

I Mina'trentai Ocho 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
128-38 (COR)	Therese M. Terlaje Sabina Flores Perez Chris Barnett Telo T. Taitague	AN ACT TO <i>AMEND</i> §6205 OF CHAPTER 6, TITLE 4, GUAM CODE ANNOTATED RELATIVE TO REQUIRING THAT COPIES OF PETITIONS FOR ABOVE-STEP RECRUITMENTS BE POSTED ON THE GUAM PUBLIC NOTICE WEBSITE AND SENT TO THE SPEAKER OF LIHESLATURAN GUÅHAN.	4/23/25 3:13 p.m.						

I MINA'TRENTAI OCHO NA LIHESLATURAN GUÅHAN
2025 (FIRST) Regular Session

Bill No. 128-38 (COR)

Introduced by:

Therese M. Terlaje *TMT*
Sabina Flores Perez *SFP*
Chris Barnett *CB*
Telo T. Taitague *TT*

**AN ACT TO AMEND §6205 OF CHAPTER 6, TITLE 4,
GUAM CODE ANNOTATED RELATIVE TO
REQUIRING THAT COPIES OF PETITIONS FOR
ABOVE-STEP RECRUITMENTS BE POSTED ON THE
GUAM PUBLIC NOTICE WEBSITE AND SENT TO THE
SPEAKER OF *I LIHESLATURAN GUÅHAN*.**

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

2 **Section 1. Findings and Intent.** *I Liheslaturan Guåhan* finds that
3 transparency and accountability in government hiring practices are essential to
4 promoting public trust. The recruitment of government employees at salary steps
5 above the entry level, while sometimes necessary due to exceptional qualifications
6 or recruitment difficulties, must be transparent to ensure fairness and fiscal
7 responsibility.

8 *I Liheslaturan Guåhan* finds that current law requires posting of petitions for
9 an above-step recruitment on agency website for ten (10) days after which period
10 they are not easily accessible. Providing additional notice to the public and to the
11 Speaker of *I Liheslatura* prior to above-step hiring allows for additional merit system
12 protection and appropriate legislative awareness and oversight of personnel actions
13 that may impact government personnel budgets or create salary disparities. Public

1 posting and legislative notification of such petitions will not delay the recruitment
2 and can be done without additional cost.

3 Therefore, it is the intent of *I Liheslaturan Guåhan* to require in addition to
4 being posted on agency website for ten (10) days, that a copy of any petition for
5 above-step recruitment be posted on the Guam Public Notice Website and
6 transmitted to the Speaker of *I Liheslatura* at least ten (10) days prior to the hiring
7 of the applicant.

8 **Section 2.** §6205 of Chapter 6, Title 4, Guam Code Annotated is hereby
9 *amended* to read:

10 **“§ 6205. Recruitment Above-Step.** Step 1 of the Pay Grade assigned to a
11 classified position shall be the regular rate for initial employment in any department
12 or agency. The appointing authority, or the head of an agency, department or public
13 corporation listed in 4 GCA § 4105(a) may petition the Director of Administration,
14 the Judicial Council (as to Judicial Branch employment) or the agency, department
15 or public corporation’s governing board or commission (as to an agency, department
16 or public corporation listed in 4 GCA § 4105(a)) for recruitment at a higher step not
17 to exceed Step 10, because of documented recruitment difficulty or exceptional
18 qualifications. The petition shall be posted on the agency’s website and the Guam
19 Public Notice Website for ten (10) days (Saturdays, Sundays and government of
20 Guam holidays excepted) and a copy of the petition shall be sent to the Speaker of *I*
21 *Liheslaturan Guåhan* ten (10) days prior to hiring. This petition shall be made before
22 an applicant is hired. Every petition shall be scrutinized and amply justified before
23 being approved. The Director of Administration, the Judicial Council and the
24 governing board or commission (as to an agency, department or public corporation
25 listed in 4 GCA § 4105(a)) may establish policies to administer this section and shall
26 send semi-annual reports of above-step recruitment attempts to the Speaker of *I*

- 1 *Liheslaturan Guåhan* no later than March 31 and September 30. Increment schedule
- 2 consisting of Steps 11 through 20 shall not be used for recruitment above step.”