ 48.08
N-07	\$ 83,872.00	\$ 40.32	\$ 49.92
N-08	\$ 86,980.00	\$ 41.82	\$ 51.77
N-09	\$ 90,086.00	\$ 43.31	\$ 53.62
N-10	\$ 93,192.00	\$ 44.80	\$ 55.47
N-11	\$ 96,454.00	\$ 46.37	\$ 57.41
N-12	\$ 99,830.00	\$ 48.00	\$ 59.42
N-13	\$ 103,324.00	\$ 49.68	\$ 61.50
N-14	\$ 106,940.00	\$ 51.41	\$ 63.65
N-15	\$ 110,682.00	\$ 53.21	\$ 65.88
N-16	\$ 114,556.00	\$ 55.08	\$ 68.19
N-17	\$ 118,566.00	\$ 57.00	\$ 70.58
N-18	\$ 122,716.00	\$ 59.00	\$ 73.05
N-19	\$ 127,012.00	\$ 61.06	\$ 75.60
N-20	\$ 131,456.00	\$ 63.20	\$ 78.25

	PER ANNUM	AT 2080	AT 1680
O-01	\$ 67,622.00	\$ 32.51	\$ 40.25
O-02	\$ 71,848.00	\$ 34.54	\$ 42.77
O-03	\$ 76,076.00	\$ 36.58	\$ 45.28
O-04	\$ 80,302.00	\$ 38.61	\$ 47.80
O-05	\$ 84,528.00	\$ 40.64	\$ 50.31
O-06	\$ 87,910.00	\$ 42.26	\$ 52.33
O-07	\$ 91,290.00	\$ 43.89	\$ 54.34
O-08	\$ 94,672.00	\$ 45.52	\$ 56.35
O-09	\$ 98,052.00	\$ 47.14	\$ 58.36
O-10	\$ 101,434.00	\$ 48.77	\$ 60.38
O-11	\$ 104,984.00	\$ 50.47	\$ 62.49
O-12	\$ 108,658.00	\$ 52.24	\$ 64.68
O-13	\$ 112,462.00	\$ 54.07	\$ 66.94
O-14	\$ 116,398.00	\$ 55.96	\$ 69.28
O-15	\$ 120,472.00	\$ 57.92	\$ 71.71
O-16	\$ 124,688.00	\$ 59.95	\$ 74.22
O-17	\$ 129,052.00	\$ 62.04	\$ 76.82
O-18	\$ 133,570.00	\$ 64.22	\$ 79.51
O-19	\$ 138,244.00	\$ 66.46	\$ 82.29
O-20	\$ 143,082.00	\$ 68.79	\$ 85.17

	PER ANNUM	AT 2080	AT 1680
P-01	\$ 73,700.00	\$ 35.43	\$ 43.87
P-02	\$ 78,306.00	\$ 37.65	\$ 46.61
P-03	\$ 82,912.00	\$ 39.86	\$ 49.35
P-04	\$ 87,518.00	\$ 42.08	\$ 52.09
P-05	\$ 92,124.00	\$ 44.29	\$ 54.84
P-06	\$ 95,808.00	\$ 46.06	\$ 57.03
P-07	\$ 99,494.00	\$ 47.83	\$ 59.22
P-08	\$ 103,178.00	\$ 49.60	\$ 61.42
P-09	\$ 106,864.00	\$ 51.38	\$ 63.61
P-10	\$ 110,548.00	\$ 53.15	\$ 65.80
P-11	\$ 114,418.00	\$ 55.01	\$ 68.11
P-12	\$ 118,422.00	\$ 56.93	\$ 70.49
P-13	\$ 122,566.00	\$ 58.93	\$ 72.96
P-14	\$ 126,856.00	\$ 60.99	\$ 75.51
P-15	\$ 131,296.00	\$ 63.12	\$ 78.15
P-16	\$ 135,892.00	\$ 65.33	\$ 80.89
P-17	\$ 140,648.00	\$ 67.62	\$ 83.72
P-18	\$ 145,570.00	\$ 69.99	\$ 86.65
P-19	\$ 150,666.00	\$ 72.44	\$ 89.68
P-20	\$ 155,938.00	\$ 74.97	\$ 92.82