

*I Mina'trentai Singko 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 |
|--------------|-----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|---------------|---------------|---------------------|-----------------------------|--------------|-------|
| 297-35 (COR) | James C. Moylan | AN ACT TO ADD § 51102.30 TO CHAPTER 51 OF TITLE 17, GUAM CODE ANNOTATED, RELATIVE TO AUTHORIZING THE POST COMMISSION TO ESTABLISH A STANDARDIZED AND UNIFORMED LAW ENFORCEMENT OFFICER GENERAL FORCE LEADERSHIP STRUCTURE TIER AND PAY SCALE PLAN FOR PEACE OFFICERS. | 2/18/20<br>9:18 a.m. |               |               |                     |                             |              |       |

*I MINA'TRENTAI SINGKO NA LIHESLATURAN GUÅHAN*  
2020 (SECOND) Regular Session

Bill No. 297-35 (COR)

Introduced by:

James C. Moylan



AN ACT TO ADD § 51102.30 TO CHAPTER 51 OF TITLE 17, GUAM CODE ANNOTATED, RELATIVE TO AUTHORIZING THE POST COMMISSION TO ESTABLISH A STANDARDIZED AND UNIFORMED LAW ENFORCEMENT OFFICER GENERAL FORCE LEADERSHIP STRUCTURE TIER AND PAY SCALE PLAN FOR PEACE OFFICERS.

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

**Section 1.** This Act *may* be cited as *The POST-Attraction, Retention, and Incentive Act of 2020*.

**Section 2. Legislative Findings and Intent.** *I Liheslaturan Guåhan* finds that based on the inherent duties and responsibilities of the Government of Guam's Law Enforcement organizations as it relates to basic, supervisory, and management responsibilities, there are inconsistent and inequitably disparate salaries for similar levels of responsibilities. *I Liheslatura* further finds that that the Peace Officer Standards and Training Commission (POST) has standardized much of the entry requirements for the Government of Guam, and that many of the entry level trainee positions have uniform responsibilities, and thus have a customary pay assigned.

This body also finds that as officers progress in their careers, there are disparate levels of pay among the various law enforcement organizations which require the same level of proficiency, problem solving, accountability, and

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complexities when dealing with tactical, operational and strategic goals and objectives to carry out their respective missions. Therefore it is crucial that there needs to be established a “Standardized and Uniformed Law Enforcement Officer (LEO) General Force Leadership Structure Tier and General Pay Scale Plan” for Peace Officers which would identify and separate the basic, supervisory, and management positions within each LEO entity within the Government of Guam and a pay scale plan which is reflective of this and commensurate with increased levels of responsibilities.

The POST Commission comprises of various LEO entities, thus allowing them to provide a balanced and practical plan, while avoiding costly studies would be a sensible endeavor. *I Liheslatura* also recognizes that such a plan is vital for the attraction and retention of LEO’s to grow our public safety force, and hence keep our island and residents safe. One too many times, candidates are selected, trained, and upon selection, leave for greener pastures. If we are to truly build peace officers, the government would need an effective retention plan, hence the objectives of this Act. Further, while this Act requires a plan to be presented to *I Liheslatura*, the plan can only be enacted by the body upon identification of funds, of which the actions of the POST Commission pursuant to this Act would help recognize what the estimated costs amount to.

**Section 3.** § 51102.30 is hereby *added* to Chapter 51, Title 17, Guam Code Annotated to read as follows:

**“§ 51102.30. Authorization to Establish a Standardized and Uniformed Law Enforcement Officer General Force Leadership Structure Tier and Pay Scale Plan for Peace Officers.**

Notwithstanding any other provisions of the law, the Commission shall be authorized to establish a Standardized and Uniformed Law Enforcement Officer General Force Leadership Structure and Pay Scale Plan for Category 1 Peace

Officers, as defined pursuant to Chapter 3 of 27 GAR. They shall have up to one hundred eighty (180) days from the enactment of this Act to complete this plan, and the plan shall be presented to I Liheslaturan Guahan no later than thirty (30) days upon completion, for review and consideration.

The Commission shall develop a Law Enforcement Officer General Schedule which shall identify a general base salary and pay grades of the law enforcement officers of the classified service. Grades shall be identified to commensurate with the appropriate levels of duties and responsibilities as it relates to basic, supervisory and management responsibilities. Step pay shall be established with minimum and maximum salaries identified in the various steps. Salaries for each respective law enforcement officer position as it relates to the Law Enforcement Officer Force Structure shall be established within each pay grade according to cumulative years of service. The Commission shall include the advisory of the Guam Federation of Teachers (GFT) and the Civil Service Commission in the completion of the Pay Scale Plan.

**Section 4. Severability.** If any provision of this Act or its application to any person or circumstance is found to be invalid or contrary to law, such invalidity shall not affect other provisions or applications of this Act that can be given effect without the invalid provision or application, and to this end the provisions of this Act are severable.

**Section 5. Effective Date.** The Act shall become effective upon enactment.