

**GUAM P.O.S.T. (Peace Officer Standards & Training) COMMISSION  
ADMINISTRATIVE RULES AND PHYSICAL FITNESS STANDARD  
Frequently Asked Questions (FAQ's) as of August 21, 2014**

**1. Where can I find the P.O.S.T. Commission's Administrative Rules?**

**Answer:** Hard copies can be found at the Agency headquarters and at Guam Community College (GCC). A soft copy can be found on the GCC website: <http://guamcc.edu/Runtime/postcommission.aspx>.

**2. Where can I learn more about the U.S. Air Force Physical Fitness Test?**

**Answer:** On the U.S. Air Force website: <http://www.afpc.af.mil/affitnessprogram/index.asp>.

**3. Why does the P.O.S.T. Commission have a Physical Fitness Qualification Test (PFQT)?**

**Answer:** The P.O.S.T. Commission has an annual fitness test because it is mandated by Public Law. Title 17 GCA § 51102 (h)(3) states that the P.O.S.T. Commission shall prescribe reasonable minimum qualifications relating solely to the physical, mental and moral fitness of persons recruited, appointed or retained as peace officers by the government of Guam. Additionally, Title 17 GCA § 51104 (b)(7) states that unless a person is free of any *physical*, emotional or mental conditions, the person shall not be appointed as a peace officer because it might adversely affect his performance of duty as a peace officer [emphasis added].

**4. Why does this test follow the U.S. Air Force Physical Fitness Standards?**

**Answer:** The P.O.S.T. Commission found that numerous peace officers serve as a National Guard members or Reservists, and thereby are familiar with the fitness tests imposed upon service members. According to Air Force Instruction (AFI) 36-2905 the United States Air Force exercise physiologists and preventive medicine physicians developed a new health-related physical fitness test with science-based criterion standards for aerobic fitness and body composition, a first in Department of Defense history. These standards provide health risk ratios that indicate a susceptibility to *cardiovascular diseases, Type 2 diabetes, and certain cancers*; member productivity and lost duty time [emphasis added]. This physical fitness assessment takes into consideration different thresholds for one's gender and age. Moreover, the United States Air Force chose to create a shorter physical fitness assessment than its counterparts that still adequately gauged a service member's physical fitness, thus making test administration more efficient for public safety agencies.

**5. What are the components of the P.O.S.T. Commission Physical Fitness Qualification Test (PFQT) which is based on the U.S. Air Force Physical Fitness Test?**

- Body composition evaluated by abdominal circumference measurements
- Aerobic component evaluated by the 1.5-mile timed run
- Muscular fitness component evaluated by the number of push-up and sit-ups completed within one minute

**6. Are pacers authorized during the mile and a half run component of the PFQT?**

**Answer:** Yes.

**7. Who maintains the responsibility to meet and maintain P.O.S.T. Commission fitness standards?**

**Answer:** § 3005 (c) of the Guam P.O.S.T. Commission Administrative Rules states that each individual peace officer is solely responsible for compliance with this policy. Nothing herein shall be construed to exempt each individual peace officer or place responsibility on any other person or entity.

**8. Who conducts fitness tests and where is the program administered?**

**Answer:** Under § 3008 (b) of the P.O.S.T. Commission Administrative Rules each agency employing Category 1 and 2 peace officers shall be responsible for the annual scheduling and administration of the PFQT.

**9. How were the minimum requirements for each component determined?**

**Answer:** § 3006 of the P.O.S.T. Commissions Administrative Rules states that P.O.S.T. Commission certification is a standards-based requirement of all personnel as envisioned by the author of the original legislation and adopted by the legislature. Consequently, every position within the scope under the jurisdiction of the Peace Officer Standards and Training Commission must obtain and maintain Peace Officer Standards and Training certification as defined in these Administrative Rules and Regulations as a condition of employment or as a condition of continued employment in any peace officer position.

**10. Do all peace officers have to comply with the PFQT? Can any peace officer's certification be grandfathered?**

**Answer:** 17 GCA P.O.S.T. Commission § 51104 (b) & (c) states that no public official, Guam agency or any other person authorized by law to appoint peace officers on Guam shall appoint any person as a peace officer who does not meet the qualifications. No person shall receive an original appointment on a permanent basis or hold an appointment on a permanent basis as a peace officer, unless the person has been awarded a certificate by the P.O.S.T. Commission attesting to his satisfactory completion of an approved peace officer basic training program.

Every peace officer should comply except in 17 GCA P.O.S.T. Commission § 51105 (a) if any person who has been employed on a permanent basis as a peace officer on Guam prior to the enactment hereof and who is currently employed as a peace officer or was previously employed as a peace officer for at least ten (10) years prior to enactment hereof, may be certified as a peace officer by the Executive Director without having complied with § 51104 (b) and (c). Additionally, per the P.O.S.T. Commission Administrative Rules § 3006 states the date to be at least ten (10) years prior to September 7, 2007, that which any person may be certified as a peace officer by the Executive Director without having complied with § 51104 (b) and (c). The P.O.S.T. Commission will follow the Procedures and Sanctions as outlines in §3006 3010.

**11. Do all Directors and Chiefs have to comply with the PFQT standards?**

**Answer:** In the Guam P.O.S.T. Commission Administrative Rules §3003 (a) it states that every sworn personnel employed in the following agencies from entry level to highest rank, including positions such as Civilian Volunteer Reserve, Detention Officer, Police Officer, Sergeant, Lieutenant, Captain, Major, Colonel, and its agency head shall comply with the PFQT standards. The following agency heads are exempt because they are not peace officers: Director of Department of Youth Affairs, Director of Department of Youth Affairs, Director of Department of Recreation, the Fire Chief from the Guam Fire Department, Executive Manager of Guam International Airport Authority, the Attorney General, the General Manager of the Port Authority of Guam, and Director of the Department of Agriculture.

**12. I never have to run a mile and a half on the job-site, and the assailant doesn't care how big my waist is. Why does the P.O.S.T. Commission require this?**

**Answer:** As mandated by GCA Title 17 §51102 the Commission is required to set minimum qualification in order to recruit, appoint, or retain a position as a peace officer. The P.O.S.T. Commission chose the US Air Force Physical Fitness Test as the minimum standard and this is the threshold within that standard.

**13. Do all peace officers have to comply with the PFQT? Can any peace officer's certification be grandfathered?**

**Answer:** 17 GCA P.O.S.T. Commission § 51104 (b) & (c) states that no public official, Guam agency or any other person authorized by law to appoint peace officers on Guam shall appoint any person as a peace officer who does not meet the qualifications. No person shall receive an original appointment on a permanent basis or hold an appointment on a permanent basis as a peace officer, unless the person has been awarded a certificate by the P.O.S.T. Commission attesting to his satisfactory completion of an approved peace officer basic training program. Every peace officer should comply except in 17 GCA P.O.S.T. Commission § 51105 (a) if any person who has been employed on a permanent basis as a peace officer on Guam prior to the enactment hereof and who is currently employed as a peace officer or was previously employed as a peace officer for at least ten (10) years prior to enactment hereof, may be certified as a peace officer by the Executive Director without having complied with § 51104 (b) and (c). Additionally, per the P.O.S.T. Commission Administrative Rules

§ 3006 states the date to be at least ten (10) years prior to September 7, 2007, that which any person may be certified as a peace officer by the Executive Director without having complied with § 51104 (b) and (c). The P.O.S.T. Commission will follow the Procedures and Sanctions as outlines in §3006 and §3010.

**14. Will there be “random” or “no-notice” fitness tests?**

**Answer:** No, that is not true. Peace officers will be required to test every year. Directors may institute "practice" or "diagnostic" tests in order to gauge a peace officer's progress, but these tests will not count as an "official" test. Officers will always know when their next scheduled test is required.

**15. If we do not meet the standard of the PFQT, how does this impact our certification?**

**Answer:** In the P.O.S.T. Commission Administrative Rules § 3005 (f) states that a peace officer is deemed to have failed to comply with this policy when that officer's performance in a PFQT test is below the standard as established by the standard form and as defined and/or referenced herein after the officer has been previously tested, given the requisite conditioning period, retested, and is still unable to meet the minimum standard. When a peace officer receives four Unsatisfactory PFQT results within a 24-month period and a medical records review by a health care provider has ruled out medical conditions precluding the peace officer from achieving a passing score, the P.O.S.T Commission shall deny, suspend, or revoke the individual's certification. All PFQT test results shall be provided to the Executive Director within fifteen calendar days after the conduct of the PFQT.

**16. What happens if my training and education does not meet the standards mandated by the POST Commission?**

**Answer:** Students who fail a training course should be evaluated and a determination shall be made for continued training and/or employment by the hiring agency. The POST Commission shall comply with the procedure outlined in the Administrative Rules § 3010 Procedures and Sanctions.

**17. Will DOA implement these standards upon entry moving forward (i.e. curriculum, physical fitness exam)?**

**Answer:** The Administrative Rules § 3005 (i) states that Department of Administration rules and regulations or applicable autonomous agency personnel rules shall be followed to determine a peace officer's fitness for duty, position transfers, suspension or termination.

**18. What if I have a medical ailment that prevents me from completing the PFQT? Will this impact my employment?**

**Answer:** The Administrative Rules § 3005 (i) states that Peace Officers shall only be allowed a waiver of their fitness test if deemed appropriate by a person licensed to practice medicine; they are considered disabled under the Americans with Disabilities Act and Fair Labor Standards Act; or court case decisions.

**19. How are other personnel actions affected by a member's fitness category?**

**Answer:** Peace officers are required to have a passing, current fitness score to be selected for promotion or attend law enforcement training. There are other restrictions regarding retraining, retention eligibility and assignment eligibility that could be impacted by a failed fitness score, especially if such a score results in an adverse action.

**20. Are Directors required to provide fitness time during duty-hours?**

**Answer:** Directors will continue to emphasize the importance of fitness and may provide peace officers fitness time during duty hours when the mission permits, but not mandated to allocate fitness time during regularly assigned duty hours. Again, it is every officer's responsibility to achieve and maintain P.O.S.T. Commission fitness standards. Governor's Executive Order 2012-07, "Relative to Implementing A Government of Guam Worksite Wellness Program", mandates that physical fitness and wellness activities be promoted and afforded to all government employees.

**21. Does the fitness program allow officers who fail a fitness test to retest prior to 42 days?**

**Answer:** Directors may not mandate officers to retest before the end of the 90-day reconditioning period. However, officers may volunteer to retest at any time. Recognized medical guidance recommends 42 days as the minimum time frame to recondition in a manner that reduces injury.

**22. What if I have a profile that prevents me from doing one or more components of the test?**

**Answer:** Officers who cannot run due to a medical profile, approved by a Guam licensed medical professional, perform a 2-kilometer walk. Also, if an officer is exempt from any component, they are categorized as "pass" based on an adjusted composite score of 74 or higher or "fail" because of an adjusted composite score below 75.

**23. How did the P.O.S.T. Commission determine the different point scales and who determined them?**

**Answer:** Following the Air Force Fitness Program, Air Force officials determined point values based on the mathematical inverse to the above health risk ratios. The lower the health risk, the more points a member will receive in that component. A change along the point scale is directly tied to the amount of increased or decreased health risk associated with that component.

**24. Do you expect these numbers to change?**

**Answer:** No. The point scales are based on current, scientifically published data and are a historical first for the Air Force and DOD.

**25 Can actual scores be annotated on peace officer performance reports to affect promotions?**

**Answer:** No, actual passing scores cannot be annotated on performance reports to serve as a stratification measure for promotion. However, fitness will continue to be a key component of whether an individual meets P.O.S.T. Commission standards. Consistent with current policy, failing scores may be annotated in performance reports if a peace officer is not meeting the standard.

**26. When does body mass index become a factor for calculating scores? When is a body fat assessment necessary?**

**Answer:** If a peace officer fails the abdominal circumference measurement of the fitness assessment yet takes and passes the other three components with a score of at least 75 points of the remaining 80 points, the fitness assessment cell will administer the DOD prescribed BMI screen. If the peace officer passes the BMI screen, the peace officer passes the body composition component of the fitness assessment. If the peace officer does not pass the BMI screen, the peace officer will receive a BFA. If the peace officer passes the BFA, the peace officer passes the body composition component of the fitness assessment. If the peace officer fails the BFA, the peace officer fails the body composition component of the fitness assessment.

**27. Who is responsible for paying for the psychological evaluation testing of peace officer applicants?**

**Answer:** It is the responsibility of the agency or department hiring the applicants.

**28. Will hazardous pay be revoked if a peace officer loses his/her P.O.S.T. certification?**

**Answer:** Yes.

Online References:

Guam P.O.S.T. Commission Administrative Rules:

<http://www.guamcc.edu/Runtime/postcommission.aspx>

Guam P.O.S.T. Commission Administrative Rules FAQs:

<http://www.guamcc.edu/Runtime/postcommission.aspx>

U.S. Air Force Physical Fitness Program:

<http://www.afpc.af.mil/affitnessprogram/index.asp>

U.S. Air Force Physical Fitness FAQs:

<http://www.afpc.af.mil/affitnessprogram/affitnessfaq.asp>