

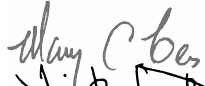
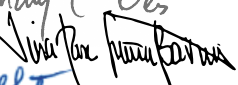

I Mina'trentai Sais Na Lihelaturan Guåhan
BILL STATUS

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

I MINA'TRENTAI SAIS NA LIHESLATURAN GUÅHAN
2021 (FIRST) Regular Session

Bill No. 61-36 (LS)

Introduced by:

Mary Camacho Torres 
Tina Rose Muña Barnes 
Amanda L. Shelton 

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

BE IT ENACTED BY THE PEOPLE OF GUAM:

Section 1. Legislative Findings and Intent. *I Liheslaturan Guåhan* finds that the island’s chronic nursing shortage has been compounded by the 2019 novel Coronavirus (COVID-19) pandemic. *I Liheslaturan Guåhan* further finds that despite this shortage, and the rapid intensification of their daily lives, Guam’s frontline nurses have responded with unwavering commitment to the community—devoting the past year to protecting the health and safety of our island at great risk to themselves and their families. *I Liheslaturan Guåhan* further finds that in addition to commonplace challenges such as nurse burnout, compassion fatigue, moral distress, reduced staffing, higher workload, and insufficient compensation—pandemic-induced stressors have only exacerbated the emotional and mental well-being of Guam’s nurses.

1 *I Liheslaturan Guåhan* further finds that the pandemic reaffirms its
2 responsibility to sufficiently recruit and retain qualified individuals to fill Guam’s
3 gap of care. To ensure the government of Guam meets the national average annual
4 salary, Guam Public Law 35-125 was enacted to fund a previously mandated wage
5 study of all positions under the government of Guam Nurse Pay Plan. *I Liheslaturan*
6 *Guåhan* recognizes the need for an interim measure that adjusts nurse base salaries
7 until such time the study is completed.

8 *I Liheslaturan Guåhan* therefore declares in its considered judgment, the
9 public good, and the general welfare of the people of Guam, that a gradual increase
10 of compensation for all positions under the government of Guam Nurse Pay Plan is
11 required to ensure the recruitment and retention of a qualified nurse force and the
12 continuation of vital services to the community.

13 **Section 2. Compensation for All Positions under Nurse Pay Plan**
14 **Increased.** Notwithstanding any other provision of law, rule, or regulation,
15 compensation of all positions covered under the government of Guam Nurse Pay
16 Plan shall be increased by fifteen percent (15%) effective October 1, 2021 until such
17 time the wage study pursuant to Guam Public Law 35-125 is completed, in which
18 case compensation for all positions covered under the Nurse Pay Plan shall be
19 increased to the amount indicated under such study, provided the amount is greater.

20 **Section 3. Severability.** If any provision of this Act or its application to
21 any person or circumstance is found to be invalid or contrary to law, such invalidity
22 *shall not* affect other provisions or applications of this Act that can be given effect
23 without the invalid provision or application, and to this end the provisions of this
24 Act are severable.