



## **OFFICE OF SENATOR SABINA FLORES PEREZ**

Chairperson

Committee on Environment, Revenue and Taxation, and Procurement

*I MINA'TRENTAI SINGKOK NA LIHESLATURAN GUAHAN*

35<sup>TH</sup> GUAM LEGISLATURE

### **PRESS RELEASE**

#### **Senator Perez Advocates Long-Term Solutions through Successional Planning**

*Guam, January 24, 2020* – On Thursday, Senator Sabina Perez met with Governor Leon Guerrero to discuss developing action plans to fill needed vacancies and increasing efficiency in government services. “In five years, the government stands to lose a large part of its workforce due to retirement. We are already seeing the impacts to some agencies,” said Senator Perez. Both Governor Leon Guerrero and Senator Perez agree on piloting successional planning in specific agencies to help overcome HR challenges.

Senator Perez, who has oversight of General Services Agency (GSA) and Department of Revenue and Taxation (DRT) noted that issues with recruitment, retention, and personnel optimization are shared amongst these agencies. “A history of insufficient personnel at GSA has been a factor in delaying funding and services to the community and, in some cases, it has potentially jeopardized future federal assistance,” said Senator Perez.

Recommendations for GSA and DRT were provided to the Governor based on FY2020 staffing patterns and agency objectives. “Because GSA primarily has entry-level buyers and few mid-level ones, one of the recommendations was to provide opportunities for promotion to current staff and recruit entry-level positions through training,” said Senator Perez. Governor Leon Guerrero and the Department of Administration are prioritizing to fill critical vacant positions within the agencies.

Additional recommendations for DRT focus on integrating the FY2020 objectives of “upgrading computer systems, recruiting talents with accounting and/or information technology experience.” The Governor and Senator Perez discussed the possible use of a project management office to evaluate needs of the agency, including much-needed technology upgrades. “The improvements that we make in human resources to these agencies can translate to the rest of the government,” said Senator Perez.

Senator Perez also sees opportunities for successional planning to be incorporated in school curriculum. “Currently, we have GCC satellite programs in the high schools for certain trades. I think it’s important to expand opportunities leading to long-term and stable careers by addressing workforce needs of both the public and private sectors. With successional planning, we can collaboratively develop curricula that empower our future workforce to tackle climate change mitigation, food security, and other innovative initiatives that address the needs and challenges of Guam in the 21<sup>st</sup> century,” said Senator Perez.



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“I look forward to collaborating with the Administration and agencies under my oversight toward developing successional planning as a model that may be replicated throughout the government,” said Senator Perez. “One of Guam’s most precious and untapped resources is its human resources. The attention to and management of our human resources is key to providing support to our employees who provide needed services to the community, diversifying and growing our economy, and promoting island sustainability,” she added.

“I appreciate the cooperation of Senator Sabina Flores Perez in working with our administration and in providing necessary policies to achieve our mission in making Guam a safe, fair, compassionate, and prosperous place,” said Governor Leon Guerrero.

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