

I Mina'trentai Siete Na Liheslaturan Guåhan
BILL STATUS

BILL NO.	SPONSOR	TITLE	DATE INTRODUCED	DATE REFERRED	CMTE REFERRED	PUBLIC HEARING DATE	DATE COMMITTEE REPORT FILED	FISCAL NOTES	NOTES
24-37 (COR)	Committee on Rules by request of <i>I Maga'hågan Guåhan</i> , the Governor of Guam, in accordance with the Organic Act of Guam.	AN ACT TO AMEND SECTION 2 OF CHAPTER 1 AND SECTION 2 OF PART 1, CHAPTER III; AND TO ADD NEW SECTIONS 13, 14, 15, 16, 17 AND 18 TO CHAPTER XI, ALL OF PUBLIC LAW 36-107 (GENERAL APPROPRIATIONS ACT OF 2023), RELATIVE TO APPROPRIATING TWENTY THREE MILLION THREE HUNDRED SIXTY FIVE THOUSAND THREE HUNDRED FOUR DOLLARS (\$23,365,304) FOR THE IMPLEMENTATION OF THE ADJUSTED GENERAL PAY PLAN.	2/1/23 9:44 a.m.	2/1/23	Committee on General Government Operations and Appropriations	2/27/23 9:00 a.m.	3/16/23 8:00 a.m. As amended by the Committee on General Government Operations and Appropriations.	Request: 2/1/23 2/3/23 Revised: 3/16/23	Additional Testimonies 3/20/23



COMMITTEE ON RULES

Senator Chris Barnett, Chairperson
I Mina'trentai Siette Na Liheslaturan Guåhan
37th Guam Legislature

March 20, 2023

To: **RennaeVanessa C. Meno**
Clerk of the Legislature

Attorney Darleen Hiton
Legislative Legal Counsel

From: **Senator Chris Barnett** 
Chairperson, Committee on Rules

Subject: **Additional Testimonies for Bill No. 24-37 (COR), As amended by the Committee for processing.**

Håfa Adai yan Biba Guåhan!

Attached are **Additional Testimonies for Bill No. 24-37 (COR), As amended by the Committee on General Government Operations and Appropriations for processing** to be processed and posted on the legislature website for public accessibility.





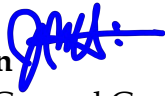
SENATOR JOE S. SAN AGUSTIN

COMMITTEE ON GENERAL GOVERNMENT OPERATIONS AND APPROPRIATIONS
I MINA'TRENTAI SIETTE NA LIHESLATURAN GUÅHAN

March 20, 2023

MEMORANDUM

TO: **The Honorable Darrel Christopher Barnett**
 Chairperson, Committee on Rules

FROM: **Senator Joe S. San Agustin** 
 Chairman, Committee on General Government Operations
 and Appropriations

RE: **Additional Testimonies on Bill 24-37(COR) As Amended by Committee**

Håfa Adai Acting Chairperson Barnett!

The Committee on General Government Operations and Appropriations is submitting additional testimonies that has been submitted to the Committee after transmittal of Committee Report of Bill No. 24-37 (COR) As Amended, attached below. We kindly request that additional testimonies be appended onto the Committee Report of Bill No. 24-37 (COR).

Should you have any questions or concerns, please do not hesitate to contact our office.



Joe S. San Agustin <senatorjoessanagustin@gmail.com>

22% GPP Legislative Testimony

2 messages

Tony Aguon [REDACTED]
To: senatorjoessanagustin@gmail.com

17 March 2023 at 08:47

Greetings! I apologize for the late submittal. However, as you know, our email and network has been down at the hospital. Therefore, please accept my attached testimony in support of Bill 24-37(COR), an Act to Appropriate Sixteen Million Dollars (\$16,000,000) to the Department of Administration (DOA) for Implementation of the Adjusted General Pay Plan. Thank you and regards!

 **22% GPP Increase Legislative Testimony.docx**
329K

Joe S. San Agustin <senatorjoessanagustin@gmail.com> 17 March 2023 at 10:29
To: Joseph Mesngon <joe.senatorsa@gmail.com>, Micha'ella Celorio <msacelorio.senatorsa@gmail.com>
Bcc: Rose Mesa <rose.senatorsa@gmail.com>

Hafa adai,
Kindly see below from Tony Aguon Re: 22% GPP Legislative Testimony.
V/R,
Hope

The Office of Senator Joe S. San Agustin

Committee on General Government Operations & Appropriations

I Mina'trentai Siette na Liheslaturan Guåhan

37th Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam 96910

T: (671) 989-5445 F: (671) 969-6737 E: senatorjoessanagustin@gmail.comWebsite: www.senatorjoessanagustin.com

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 **22% GPP Increase Legislative Testimony.docx**
329K



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDĀT ESPETĀT MIMURIĀT GUĀHĀN

850 Governor Carlos Camacho Road, Tamuning, Guam 96913
Operator: (671) 647-2330 or 2552 | Fax: (671) 649-5508



Honorable Joe S. San Agustin
37th Guam Legislature
Guam Congress Building
163 Chalan Santo Papa
Hagatna, GU 96910

Greetings yan Hafa Adai! Firstly, I would like to thank the Guam Legislature and its attending Senators for the opportunity to submit my testimony on behalf of the Guam Memorial Hospital Authority (GMH). I am happy to say that GMH fully endorses Bill 24-37(COR), an Act to Appropriate Sixteen Million Dollars (\$16,000,000) to the Department of Administration (DOA) for Implementation of the Adjusted General Pay Plan. I believe this adjustment is well overdue and much deserved, especially since GMH is one of the leading agencies to assist in the fight against COVID, together with all its employees. May I also say, that we are still in the fight. To illustrate what this Bill will be paying for, I would like to read to you a short list of positions, which has either a direct or indirect patient care responsibility:

TITLE	TITLE
ACCREDITATION COORDINATOR	HOSPITAL LABORATORY TECHNOLOGIST
ANESTHESIA TECHNICIAN	HOSPITAL OCCUPATIONAL THERAPIST
BOILER OPERATOR	HOSPITAL PHARMACY TECHNICIAN
BUYER	HOSPITAL PHYSICAL THERAPIST
CARDIAC MONITORING TECHNICIAN	HOSPITAL REHABILITATION TECHNICIAN
CARDIAC REHABILITATION SPECIALIST	HOSPITAL UTILIZATION REVIEW SPECIALIST
CARDIOVASCULAR TECHNICIAN	MEDICAL LABORATORY TECHNICIAN
CARPENTER	MEDICAL RECORDS CLERK
CLERK	MORGUE ATTENDANT
COOK	OBSTETRICAL TECHNICIAN
DIETETIC TECHNICIAN	OPERATING ROOM TECHNICIAN
ECHOCARDIOGRAM TECHNOLOGIST	PATIENT COURIER
ELECTRICIAN	PATIENT SERVICE REPRESENTATIVE
ELIGIBILITY SPECIALIST	PLUMBERS
EMERGENCY DEPARTMENT TECHNICIAN	SPECIAL SERVICES TECHNICIAN
FOOD SERVICE WORKER	TELEMEDICINE TECHNICIAN
HEALTH EDUCATOR	TELEPHONE OPERATOR
HOSPITAL ENVIRONMENTAL SERVICES TECHNICIAN	ULTRASOUND TECHNICIAN
HOSPITAL LABORATORY PHLEBOTOMIST	WARD CLERK

As you can see, all of the aforementioned positions are vital to patient care and safety and are not commonly found outside of a hospital setting. Without them, GMH will not be able to function. However, despite the loyalty and dedication our employees have for GMH, we cannot ignore the fact that there are many other highly competitive organizations on Guam and throughout the mainland



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United States that compete for our Human Resources. This pay increase is the very thing that GMH needs to stay competitive and to retain our highly skilled and dedicated employees.

Aside from retention, I would also like to address the lack of interest to work for GMH, because of low starting wages, which the GPP increase attempts to rectify. As a basic requirement, GMH must post on its job announcements the beginning salary of each position and as you know, every new employee to the government in the classified service must start at Step 1 of the pay scale. When I ask people why they do not apply for a GMH job, the response is usually the same, "the pay is too low". Please note, GMH is competing with other organizations such as the hotel industry, the medical/clinic industry, the restaurant industry and the big retail industry, all who hire at least \$1 to \$2 dollars above our beginning salaries.

In closing, I would like to once again thank the Legislature for hearing my testimony and I highly encourage you to pass Bill 24-37, which will help to recruit and retain our highly skilled and dedicated employees so GMH can to continue to serve and protect our islands community.

Sincerely,

Tony C. Aguon
GMH Personnel Services Administrator



Joe S. San Agustin <senatorjoessanagustin@gmail.com>

Fwd: Bill 24-37 (COR)

2 messages

roland fejarang [REDACTED] 17 March 2023 at 08:58

To: senatorfisher@guamlegislature.org, senatorjoessanagustin@gmail.com, senatorlujan@guamlegislature.org, senatortelot@gmail.com, senatormunabarnes@guamlegislature.org, office@senatorfrankblas.com, office@senatorjoannebrown.com, shane.ngata@doa.guam.gov

----- Forwarded message -----

From: **roland fejarang** [REDACTED]
Date: Thu, Mar 16, 2023 at 3:29 PM
Subject: Bill 24-37 (COR)
To: <senatorchrisduenas@gmail.com>

Hello Senators

I have watched and listened to your concerns and your position on the General Pay Plan adjustment of 22percent increase this morning and previous hearings and when you go on the radio, and I am very disappointed in you and your views.

Your concerns that it is not the right time and that we must spend all government finances on other important matters, instead of giving government employees a raise is absolutely wrong.

Your idea that the DOE employees should pay back the raises and bonuses that you approved to fix schools is off the wall.

You need to remember why you were elected the second time and it certainly was not for your great ideas on how the government should be run or your financial wizardry, but that your commitment to help the people of Guam was genuine and that you will do the right thing.

I wonder if mine and my family and friends' support for you is being wasted, you were part of the cabinet for governor Camacho when he implemented government wide pay raises in 2006 - I did not see you raise any concerns.

Your colleagues senator Taitague and Blas were in the 30th legislature when governor Camacho implemented the new hay, and they did not raise any concerns like they are now.

Senator Brown was the vice-chair for 28th legislature when they implemented the autonomous pay plans, and Sir, you really need to see the difference on what they pay their employees versus what the line agencies pay their employees currently, it is unfair, and I do not see you raising any concerns.

So the feeling I am getting right now.... is if it is a republican initiative, it is okay and only then.....just to remind you senator, it has always been republican legislatures and governors implementing government of Guam pay raises, so what is the difference now.

STOP the politics and help the people,do the right thing talk to your republican senators and support this bill.

rgds roland

Joe S. San Agustin <senatorjoessanagustin@gmail.com>

17 March 2023 at 10:19

To: Joseph Mesngon <joe.sensorsa@gmail.com>, Micha'ella Celorio <msacelorio.sensorsa@gmail.com>

Bcc: Rose Mesa <rose.sensorsa@gmail.com>

Hafa adai Joe M.,
Kindly see below from Roland Fejarang RE: Bill No. 24-37 (COR).
V/R,
Hope

The Office of Senator Joe S. San Agustin

Committee on General Government Operations & Appropriations
I Mina'trentai Siette na Liheslaturan Guåhan
37th Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam 96910
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Website: www.senatorjoessanagustin.com

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Joe S. San Agustin <senatorjoessanagustin@gmail.com>

Chamber Letter re: \$22 million pay raise

3 messages

Catherine Castro <ccastro@guamchamber.com.gu>

17 March 2023 at 15:23

Reply-To: ccastro@guamchamber.com.gu

To: Speaker's Office <speaker@guamlegislature.org>, Senator Therese Terlaje <senatorterlajeguam@gmail.com>, Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>, Amanda Shelton <officeofsenatorshelton@guamlegislature.org>, malafunkshun@guamlegislature.org, "Joe S. San Agustin" <senatorjoessanagustin@gmail.com>, Sabina Perez <office@senatorperez.org>, officeofsenatorquinata@guamlegislature.org, Senator Will Parkinson <senatorparkinson@guamlegislature.org>, senatorsannicolas@guamlegislature.org, "Senator Frank F Blas, Jr." <office@senatorfrankblas.com>, Telo Taitague <senatortelot@gmail.com>, Senator Christopher Duenas <senatorchrisduenas@gmail.com>, Senator Joanne Brown <office@senatorjoannebrown.com>, senatorlujan@guamlegislature.org, senatorfisher@guamlegislature.org

Cc: Edward Untalan [REDACTED], Ernie Galito Atkins Kroll Galito [REDACTED], "Tae S. Oh" [REDACTED], Joe M Arnett [REDACTED], Tom Shimizu [REDACTED], "Siska S. Hutapea, MAI, MRICS, MRE" [REDACTED], "Jessica M. Barrett" [REDACTED], Will Calori [REDACTED], Frank Campillo [REDACTED], FRANK CRUZ [REDACTED], Chris Duenas [REDACTED], Milton Morinaga [REDACTED], "Hoa Nguyen, M.D." <[REDACTED]>, Candy Okuhama [REDACTED], Mark Sablan [REDACTED], Phillip Santos at GUM Santos [REDACTED], "Tokito, Mark" <[REDACTED]>, Kim Anderson Young <[REDACTED]>, "Beighley, Jim" [REDACTED], Juan Carlos Benitez [REDACTED]

Dear Senators of the 37th Guam Legislature,

We send the attached letter as a reminder regarding the position of the Guam Chamber of Commerce regarding Bill No 24-37 which now seeks to appropriate \$22 million from the Department of Administration to fund the general pay plan. We ask that you consider the needs of our entire island community first before allocating this money to the GPP.

Sincerely,

Catherine

Catherine Castro
President
Guam Chamber of Commerce
Tel: (671) 472-6311/8001
GuamChamber.com.gu
Follow us! Chamber [Facebook](#) • [Chamber Twitter](#)

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126K

Mark J. Sablan [REDACTED]

17 March 2023 at 16:02

To: "ccastro@guamchamber.com.gu" <ccastro@guamchamber.com.gu>, Speaker's Office <speaker@guamlegislature.org>, Senator Therese Terlaje <senatorterlajeguam@gmail.com>, Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>, Amanda Shelton <officeofsenatorshelton@guamlegislature.org>, "malafunkshun@guamlegislature.org" <malafunkshun@guamlegislature.org>, "Joe S. San Agustin" <senatorjoessanagustin@gmail.com>, Sabina Perez <office@senatorperez.org>, "officeofsenatorquinata@guamlegislature.org" <officeofsenatorquinata@guamlegislature.org>, Senator Will Parkinson <senatorparkinson@guamlegislature.org>, "senatorsannicolas@guamlegislature.org" <senatorsannicolas@guamlegislature.org>, "Senator Frank F Blas, Jr." <office@senatorfrankblas.com>, Telo Taitague <senatortelot@gmail.com>, Senator Christopher Duenas <senatorchrisduenas@gmail.com>, Senator Joanne Brown <office@senatorjoannebrown.com>, "senatorlujan@guamlegislature.org" <senatorlujan@guamlegislature.org>, "senatorfisher@guamlegislature.org" <senatorfisher@guamlegislature.org>

Cc: Edward Untalan [REDACTED], Ernie Galito Atkins Kroll Galito [REDACTED], "Tae S. Oh" [REDACTED], Joe M Arnett [REDACTED], Tom Shimizu <[REDACTED]>, "Siska S. Hutapea, MAI, MRICS, MRE" <[REDACTED]>, "Jessica M. Barrett" [REDACTED], Will

Calori <[redacted]>, Frank Campillo <[redacted]>, FRANK CRUZ <[redacted]>, Chris Duenas <[redacted]>, Milton Morinaga <[redacted]>, "Hoa Nguyen, M.D." <[redacted]>, Candy Okuhama <[redacted]>, Phillip Santos at GUM Santos <[redacted]>, "Tokito, Mark" <[redacted]>, Kim Anderson Young <[redacted]>, "Beighley, Jim" <[redacted]>, Juan Carlos Benitez <[redacted]>

This letter is spot on. I hope our Senators see the light.

Regards,

Mark J. Sablan

Vice - President Business Development

South Pacific Petroleum Corp.

816 N Marine Corps Fl2

Tamuning, GU 96913



[Quoted text hidden]

Joe S. San Agustin <senatorjoessanagustin@gmail.com> 17 March 2023 at 16:16
To: Joseph Mesngon <joe.sensorsa@gmail.com>, Micha'ella Celorio <msacelorio.sensorsa@gmail.com>
Bcc: Rose Mesa <rose.sensorsa@gmail.com>

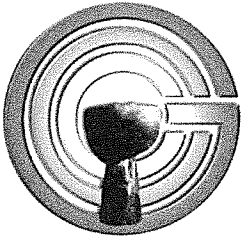
Hafa adai Joe M.,
Kindly see the email below from the Guam Chamber of Commerce RE: Chamber Letter re: \$22 million pay raise.
V/R,
Hope

The Office of Senator Joe S. San Agustin
Committee on General Government Operations & Appropriations
I Mina'trentai Siette na Liheslaturan Guåhan
37th Guam Legislature
Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam 96910
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----- Forwarded message -----
From: **Catherine Castro** <ccastro@guamchamber.com.gu>
Date: Fri, 17 Mar 2023 at 15:23
Subject: Chamber Letter re: \$22 million pay raise
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GUAM CHAMBER OF COMMERCE
PARTNERS IN PROGRESS

March 17, 2023

Hafa Adai Members of the 37th Guam Legislature,

We understand that there is a movement to place Bill No. 24-37 on the session floor with the intent to appropriate monies to support a 22% increase to the general pay plan. As stated in our testimony of March 2, 2023, we are not against a pay raise, although we question the timing and the percentage of the raise when our economy continues to struggle. We are asking the Guam Legislature to take a good look at what is before our island and make the right decision for all the people of Guam.

In our testimony, we pointed out a number of points for the Guam Legislature to consider before supporting a 22% raise for government of Guam employees. Among the points include the following:

- Department agencies should adjust salaries based on work performance and not a study. Who is benefitting from this salary adjustment? Does it include agency directors or deputy directors? Is this proposal a blanket, across-the-board adjustment for all positions in the general pay plan? All appointed posts should not be subject to this adjustment as everyone decided to work for the government on a limited term status at the administration's request. If a director or similar title in this temporary position feels that they are being underpaid, they or should not accept these positions.
- It is wrong to state that government employees have not received salary adjustments when in fact, they have been receiving their annual increments.
- Our government must prioritize our home and our product: the island of Guam. Crime is a significant concern for all residents. Schools are in a deplorable state, run-down, and in danger of closing. The infrastructure of our GMH is on the verge of collapse. Our village roads, public parks, and public restrooms need major renovation, maintenance, and care. The list is long and goes on.
- Business owners are required to make a profit in order to pay the taxes that our government relies upon to operate. They must balance competitive salaries, cost of doing business, and when possible, they must reserve for unforeseen challenges such as the covid pandemic. A person who paints a business owner as greedy (while they struggle to survive and provide not only services to their customers, but a living to their employees) lacks a basic understanding of economics.
- In the private sector, businesses are always monitoring operating expenses and adjusting their budgets accordingly. The government needs to do the same.
- Additionally, many small businesses in the tourism industry need help to keep their doors open. Any excess revenues should address these issues to boost the quality of life for Guam's people.
- Specific sectors of the economy have benefitted from military buildup and federal assistance. We would like to see the government provide revenue projections extracting the impact of this federal assistance, which we know is finite and will decline in the years ahead. The government needs to be transparent regarding its revenue collection.

Page 2

Members of the 37th Guam Legislature

Re: Bill No. 24-37

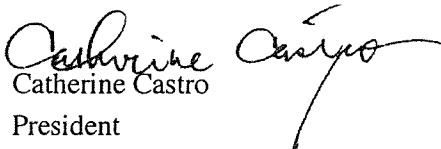
The Guam Chamber of Commerce is a non-profit business support organization representing 400 companies and institutions that employ approximately 30,000 residents. The government works for and serves the general public, not just a select few that are employed on the government's payroll. Any action the government takes must benefit all, not some.

As we noted in our testimony on March 2nd, we are all living in extremely challenging times and the solution for these, and other issues will take all of us coming together to jointly share in the sacrifices and the commitment to a better and prosperous future.

We ask you not to appropriate \$22 million dollars to the general pay plan - please redirect excess funds to help all the people of Guam.

Thank you for your time and consideration.

Sincerely,


Catherine Castro
President