

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
140-38 (COR)	Chris Barnett Sabina Flores Perez Telo T. Taitague Frank F. Blas, Jr.	AN ACT TO <i>ADD</i> A NEW § 90.16.2 TO ARTICLE 1 OF CHAPTER 90, TITLE 9, GUAM CODE ANNOTATED, RELATIVE TO SALARY, RECRUITMENT AND RETENTION STUDIES FOR LAW ENFORCEMENT OFFICERS EMPLOYED BY THE GUAM DEPARTMENT OF CORRECTIONS; TO BE KNOWN AS THE "FAIR COMPENSATION AND RETENTION FOR CORRECTIONAL OFFICERS ACT OF 2025."	5/9/25 3:22 p.m. 5/20/25 12:41 p.m.						

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

Bill No. 140-38 (COR)

Introduced by:

Chris Barnett *DCB*
Sabina Flores Perez *SFP*
Telo T. Taitague *Telo*
Frank F. Blas, Jr. *FB*

AN ACT TO *ADD* A NEW § 90.16.2 TO ARTICLE 1 OF CHAPTER 90, TITLE 9, GUAM CODE ANNOTATED, RELATIVE TO SALARY, RECRUITMENT AND RETENTION STUDIES FOR LAW ENFORCEMENT OFFICERS EMPLOYED BY THE GUAM DEPARTMENT OF CORRECTIONS; TO BE KNOWN AS THE “FAIR COMPENSATION AND RETENTION FOR CORRECTIONAL OFFICERS ACT OF 2025.”

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

2 **Section 1. Title.** This Act *shall* be cited and referred to as the “*Fair*
3 *Compensation and Retention for Correctional Officers (FAIRCOR) Act of 2025.*”

4 **Section 2. Findings and Intent.** *I Liheslaturan Guåhan* finds that
5 correctional officers of the Guam Department of Corrections (“DOC”) serve a
6 unique public safety function by maintaining order and security within confined
7 institutional settings. These peace officers are in constant, direct contact with
8 incarcerated individuals—many of whom have violent histories or pose continuing
9 security threats.

1 *I Liheslaturan Guåhan* further finds that DOC correctional officers routinely
2 work under hazardous conditions, often faced with chronic understaffing,
3 overcrowding, and lack of immediate backup contribute to elevated risks of assault,
4 psychological strain, and occupational burnout—beyond what is experienced in
5 other law enforcement settings.

6 *I Liheslaturan Guåhan* also finds that despite these risks, correctional officers
7 have received limited policy focus, insufficient compensation, and inadequate
8 recruitment and retention support. The lack of regularly scheduled, data-informed
9 studies on compensation, workforce conditions, and retention has contributed to
10 staffing instability and impaired DOC’s operational effectiveness.

11 *I Liheslaturan Guåhan* further finds that Public Law 21-42 requires the
12 Department of Administration (“DOA”) to manage a uniform classification and
13 compensation system under the Hay Plan, with evaluations of internal equity and
14 external competitiveness at least once every three (3) years. However, this statutory
15 obligation has not been consistently fulfilled across all agencies, including DOC.

16 *I Liheslaturan Guåhan* also finds that general pay adjustments, including
17 those implemented through Executive Order 2022-01 (Law Enforcement Pay Plan),
18 do not substitute for a codified process of review tailored to the specific operational
19 demands of correctional work. The absence of such a process continues to
20 undermine DOC’s workforce stability.

21 It is, therefore, the intent of *I Liheslaturan Guåhan*, through the enactment of
22 the *Fair Compensation and Retention for Correctional Officers Act of 2025*, to
23 require the Department of Administration (DOA) to conduct salary, recruitment, and
24 retention studies specific to Department of Corrections (DOC) correctional officers
25 no less than once every three (3) years, with the initial study to be completed within
26 three (3) months of enactment. This Act affirms the government’s obligation to
27 ensure fair compensation and workforce equity for correctional officers in

1 recognition of the essential services they provide and the hazardous conditions under
2 which they serve.

3 **Section 3.** A new § 90.16.2 is *added* to Article 1 of Chapter 90, Title 9,
4 Guam Code Annotated, to read:

5 **“§ 90.16.2. Fair Compensation and Retention for Correctional Officers**
6 **Act of 2025.** The Director of Administration shall conduct a comprehensive periodic
7 salary, recruitment and retention studies for all law enforcement officer positions
8 employed by the Guam Department of Corrections at intervals of no less than once
9 every three (3) years. Notwithstanding any other provision of law, rule, or regulation
10 to the contrary, the initial study required pursuant to this Section shall be completed
11 no later than ninety (90) days following the effective date of this Act.”

12 **Section 4. Reporting Requirement.** *No later than* thirty (30) days after the
13 completion of each study, the Director of Administration *shall* submit a report
14 containing the findings and recommendations to the Speaker of *I Liheslaturan*
15 *Guåhan*, the *I Maga’hågan/ Maga’låhi Guåhan*, and the Director of the Department
16 of Corrections.

17 **Section 5. Effective Date.** This Act shall be effective upon enactment.