

*I Mina'trentai Siette 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
<b>24-37 (COR)</b> As amended by the Committee on General Government Operations and Appropriations; and further amended in the Committee of the Whole.	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 Request: 3/16/23  Revised: 3/20/23	Additional Testimonies 3/20/23
	<b>SESSION DATE</b>	<b>TITLE</b>	<b>DATE PASSED</b>	<b>TRANSMITTED</b>	<b>DUE DATE</b>	<b>PUBLIC LAW NO.</b>	<b>DATE SIGNED</b>	<b>NOTES</b>	
	3/20/23 First Special Session	AN ACT TO <i>AMEND</i> SECTION 2 OF CHAPTER 1 AND SECTION 2 OF PART 1, CHAPTER III; AND TO <i>ADD</i> 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-ONE MILLION THIRTY-TWO THOUSAND SIX HUNDRED SEVENTY DOLLARS (\$21,032,670) FOR THE IMPLEMENTATION OF THE ADJUSTED GENERAL PAY PLAN.	3/24/23	3/24/23	4/5/23	37-3	3/31/23	Received: 3/31/23 Messages and Communications Doc. No. 37GL-23-0315	

LOURDES A. LEON GUERRERO  
GOVERNOR



JOSHUA F. TENORIO  
LT. GOVERNOR

UFISINAN I MAGA'HÅGAN GUÅHAN  
OFFICE OF THE GOVERNOR OF GUAM

**Transmitted via email to: [speaker@guamlegislature.org](mailto:speaker@guamlegislature.org)**

March 31, 2023

**HONORABLE THERESE M. TERLAJE**

*Speaker*

*I Mina'trentai Siette Na Liheslaturan Guåhan*

37<sup>th</sup> Guam Legislature  
Guam Congress Building  
163 Chalan Santo Papa  
Hagåtña, Guam 96910

37GL-23-0315  
**OFFICE OF THE SPEAKER  
THERESE M. TERLAJE**

-03-31-2023

**RECEIVED**  
4/3/23 4:21 pm  
*[Signature]*

Time: 4:13 pm  
Received: *[Signature]*

**Re: BILL NO. 24-37 (COR) - 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-ONE MILLION THIRTY-TWO THOUSAND SIX HUNDRED SEVENTY DOLLARS (\$21,032,670) FOR THE IMPLEMENTATION OF THE ADJUSTED GENERAL PAY PLAN**

*Hafa Adai* Madame Speaker,

Today, I sign Bill No. 24-37 into law as Public Law No. 37-3. This bill appropriates funding for the adjusted General Pay Plan (“GPP”), which the Department of Administration (“DOA”) prepared pursuant to its authority under Guam law, and which I approved on January 31, 2023. The GPP, which goes into effect on April 1, 2023, provides a long overdue 22% pay adjustment for affected employees.

Last week, I called the Legislature into special session to take up the original version of this bill because implementing the GPP is simply the right thing to do. I do not believe that supporting equitable compensation for government employees is a political issue. I believe it is our job as leaders, and a fundamental part of running an efficient government. In light of the events of the past week, however, I have to acknowledge the elephant in the room, and express my disappointment with the amendments to this bill that attempted to leave many of our government employees behind.

While, as a community, we colloquially refer to pay adjustments as “raises,” this misnomer may have made it easier for some legislators to justify improperly withholding these adjustments from specific government employees. It is time to set the record straight.

Guam law requires that employee compensation *shall* be based on internal equity and external competitiveness. Compensation is intended to be targeted at national average levels and compared to appropriate labor markets. The science of compensation administration is not random. It is not based on favoritism or arbitrary, subjective standards. Pay adjustments on Guam are based on the compensation adjustment methodology developed by international experts in classification and pay. Though many of our employees certainly meet even the most exacting professional standards, these adjustments are not “raises” in the sense that we are rewarding them for high achievement. Pay adjustments allow government employees to just *break even*, to attain a standard of compensation that

is comparable to their public sector counterparts in other jurisdictions and the federal government, and to support their decision to continue in service to our community. It is important to keep in mind that even with these adjustments, government employees will likely still not be receiving compensation equal to their state and federal counterparts. But these adjustments are a step in the right direction.

While the 22% pay adjustment for the GPP may seem jarring to casual observers, it is not arbitrary. It is the accumulation of prior adjustments that Guam law required but were not effectuated. Under Guam law, internal equity should be reviewed annually and external competitiveness should be reviewed every three (3) years. The General Pay Plan has not been adjusted in nine (9) years. If our government employees leave for more competitive jobs in the private sector, it is because their pay has not been adjusted in nearly a decade to equitably conform to the broader labor market.

While the decision to tighten our belts may arguably be appropriate in times of deficit, we are not in a deficit today, in part because of the efforts of the very same employees from whom the Legislature has attempted to withhold these pay adjustments. There is simply no excuse to deprive any of our employees pay adjustments required under Guam law in a time of surplus. I am not content compensating our government employees in a manner that forces them to choose between serving our people and raising the standard of living for their families, between their commitment to public service and their dignity.

We count on government employees to provide services that are essential to our community and our economy. Our government competes with other employers to recruit the skilled workers necessary to do the work of government. We need social workers and tax collection agents. We need nurses aides and labor law enforcement specialists. We need victims advocates and, yes, we need bus drivers. Anyone who says that these workers are not working hard, or don't deserve to be compensated properly, should be held to account for their words and actions. Many of these employees worked during the pandemic to deliver critical services. I reject any implication that government employees are somehow less deserving of adequate pay.

I am also disturbed by efforts at the Legislature to keep unclassified employees from receiving the same pay adjustment that is provided to classified employees performing the same work. While the classified service comes with many benefits and protections compared to the unclassified service, disparate pay for the same work is not one of them. Implementing a pay plan that discriminates against a class of government employees based on their status would violate the equal protection clause of the Fourteenth Amendment as interpreted by the courts. The amendment, if effectuated, would have descended even further in its discriminatory impact by authorizing payment of the 22% adjustment to unclassified employees of agencies favored by Senator Chris Barnett, the amendment's author. The true irony of this amendment is that the author criticized the hiring of unclassified employees, whom he described as "political hacks," while in the same breath conferring a benefit on his favored agencies.

This exemption underscores that the funding of certain employees' pay adjustments but not others was arbitrary and capricious, and lacked a rational basis. The amendment, if implemented, would embroil our government in class-action litigation to resolve the clear violation of the rights of affected unclassified employees.

I believe the GPP may be implemented as approved notwithstanding the attempted restrictions in this bill. By its own terms, this bill is not effective immediately, but rather will go into effect upon the submission of certain plans to the Legislature. Further, the bill is not intended to apply retroactively.

To: Therese M. Terlaje, *Speaker*, 37<sup>th</sup> Guam Legislature  
Fr: Lourdes A. Leon Guerrero, *Governor of Guam*  
Date: March 31, 2023  
Re: Bill No. 24-37 (COR) nka P.L. 37-3

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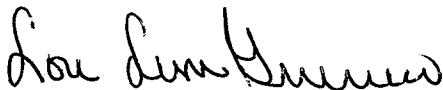
Accordingly, because the GPP goes into effect tomorrow, April 1, 2023, by operation of existing Guam law, the pay adjustment accrued thereunder will not be affected by the restrictions in this bill, which have yet to go into effect. I intend to perfect the conditions to effectuate the funding provisions of this bill as soon as is practicable, but the restrictions, which, as described, are unconstitutional and inorganic, cannot be applied to restrict adjustments that will already be in effect pursuant to Guam law. The funding sections of the bill are severable from the remaining sections, however, as provided in the severability clause of the Budget Act, Public Law No. 36-107, and may be implemented as provided in the bill.

The bill's imprecision further affects the enforceability of the restrictions. Specifically, though the DOA provided extensive testimony before the Legislature regarding the distinctions between classified and unclassified *employees* as opposed to classified and unclassified *positions*, it appears that this distinction was lost on the author of the amendment, both during the testimony and in the ultimate language of the amendment itself. Words matter, and the conflation of these terms may not be casually disregarded. The author's interchangeable use of these terms has created ambiguity within the amendment itself that renders the restrictions unenforceable from a human resources and administrative standpoint, and the committee report does not provide the necessary clarity to adequately instruct the DOA or notify affected employees. Simply put, it is unclear from the bill which employees the restrictions are intended to apply to, and the lack of clarity further renders the restrictions unenforceable. Compensation adjustment studies require months of work by teams of experts in classification and pay, and should not be haphazardly altered by politicians with no background in compensation administration. This amendment was made without regard for standards and practices in classification and pay, and it shows in the work.

I assure our government employees who are compensated under the GPP, classified and unclassified alike, that your pay adjustments will go forward as intended. I thank you for your patience in this process, and for your continued dedicated work for our community and our island.

For these reasons stated above, Bill No. 24-37 is now signed into law as ***Public Law No. 37-3***.

*Senseremente,*



**LOURDES A. LEON GUERRERO**

*Maga'hågan Guåhan*

Governor of Guam

Enclosure: Bill No. 24-37 (COR) *nka P.L. No. 37-3*

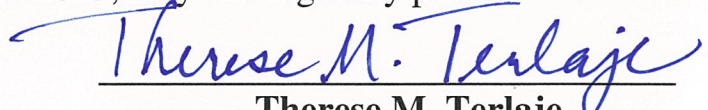
cc via email: *Honorable* Joshua F. Tenorio, *Sigundo Maga'låhen Guåhan*, Lt. Governor of Guam  
Compiler of Laws



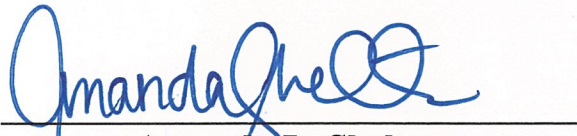
*I MINA'TRENTAI SIETTE NA LIHESLATURAN GUÅHAN*  
2023 (FIRST) Special Session

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


This is to certify that **Bill No. 24-37 (COR)**, “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-ONE MILLION THIRTY-TWO THOUSAND SIX HUNDRED SEVENTY DOLLARS (\$21,032,670) FOR THE IMPLEMENTATION OF THE ADJUSTED GENERAL PAY PLAN,” was on the 24<sup>th</sup> day of March 2023, duly and regularly passed.

  
Therese M. Terlaje  
Speaker

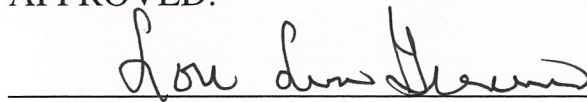
Attested:

  
Amanda L. Shelton  
Legislative Secretary

This Act was received by *I Maga'hågan Guåhan* this 24<sup>th</sup> day of March,  
2023, at 9:47 o'clock P.M.

  
Assistant Staff Officer  
*Maga'håga's Office*

APPROVED:

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

Date: 3/31/2023

Public Law No. 37-3

***I MINA'TRENTAI SIETTE NA LIHESLATURAN GUÅHAN***  
**2023 (FIRST) Regular Session**

**Bill No. 24-37 (COR)**

As amended by the Committee on  
General Government Operations  
and Appropriations; and further amended  
in the Committee of the Whole.

Introduced by:

Committee on Rules  
by request of *I Maga'hågan*  
*Guåhan*, 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-ONE MILLION THIRTY-  
TWO THOUSAND SIX HUNDRED SEVENTY DOLLARS  
(\$21,032,670) FOR THE IMPLEMENTATION OF THE  
ADJUSTED GENERAL PAY PLAN.**

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

2           **Section 1. Legislative Intent.** Pursuant to Chapters 4 and 6 of Title 4  
3 Guam Code Annotated, the Director of Administration has authority to review  
4 compensation structures and administrative policies for employment compensation  
5 within the government of Guam, to adopt and administer a unified pay schedule  
6 based on Hay methodology, to reassign pay grades as necessary, and to delegate  
7 authority to assess and update the unified pay schedule to certain agencies as  
8 appropriate. Pursuant to this authority, on January 30, 2023, the Director of

1 Administration submitted to the Governor of Guam recommendations for a General  
2 Pay Plan (GPP) update, which the Governor approved for implementation beginning  
3 April 1, 2023.

4 **Section 2.** Section 2 of Chapter 1 (General Provisions) of Public law 36-  
5 107 (General Appropriations Act of 2023) is *amended* to read:

6 **“Section 2. Estimated Revenues for Fiscal Year 2023.**  
7 Notwithstanding § 22436, Chapter 22, Title 5 GCA, *I Liheslaturan Guåhan*  
8 adopts the following revenue estimates for Fiscal Year 2023 as the basis for  
9 the appropriations contained in this Act.

10 **I. GENERAL FUND REVENUES AMOUNT**

11 **TOTAL GENERAL FUND REVENUE** **\$830,954,860**

12 **GENERAL FUND PROVISION FOR TAX REFUND**

13 **PAYMENTS** **(\$62,884,123)**

14 **TOTAL GENERAL FUND REVENUE AVAILABLE**

15 **FOR OPERATIONS** **\$768,070,737**

16 **A. TAXES**

17 Income Tax

18 Corporate **\$85,716,966**

19 Individual **\$93,515,852**

20 Withholding Taxes, Interest,  
21 and Penalties **\$249,459,575**

22 Provision for Tax Refunds:

23 Gross Provision for Tax Refund

24 Payments [Federal and  
25 General Funds] **(\$175,604,534)**

26 Earned Income Tax Credit

27 Federal Receipt **\$52,389,766**

1	Child Tax Credit (Advance	
2	and Regular) Federal	
3	Receipts	\$36,210,366
4	Additional Child Tax Credit	
5	Federal Receipt	\$24,120,279
6	General Fund Provision for Tax Refund Payments	(\$62,884,123)
7	<b>TOTAL INCOME TAXES</b>	<b>\$365,808,270</b>
8	Business Privilege Tax	
9	Business Privilege Tax	\$317,148,835
10	GMHA Pharmaceuticals Fund	(\$19,631,513)
11	Tax Credit: Rehabilitation and Improvements –	
12	Harmon Industrial Park Roadway [P.L. 33-191]	(\$175,000)
13	Other Taxes	\$3,992,878
14	<b>TOTAL BUSINESS PRIVILEGE</b>	
15	<b>TAXES</b>	<b>\$301,335,200</b>
16	<b>TOTAL TAXES</b>	<b>\$667,143,470</b>
17	<b>B. FEDERAL SOURCES</b>	
18	Federal Income Tax Collection – Section 30	
19	Funds	\$74,943,377
20	Immigration and Passport Fees	\$1,277,844
21	<b>TOTAL FEDERAL SOURCES</b>	<b>\$76,221,221</b>
22	<b>C. USE OF MONEY AND PROPERTY</b>	<b>\$197,481</b>
23	<b>D. LICENSES, FEES, AND PERMITS</b>	
24	Licenses, Fees, and Permits	\$3,496,755
25	Better Public Service Fund	(\$349,676)
26	<b>TOTAL LICENSES, FEES, AND PERMITS</b>	<b>\$3,147,079</b>
27	<b>E. DEPARTMENT CHARGES</b>	<b>\$1,205,297</b>



1	<b>TOTAL GENERAL FUND REVENUE</b>	<b>\$747,914,548</b>
2	<b>2% GENERAL FUND RESERVE (DEFICIT REDUCTION/</b>	
3	<b>RAINY DAY FUND)</b>	<b>(\$14,958,291)</b>
4	<b>TOTAL GENERAL FUND REVENUE</b>	
5	<b>AVAILABLE FOR APPROPRIATION</b>	<b>\$732,956,257</b>
6	<b>II. SPECIAL FUND REVENUES AMOUNT</b>	
7	A. Banking and Insurance Enforcement Fund	\$433,783
8	B. Better Public Service Fund	\$1,250,802
9	C. <i>Chamorro</i> Land Trust Operations Fund	\$854,963
10	D. <i>Chamorro</i> Land Trust Survey and Infrastructure Fund	\$128,099
11	E. Contractors License Board Fund	\$737,262
12	F. Corrections Revolving Fund	\$1,546,392
13	G. Customs, Agriculture, and Quarantine Inspection	
14	Services Fund	\$2,067,005
15	H. DPHSS Sanitary Inspection Revolving Fund	\$158,878
16	I. Enhanced 911 Emergency Reporting System Fund	\$2,173,500
17	J. Environmental Health Fund	\$1,302,065
18	K. Fire, Life and Medical Emergency Fund	\$1,129,368
19	L. GMHA Pharmaceuticals Fund	\$19,631,513
20	M. Guam Ancestral Lands Commission Survey,	
21	Infrastructure, and Development Fund	\$408,553
22	N. Guam Board of Accountancy Fund	\$789,780
23	O. Guam Educational Facilities Fund	\$35,758,107
24	P. Guam Environmental Trust Fund	\$435,837
25	Q. Guam Highway Fund	\$19,197,264
26	Better Public Service Fund	(\$901,126)
27	Public Transit Fund	(\$215,823)

1	Total Guam Highway Fund	\$18,080,315
2	R. Guam Invasive Species Inspection Fee Fund	\$641,466
3	S. Guam Museum Fund	\$285,997
4	T. Guam Plant Inspection and Permit Fund	\$96,880
5	U. Health Professional Licensing Office Revolving Fund	\$300,975
6	V. Healthy Futures Fund	\$40,116,775
7	W. Host Community Fund	\$300,000
8	X. Indirect Cost Fund	\$1,331,459
9	Y. Land Survey Revolving Fund	\$3,378,351
10	Z. Limited Gaming Fund	\$1,200,711
11	AA. Manpower Development Fund	\$7,905,600
12	AB. Mental Health and Substance Abuse Services Fund	\$402,117
13	AC. Office of Vital Statistics Revolving Fund	\$230,705
14	AD. Police Patrol Vehicle and Equipment Revolving Fund	\$320,924
15	AE. Police Services Fund	\$983,826
16	AF. Professional Engineers, Architects	
17	and Land Surveyors Board Fund	\$273,064
18	AG. Public Recreation Services Fund	\$65,675
19	AH. Public School Library Resources Fund	\$686,994
20	AI. Public Transit Fund	\$215,823
21	AJ. Rabies Prevention Fund	\$41,696
22	AK. Recycling Revolving Fund	\$2,776,824
23	AL. Safe Streets Fund	\$85,697
24	AM. School Lunch/SAE/Child Nutritional Meal	
25	Reimbursement Fund - Federal Sources	
26	(100% Federal Grant)/Cash Collections	\$12,504,000
27	AN. Solid Waste Operations Fund	\$18,750,860

1	Host Community Fund	(\$300,000)
2	Total Solid Waste Operations Fund	\$18,450,860
3	AO. Street Light Fund	\$4,185,868
4	AP. Tax Collection Enhancement Fund	\$704,824
5	AQ. Tourist Attraction Fund	\$16,083,004
6	AR. Water Research and Development Fund	\$68,336
7	<b>TOTAL SPECIAL FUND REVENUE</b>	<b>\$200,524,673</b>
8	<b>III. FEDERAL MATCHING GRANTS-IN-AID</b>	
9	<b>Federal Grants-in-Aid Requiring Local Match:</b>	
10	A. Guam Community College	\$543,354
11	B. Guam Council on the Arts and Humanities Agency	\$321,300
12	C. Guam Police Department	\$2,269,479
13	D. Department of Agriculture	\$545,398
14	E. Department of Integrated Services for Individuals	
15	with Disabilities	\$2,085,461
16	F. Department of Labor	\$47,000
17	G. Office of the Attorney General	\$4,833,849
18	H. Department of Military Affairs	\$2,496,615
19	I. Department of Public Health and Social Services	\$93,665,833
20	J. University of Guam	\$2,659,997
21	<b>TOTAL FEDERAL MATCHING GRANTS-IN-AID REVENUE</b>	<b>\$109,468,286</b>
22	<b>IV. REVENUE SUMMARY:</b>	
23	<b>TOTAL GENERAL FUND REVENUE</b>	
24	<b>AVAILABLE FOR APPROPRIATION</b>	<b>\$732,956,257</b>
25	<b>TOTAL SPECIAL FUND REVENUE</b>	<b>\$200,524,673</b>
26	<b>TOTAL FEDERAL MATCHING GRANTS-IN-AID</b>	
27	<b>REVENUE</b>	<b>\$109,468,286</b>

1 **GRAND TOTAL** **\$1,042,949,216**

2 **Section 3.** Section 2 of Chapter III, Part 1 (Health) of Public Law 36-107  
3 (The General Appropriations Act of 2023) is *amended* to read as follows:

4 **“Section 2. GMHA Pharmaceuticals Fund Appropriation.**

5 Pursuant to §§ 26208 and 26208.1 of Article 2, Chapter 26, Title 11 GCA, the  
6 sum of Nineteen Million Six Hundred Thirty-One Thousand Five Hundred  
7 Thirteen Dollars (**\$19,631,513**) is appropriated from the GMHA  
8 Pharmaceuticals Fund to GMHA for Fiscal Year 2023. Notwithstanding §§  
9 26208.2 and 26208.3 of Article 2, Chapter 26, Title 11 GCA, *I Maga'hågan*  
10 *Guåhan* is authorized to determine that one hundred percent (100%) of the  
11 appropriation in this Section can be expended for GMHA in FY 2023 as a  
12 direct subsidy; this determination shall be made via Executive Order, issued  
13 no later than September 1, 2023.”

14 **Section 4.** A new Section 13 is hereby *added* to Chapter XI (Miscellaneous  
15 Appropriations) of Public Law 36-107 to read as follows:

16 **“Section 13. Appropriation to the Department of Administration.**

17 The sum of Sixteen Million Dollars (**\$16,000,000**) *shall* be appropriated from  
18 the General Fund to the Department of Administration (DOA) for the purpose  
19 of paying salary adjustments to employees affected by the GPP. DOA is  
20 hereby authorized to allocate funding to other departments and agencies under  
21 the Executive Branch and Guam Memorial Hospital Authority for  
22 implementation of the GPP.”

23 **Section 5.** A new Section 14 is hereby *added* to Chapter XI  
24 (Miscellaneous Appropriations) of Public law 36-107 to read as follows:

25 **“Section 14. Appropriation to Judiciary of Guam.** The sum of One  
26 Million Forty-Nine Thousand Two Hundred Sixty-Three Dollars  
27 (**\$1,049,263**) is appropriated from the General Fund to the Judiciary of Guam

1 for the purpose of paying salary adjustment to the employees of the Judiciary  
2 of Guam.”

3 **Section 6.** A new Section 15 is hereby *added* to Chapter XI  
4 (Miscellaneous Appropriations) of Public Law 36-107 to read as follows:

5 **“Section 15. Appropriation to the University of Guam.**

6 The Sum of One Million One Hundred Thirty-Four Thousand Two  
7 Hundred Forty-Nine Dollars (**\$1,134,249**) is appropriated from the General  
8 Fund to the University of Guam for the purpose of paying salary adjustment  
9 to the employees affected by the GPP under the University of Guam. As a  
10 condition of receiving this appropriation, the University of Guam shall not  
11 raise tuition for any semester prior to September 30, 2025.”

12 **Section 7.** A new Subsection 16 is hereby *added* to Chapter XI  
13 (Miscellaneous Appropriations) of Public Law 36-107 to read as follows:

14 **“Section 16. Appropriation to the Guam Community College.**

15 The Sum of Four Hundred Thirty-Seven Thousand Five Hundred  
16 Ninety-Five Dollars (**\$437,595**) is appropriated from the General Fund to the  
17 Guam Community College for the purpose of paying salary adjustment to  
18 employees affected by the GPP under the Guam Community College.”

19 **Section 8.** A new Subsection 17 is hereby *added* to Chapter XI  
20 (Miscellaneous Appropriations) of Public Law 36-107 to read as follows:

21 **“Section 17. Appropriation to the Mayor’s Council of Guam.**

22 The Sum of Seven Hundred Forty-Four Thousand One Hundred  
23 Ninety-Seven Dollars (**\$744,197**) is appropriated from the General Fund to  
24 the Mayors’ Council of Guam for the purpose of paying the salary adjustment  
25 to employees affected by the GPP under the Mayor’s Council of Guam.”

26 **Section 9.** A new Subsection 18 is hereby *added* to Chapter XI  
27 (Miscellaneous Appropriations) of Public Law 36-107 to read as follows:



1           **“Section 18.** Appropriation to the Public Defender Service  
2 Corporation and Alternate Public Defender. The sum of Three Hundred  
3 Thirty-Four Thousand Eight Hundred One Dollars (**\$334,801**) is appropriated  
4 from the General Fund to the Guam Public Defender Service Corporation  
5 (PDSC) and Alternate Public Defender (APD) for the purpose of paying the  
6 salary adjustment to employees affected by the GPP under the Guam Public  
7 Defender Service Corporation (PDSC) and Alternate Public Defender  
8 (APD).”

9           **Section 10. Enactment.** The implementation of this Act shall only occur  
10 after *I Maga'hågan* submits to *I Liheslatura* written plans to address the payments  
11 of (1) Merit Bonuses owed to employees from 2012 to present, (2) Annual  
12 Increments owed to employees, and (3) the financial assistance promised to Guam  
13 businesses in the 2023 State of the Island Address.

14           Regarding the Merit Bonuses and Increments, these plans shall include but  
15 not be limited to the number of employees owed the Bonus or Increment, the  
16 amounts owed for bonuses and increments, the funding source that will be used to  
17 pay the bonuses and increments, and the timeframe for which the owed bonuses and  
18 increments will be fully paid.

19           Regarding the promised financial assistance to Guam businesses, the plan  
20 shall include but not be limited to the initial funding amount anticipated to be  
21 provided, the process by which eligibility for the assistance will be implemented,  
22 and the timeframe for when the assistance will be made available.

23           **Section 11. Unclassified Employees.** Notwithstanding any other provision  
24 of law, unclassified positions covered by this Act shall not receive an increase in  
25 compensation for Fiscal Year 2023.

1           Any unclassified employee who resigns after March 21, 2023, and is rehired  
2 to the same position prior to September 30, 2023, shall not be slotted in a pay grade  
3 and step that pays higher than the employee's salary at the time of their resignation.

4           This section shall not apply to unclassified employees of Mayoral Offices, the  
5 Guam Election Commission and federally funded positions.

6           **Section 12. Severability.** If any provision of this Act or its application to any  
7 person or circumstance is found to be invalid or inorganic, such invalidity shall not  
8 affect other provisions or applications of this Act that can be given effect without  
9 the invalid provision or application, and to this end the provisions of this Act are  
10 severable.