

*I Mina'trentai Siette Na Liheslaturan Guåhan*  
**BILL STATUS**

BILL NO.	SPONSOR	TITLE	DATE INTRODUCED	DATE REFERRED	CMTE REFERRED	FISCAL NOTES	PUBLIC HEARING DATE	DATE COMMITTEE REPORT FILED	NOTES
275-37 (COR) As amended on the Floor.	Jesse A. Lujan Tina Rose Muña Barnes Christopher M. Duseñas Dwayne T.D. San Nicolas Telo T. Taitague William A. Parkinson Roy A. B. Quinata Joe S. San Agustin Thomas J. Fisher Amanda I. Shelton	AN ACT TO ADD A NEW SUBSECTION (i) TO § 1112 OF ARTICLE 1, CHAPTER 1, DIVISION 1, TITLE 12 GUAM CODE ANNOTATED, RELATIVE TO STANDARDIZING AIRPORT POLICE AND AIRCRAFT RESCUE AND FIRE FIGHTING POSITIONS COMPENSATION AT THE A.B. WON PAT INTERNATIONAL AIRPORT AUTHORITY, GUAM.	4/18/24 8:15 a.m.	4/19/24	Committee on Maritime Transportation, Air Transportation, Parks, Tourism, Higher Education and the Advancement of Women, Youth, and Senior Citizens	Request: 4/19/24  5/2/24	5/17/24 2:00 p.m.	6/11/24 2:12 p.m.	Addendum 6/20/24
	<b>SESSION DATE</b>	<b>TITLE</b>	<b>DATE PASSED</b>	<b>TRANSMITTED</b>	<b>DUE DATE</b>	<b>NOTES</b>			
	6/24/24	AN ACT TO ADD A NEW SUBSECTION (i) TO § 1112 OF ARTICLE 1, CHAPTER 1, DIVISION 1, TITLE 12, GUAM CODE ANNOTATED, RELATIVE TO STANDARDIZING AIRPORT POLICE AND AIRCRAFT RESCUE AND FIRE FIGHTING POSITIONS COMPENSATION AT THE A.B. WON PAT INTERNATIONAL AIRPORT AUTHORITY, GUAM.	7/10/24	7/10/24	7/22/24				



COPY

*I MINA'TRENTAI SIETTE NA LIHESLATURAN GUÅHAN*  
Thirty-Seventh Guam Legislature

July 10, 2024

The Honorable Lourdes A. Leon Guerrero  
*I Maga'hågan Guåhan*  
*Ufisinan I Maga'håga*  
*Hagåtña, Guam 96910*

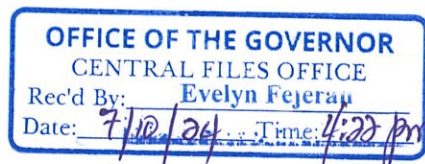
Dear *Maga'håga* Leon Guerrero:

Transmitted herewith are **Bill Nos. 14-37 (COR), 39-37 (COR), 155-37 (LS), 190-37 (COR), 239-37 (COR), 243-37 (COR), 246-37 (COR), 260-37 (COR), 261-37 (LS), 264-37 (COR), 265-37 (COR), 273-37 (COR), 275-37 (COR), 280-37 (LS), 288-37 (LS), 294-37 (COR), 296-37 (COR) and Substitute Bill Nos. 6-37 (COR), 175-37 (COR), and 267-37 (COR)** which were passed by *I Mina'trentai Siette Na Liheslaturan Guåhan* on July 10, 2024.

Sincerely,

AMANDA L. SHELTON  
Legislative Secretary

Enclosure (20)



*I MINA'TRENTAI SIETTE NA LIHESLATURAN GUÅHAN*  
2024 (SECOND) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO *I MAGA'HÅGAN GUÅHAN*


This is to certify that **Bill No. 275-37 (COR)**, “AN ACT TO *ADD A NEW SUBSECTION (i) TO § 1112 OF ARTICLE 1, CHAPTER 1, DIVISION 1, TITLE 12, GUAM CODE ANNOTATED, RELATIVE TO STANDARDIZING AIRPORT POLICE AND AIRCRAFT RESCUE AND FIRE FIGHTING POSITIONS COMPENSATION AT THE A.B. WON PAT INTERNATIONAL AIRPORT AUTHORITY, GUAM,*” was on the 10<sup>th</sup> day of July 2024, duly and regularly passed.

  
Therese M. Terlaje  
Speaker

Attested:

  
Amanda L. Shelton  
Legislative Secretary

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This Act was received by *I Maga'hågan Guåhan* this 10<sup>th</sup> day of July,  
2024, at 4:22 o'clock P.M.

  
Assistant Staff Officer  
*Maga'håga's Office*

APPROVED:

\_\_\_\_\_  
Lourdes A. Leon Guerrero  
*I Maga'hågan Guåhan*

Date: \_\_\_\_\_

Public Law No. \_\_\_\_\_

*I MINA'TRENTAI SIETTE NA LIHESLATURAN GUÅHAN*  
2024 (SECOND) Regular Session

**Bill No. 275-37 (COR)**

As amended on the Floor.

Introduced by:

Jesse A. Lujan  
Tina Rose Muña Barnes  
Christopher M. Dueñas  
Dwayne T.D. San Nicolas  
Telo T. Taitague  
William A. Parkinson  
Roy A. B. Quinata  
Joe S. San Agustin  
Thomas J. Fisher  
Amanda L. Shelton  
Chris Barnett  
Frank Blas, Jr.  
Joanne M. Brown  
Therese M. Terlaje

**AN ACT TO *ADD* A NEW SUBSECTION (i) TO § 1112 OF ARTICLE 1, CHAPTER 1, DIVISION 1, TITLE 12, GUAM CODE ANNOTATED, RELATIVE TO STANDARDIZING AIRPORT POLICE AND AIRCRAFT RESCUE AND FIRE FIGHTING POSITIONS COMPENSATION AT THE A.B. WON PAT INTERNATIONAL AIRPORT AUTHORITY, GUAM.**

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

2        **Section 1. Legislative Findings and Intent.** *I Liheslaturan Guåhan* finds  
3 that in October 2007, Public Law 29-24 mandated the A.B. Won Pat International  
4 Airport Authority, Guam (GIAA) Board of Directors to adopt rules and regulations  
5 governing *inter alia* the “compensation and other terms and conditions of

1 employment of personnel occupying aviation-related positions unique to airport  
2 operations and certified technical and professional positions.”

3 *I Liheslatura* further finds that the specific positions subject to the Certified  
4 Technical Professional (CTP) Rules are defined as those positions identified by the  
5 Executive Manager and approved by the GIAA Board.

6 Subsequently, *I Liheslaturan Guåhan* enacted Public Law 29-105 on August  
7 14, 2008, which mandated a forty percent (40%) across the board increase to law  
8 enforcement compensation throughout the entire government of Guam, commencing  
9 in 2008 with full implementation no later than 2011. The law also required a  
10 compensation study, and the creation of a “Compensation Plan which treats all  
11 aspects of compensation (base salaries, benefits, pay differentials, and other factors)  
12 as a total reward and incentive package for employees, with said Plan to be uniformly  
13 administered throughout the government.”

14 Subsequently, Public Law 29-154 was enacted in January 2009 which  
15 completed the adoption of the GIAA CTP Rules and Regulations (CTP Rules). The  
16 CTP Rules authorize the GIAA Board to adopt a unified pay scale for CTP  
17 employees, and to review the scale for internal equity and external competitiveness  
18 at least every three (3) years. The CTP Rules also empower the GIAA Board to  
19 administer the compensation policy for CTP employees at GIAA.

20 In April 2010, the GIAA Board identified *inter alia* Airport Police and  
21 Aircraft Rescue and Fire Fighting (ARFF) positions as positions within the coverage  
22 of the CTP Rules. The GIAA Board specifically contemplated that the Airport Police  
23 and ARFF positions would not be affected by compensation adjustments ordered by  
24 the Board until the forty percent (40%) increase mandated by Public Law 29-105  
25 was lesser than an amount proposed by GIAA after a compensation study.

1 The GIAA Board has also made efforts to study and adjust the compensation  
2 of all its CTP employees, including ARFF and Airport Police employees since the  
3 enactment of the CTP Rules in 2008.

4 On January 18, 2022, *I Maga'hågan Guåhan* established the Law  
5 Enforcement Officer Pay Plan within the Competitive Wage Act Pay Plan. On the  
6 same day, the Department of Administration (DOA), citing Public Law 29-105,  
7 published a memorandum which discussed its classification review of the  
8 Government of Guam Law Enforcement/Public Safety Compensation. The DOA  
9 recommended an across-the-board eighteen percent (18%) increase to “the current  
10 law enforcement and public safety pay structure,” a customized Police Officer  
11 Recruitment and Retention Differential, and an annual adjustment of two percent  
12 (2%) per year to avoid delays in keeping the pay structure competitive. The DOA  
13 recommended specific slotting for law enforcement positions across the government.  
14 Relative to autonomous agencies like GIAA, DOA recommended approval from  
15 governing bodies for implementation of its recommendations, consistent with the  
16 effective date of DOA’s implementation. GIAA Management implemented the 2022  
17 DOA-recommended adjustment retroactive to the effective date recommended by  
18 DOA.

19 Most recently, in April 2023, the GIAA Board authorized management to  
20 make a “structural pay adjustment and implementation at the 20th market percentile  
21 based on 2022 market data for law enforcement and ARFF positions, on or after  
22 October 1, 2023, subject to funding availability and subject to any required  
23 legislative requirements.”

24 *I Liheslaturan Guåhan* further finds that although the GIAA Board has the  
25 authority to adjust compensation for CTP positions, including Airport Police and  
26 ARFF positions, the Law Enforcement Pay Plan restricts the GIAA Board from  
27 migrating the Airport Police and ARFF positions to GIAA’s CTP pay plans.

1 Additionally, slotting, classification, and increments are all done on an *ad hoc* basis,  
2 shifting between the GIAA CTP Rules and the government of Guam Law  
3 Enforcement Pay Plan. This has created a disparity between GIAA Airport Police  
4 and ARFF positions as opposed to other GIAA CTP employees.

5 Thus, to clarify the current statutory scheme and eliminate the bifurcation of  
6 Airport Police and ARFF positions, and GIAA CTP positions for some purposes but  
7 not others, *I Liheslaturan Guåhan* intends to place the Airport Police and ARFF  
8 positions on the GIAA CTP pay scales.

9 **Section 2.** A new Subsection (i) is hereby *added* to § 1112 of Article 1,  
10 Chapter 1, Division 1, Title 12, Guam Code Annotated:

11 “(i) The GIAA Certified, Technical, and Professional Rules shall apply to  
12 the selection, compensation, promotion, performance evaluations, disciplinary  
13 action, and other terms and conditions of employment of airport police and aircraft  
14 rescue and firefighting positions. Notwithstanding any other provision of law, within  
15 ninety (90) days of the enactment of this Subsection (i), the GIAA Board shall slot  
16 airport police officer and airport rescue firefighter positions at the Authority on the  
17 GIAA Certified, Technical and Professional positions pay scales authorized by 12  
18 GCA, Chapter 1, § 1112(h) in accordance with the foregoing.”

19 **Section 3. Effective Date.** This Act shall be effective upon enactment.

20 **Section 4. Severability.** If any provision of this Act or its application to any  
21 person or circumstance is found to be invalid or inorganic, such invalidity shall not  
22 affect other provisions or applications of this Act that can be given effect without  
23 the invalid provision or application, and to this end the provisions of this Act are  
24 severable.