

*I Mina'trentai Siette Na Lihelaturan Guåhan*  
**BILL STATUS**

| BILL NO.           | SPONSOR       | TITLE                                                                                                                                               | DATE INTRODUCED      | DATE REFERRED | CMTE REFERRED | FISCAL NOTES | PUBLIC HEARING DATE | DATE COMMITTEE REPORT FILED | NOTES                      |
|--------------------|---------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|---------------|---------------|--------------|---------------------|-----------------------------|----------------------------|
| <b>281-37 (LS)</b> | Chris Barnett | AN ACT TO ADD A NEW ARTICLE 5 TO CHAPTER 77, TITLE 10, GUAM CODE ANNOTATED RELATIVE TO OFFICER RETENTION INCENTIVES FOR THE GUAM POLICE DEPARTMENT. | 4/23/24<br>3:44 p.m. |               |               |              |                     |                             | Referred Version<br>5/8/24 |

***I MINA'TRENTAI SIETTE NA LIHESLATURAN GUÅHAN***  
**2024 (SECOND) Regular Session**

**Bill No. 281-37 (LS)**

Introduced by:

Chris Barnett 

**AN ACT TO ADD A NEW ARTICLE 5 TO CHAPTER 77,  
TITLE 10, GUAM CODE ANNOTATED RELATIVE TO  
OFFICER RETENTION INCENTIVES FOR THE GUAM  
POLICE DEPARTMENT.**

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

**Section 1.** A new Article 5 is *added* to Chapter 77, Title 10, Guam Code Annotated  
to read as follows:

**“Article 5**

**Police Officer Retention Incentive Program**

**§ 77501. Legislative Findings and Intent.**

*I Liheslaturan Guåhan* finds that, compared to every other law  
enforcement agency on Guam, the Guam Police Department (GPD) faces the  
most significant retention problem. Factors that cause this retention problems  
include:

- a. Higher pay offered by federal agencies both on Guam and abroad;
- b. GPD officers as members of Guam’s premier law enforcement  
agency are subject to heavier workloads and more responsibilities  
than most of their law enforcement counterparts;
- c. Physical and mental stress; and
- d. Frequent long-hour shifts.

1 I Liheslaturan Guåhan further finds that there are no single best  
2 practices for police officer retention policies, however, many retention  
3 programs often contain the following:

- 4 a. Bonuses at three-year intervals,
- 5 b. Bonuses that range between 10% and 15% of base pay,
- 6 c. Continuing education in law enforcement, criminal justice, and  
7 community relations and,
- 8 d. Compliance with the drug testing and substance abuse policies of  
9 the department and Public Law.

10 It is the intent of I Liheslaturan Guåhan to authorize the Guam Police  
11 Department to offer triennial retention bonuses to its uniformed police who  
12 fulfill the conditions of this Article.

13 **§ 77502. Triennial Retention Bonus.**

14 Police officers are eligible for a bonus of Ten Thousand Dollars  
15 (\$10,000.00) every three (3) years provided that the following criteria are met:

16 (a) The police officer's job performance is satisfactory,

17 (b) The police officer has no history of any disciplinary action  
18 involving police misconduct or violations of the laws of Guam (including  
19 but not limited to controlled substance abuse or alcohol abuse that may have  
20 been deferred or diverted), and

21 (c) The police officer successfully completes the equivalent of not less  
22 than three (3) continuing education units of post-secondary or professional  
23 education in law enforcement, criminal justice, or behavioral science.

24 (d) The start date for accruing service time towards the three-year (3-  
25 year) bonus is effective on the date of enactment of this section and shall  
26 not be applied retroactively

27 **§ 77503. Returning Police Officers.**

1           Any former Guam Police Officer that qualifies for reinstatement shall  
2 be eligible for a retention bonus three (3) years following the date of  
3 reinstatement.

4           **§ 77504. Continuing Education Units.**

5           Continuing Education Units, or CEUs, are a nationally recognized  
6 standard for documenting successful completion of non-credit programs and  
7 courses intended to improve the knowledge and skills of working adults.

8           A CEU represents ten (10) contact hours of experience in a structured  
9 continuing education experience (class, seminar, retreat, practicum, etc.) that  
10 is supervised by a qualified instructional provider.

11           **§ 77505. Implementation.**

12           Implementation of the provisions of this Article is subject to General  
13 Orders of the Guam Police Department.”