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I MINA'TRENTAI TRES NA LIHESLATURAN GUÅHAN

THIRTY-THIRD GUAM LEGISLATURE

155 Hesler Place, Hagåtña, Guam 96910


March 23, 2015

The Honorable Edward J.B. Calvo
I Maga'lahaen Guåhan
Ufisinan I Maga'lahi
Hagåtña, Guam


Dear *Maga'lahi* Calvo:

Transmitted herewith are Bill Nos. 3-33(LS), 7-33(COR), 11-33(COR), 23-33(COR), 24-33(COR), 38-33(LS), 39-33(LS) and 43-33(COR); and Substitute Bill Nos. 42-33(COR) and 46-33(COR), which were passed by *I Mina'Trentai Tres Na Liheslaturan Guåhan* on March 20, 2015.

Sincerely,


RORY J. RESPICIO
Acting Legislative Secretary

Enclosure (10)

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CENTRAL FILES

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**I MINA'TRENTAI TRES NA LIHESLATURAN GUÅHAN
2015 (FIRST) Regular Session**

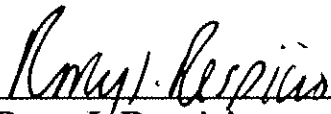
CERTIFICATION OF PASSAGE OF AN ACT TO I MAGA'LAHEN GUÅHAN

This is to certify that **Bill No. 11-33 (COR), "AN ACT TO PROVIDE FOR THE HEALTHCARE PROFESSIONAL PAY PLAN CATEGORY IN THE GOVERNMENT OF GUAM COMPETITIVE WAGE ACT OF 2014, AND REINSTATE THE PRIOR PAY PLAN RATE FOR THESE POSITIONS, AND MANDATE A REASSESSMENT OF HEALTHCARE PROFESSIONALS SALARY RANGES SO AS TO BE COMPETITIVE BASED UPON NATIONAL STANDARDS,"** was on the 20th day of March, 2015, duly and regularly passed.



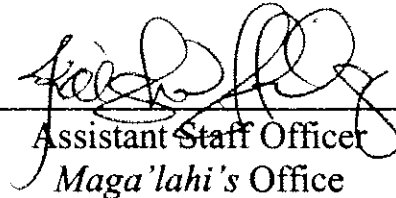
**Judith T. Won Pat, Ed.D.
Speaker**

Attested:



**Rory J. Respicio
Acting Legislative Secretary**

This Act was received by *I Maga'lahen Guåhan* this 23 day of March, 2015, at 5:05 o'clock P.M.



**Assistant Staff Officer
Maga'lahi's Office**

APPROVED:

**EDWARD J.B. CALVO
*I Maga'lahen Guåhan***

Date: _____

Public Law No. _____

I MINA'TRENTAI TRES NA LIHESLATURAN GUÁHAN
2015 (FIRST) Regular Session

Bill No. 11-33 (COR)

As amended by the Committee on Finance & Taxation,
General Government Operations, and Youth Development.

Introduced by:

Dennis G. Rodriguez, Jr.
T. C. Ada
V. Anthony Ada
FRANK B. AGUON, JR.
Frank F. Blas, Jr.
B. J.F. Cruz
James V. Espaldon
Brant T. McCreadie
Tommy Morrison
T. R. Muña Barnes
R. J. Respicio
Michael F.Q. San Nicolas
Mary Camacho Torres
N. B. Underwood, Ph.D.
Judith T. Won Pat, Ed.D.

**AN ACT TO PROVIDE FOR THE HEALTHCARE
PROFESSIONAL PAY PLAN CATEGORY IN THE
GOVERNMENT OF GUAM COMPETITIVE WAGE ACT
OF 2014, AND REINSTATE THE PRIOR PAY PLAN
RATE FOR THESE POSITIONS, AND MANDATE A
REASSESSMENT OF HEALTHCARE PROFESSIONALS
SALARY RANGES SO AS TO BE COMPETITIVE
BASED UPON NATIONAL STANDARDS.**

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

2 **Section 1. Legislative Findings and Intent.** *I Liheslaturan Guáhan* finds
3 that the healthcare professionals in the General Pay Plan, pursuant to the
4 Government of Guam Competitive Wage Act of 2014, are at salaries which are

1 noncompetitive. This has caused an outcry from healthcare professionals and is
2 exacerbating the inability of the Department of Public Health and Social Services
3 to competitively recruit healthcare professionals, currently leaving numerous
4 positions vacant.

5 The Government of Guam Competitive Wage Act of 2014 actually reduces
6 the already noncompetitive low entry level salary for the position of physician
7 specialist (Class code: 8.420-board eligible and 8.421-board certified) to an
8 amount significantly lower than that established by the Civil Service Commission
9 in January 2005. The entry level salary is reduced from \$108,726 for Class code
10 8.420 (board eligible) to \$81,522; and from \$116,178 for Class code 8.421 (board
11 certified) to \$86,820, a decrease of \$27,204 and \$29,358, respectively. The salary
12 reduction being implemented, as opposed to actually raising it to a competitive
13 national level, is comparable to the level established pursuant to P.L. 20-220 on
14 August 31, 1990. It will have a serious negative impact upon the Department of
15 Public Health and Social Services' ability to competitively recruit physicians and
16 dentists.

17 It is the intent of *I Liheslaturan Guåhan* to ensure that the government of
18 Guam has the realistic ability to attract healthcare professionals with the requisite
19 training and experience that meets the mandates and needs of the public health
20 service providers. This requires, at a minimum, reinstating the Health Professional
21 Pay Plan.

22 **Section 2.** Notwithstanding any other provision of law, regulation, rule,
23 P.L. 28-68, P.L. 29-52:13, P.L. 30-196:XI:7, as amended by P.L. 32-68, Executive
24 Order 2006-21, or any other executive order, those provisions of the Government
25 of Guam Competitive Wage Act of 2014 specifically pertaining to healthcare
26 professional positions of Physician Specialist (Board Eligible), Physician
27 Specialists (Board Certified), Dental Officer I, and Dental Officer II positions

1 *shall* be removed from the General Pay Plan and *shall* be placed in the prior
2 separate category of Health Professional Pay Plan.

3 (a) The salary range for the Health Professional Pay Scale prior to
4 the Government of Guam Competitive Wage Act of 2014 *shall* be
5 immediately reinstated.

6 (b) Notwithstanding Subsection (a), the positions *shall* be
7 reassessed as to the appropriate salary level, which *shall* be based upon
8 national standards for the position as is determined to be found for
9 government operated public health medical organizations so as to be
10 competitive.

11 **Section 3. Reassessment of Salary.** Upon enactment of this Act, the
12 Department of Administration *shall* conduct a study to assess the salaries under
13 the Health Professional Pay Plan. The assessment will include recommendations
14 of salary increases for those under the Health Professional Pay Plan to make these
15 positions equitable to the implementation of the Government of Guam
16 Competitive Wage Act of 2014.

17 **Section 4. Severability.** If any provision of this Act or its application to
18 any person or circumstance is found to be invalid or contrary to law, such
19 invalidity shall not affect other provisions or applications of this Act which can be
20 given effect without the invalid provisions or application, and to this end the
21 provisions of this Act are severable.

22 **Section 5. Effective Date.** Section 2 of this Act *shall* take effect on
23 October 1, 2015. Section 3 of this Act *shall* be effective upon enactment.