



**GUAM PEACE OFFICER STANDARDS
& TRAINING COMMISSION (POST)**
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POST COMMISSION MEETING MINUTES
Thursday, February 13, 2025

I. Called to Order. The P.O.S.T. (“POST”) Commission meeting of February 13, 2025, was called to order in the Guam Community College Learning Resource Center, Room 112, at 10:43 a.m. by the POST Commission Vice Chair, Roseanna T. Castro-Stone, Assistant Port Police Chief, and assisted by the Executive Director, Mr. John Q. Lizama.

Roll Call by Agency/Department:

Member agencies/other agencies: Please refer to the sign-in sheet. Quorum was established. Present are representatives from the Guam Airport Police; Guam Port Authority Police; Guam Customs & Quarantine Agency; Guam Department of Corrections; Department of Agriculture, Div. of Aquatic & Wildlife Resources; Unified Courts of Guam, Marshal Division; Guam Fire Department; Unified Courts of Guam, Office of Probation; Department of Youth Affairs; Park Patrol, Department of Parks & Recreation.

Documents Received. Document(s)/Packet: August 1, 2024, and October 31, 2024 POST Minutes; February 13, 2025 Agenda.

II. Review & Approval of Minutes – August 1, 2024, and October 31, 2024.

Minutes were reviewed with a correction on page 4 of the October 31, 2024, Minutes: DYA Deputy Director Weakley asked for clarification on the October 31, 2024 Minutes. The clarification was on the Commission to adopt five additional courses in which there was a missing course title. Clarification of the courses to adopt was made by the Executive Director to replace Interpersonal Relations with Criminal Investigations. The following motion was then made:

MOTION

M/S/C: (DYA Deputy Director Weakley /DOAG Deputy Director Gamboa): Motion was made to approve the Minutes of August 1, 2024, and October 31, 2024, with corrections. A correction was made on page 4 of the October 31, 2024 Minutes to delete the class “Interpersonal Relations” and replace it with “Criminal Investigations.” Unanimously approved, motion adopted.

III. Chairman/Vice Chair Remarks.

The Vice Chair Castro-Stone thanked everyone for attending and for participating during today’s meeting. She further added that there is much to be done in the upcoming year, especially with the subcommittee and in moving forward.

IV. Old Business. The Executive Director informed the Committee that a representative from the Department of Administration is not in attendance for today’s meeting, and requests that all matters under Old Business be tabled. The following motion was then made:

MOTION

M/S/C: (DOC Director Bordallo/ DYA Deputy Director Weakley): Motion was made that all Items on today's Agenda under Old Business be tabled. Unanimously approved, motion adopted.

1. General Force Leadership Structure Tier-*Tabled*
2. Discussion on how to Incentivize the Physical Fitness Test-*Tabled*
3. Discussion on Implementation of INTERIM RECRUITMENT PROCESS to provide sworn LEOs with a more expedient process to LE Agencies-*Tabled*
4. Medical Program/Medical Profiles/POST Decertification -*Tabled*
 - i. Medical Profiles – Further discussion on how to deal with extended medical profiles moving forward. Plan of action to address these concerns moving forward
 - ii. POST Standard on Comprehensive Occupational Medical Program (Refer to presentation by POST Vice-Chair)
 - iii. POST Development of Rules and Process for Peace Officer Decertification (Formalize a committee to establish a plan of action to be developed moving forward. POST Vice-Chair)

V. New Business

1. PoliceOne Membership/Subscription Renewal-

The Executive Director informed the Commission that he is currently working with GCC for the subscription renewal, which has been processed.

-Requesting that all agencies provide him with an updated listing of active employees to include reservists, to ensure all active employees are uploaded to the PoliceOne site.

-The Executive Director further informed the Commission that all POST-approved applications are uploaded to PoliceOne and the reason for needing the updated listing.

-He further advised the various agencies and or agency heads to look at the training tabs under PoliceOne as an agency head or as the training personnel.

-He then specified which trainings are specified to the agency by the type of Library to utilize.

-As an example, ARRF and GFD has the FireRescue 1 Library; the Department of Corrections and Department of Youth Affairs could utilize the CorrectionsOne library; and as for the rest of the law enforcement agencies, there's the PoliceOne.

The Executive Director stated that within the Commission, the Airport Police was user of PoliceOne, and then the POST Commission adopted it several years ago and has been utilizing since that time.

-The Executive Director suggested that agency heads and training personnel can evaluate these online courses as potential alternatives to in-person classroom training. There are thousands of courses available, and agencies can determine if these online trainings would be beneficial for their staff.

-The Executive Director is currently using PoliceOne to enter all of the post-approved applications.

2. **POST Certificate**

The Executive Director explained that since he was hired, he has been issuing POST approved applications when an individual is POST certified.

-He further explained that he indicates on the completed application as either approved as a Category 1 or Category 2 Peace Officer.

-That from previous discussions, the Commission previously adopted and designed a certificate form and the intent is to move forward and start issuing actual certificates with an embossed stamp and numbering system.

-When the Administrative Assistant for the Commission is hired, the Commission will concentrate on the final format to start issuing actual certificates.

-The active employees will be the first to receive an actual/official POST certificate.

-The Executive Director explained that the next thing to do would be to upload this information onto PoliceOne and then print the certificates from the updated listing.

-Each agency member will receive hard copies.

-Individuals may also obtain their copy from PoliceOne and print it.

-The Executive Director further discussed the verbiage for the POST Certificate should refer to the citations under the public law, namely, Title 17, Guam Code Annotated (GCA), Chapter 51, Section 51104 or 51105; and Title 27, Guam POST Commission Administrative Rules (GAR), Chapter 3, Section 3106(a)(b)(1)(2)(3).

The DOC Director mentioned recalling a past certification by Mr. Ron McNinch (former Executive Director).

-Mentioning a specific example of certifying Attorney Charles State as a Police Officer 1 for GPD.

-Noting that the Department of Administration (DOA) at the time, including Rose Cruz, accepted this certification. That the Attorney was given credit for being a lawyer and completing the FLETC Academy.

The Executive Director responded that he reviewed two versions of this very same POST Certificate, that there was an amendment and adoption to include the numbering of each certificate.

-He further reiterated the evolution of the POST Certification process, which includes more rules and regulations.

-Advised the Commission that the numbering of the certificates for all active employees will be issued by the Commission, which will all be in the main database, a cloud-based storage, and on PoliceOne.

-CQA Chief Perez inquired about wallet Credentials ID issuance to law enforcement or other agencies to carry around that has all the necessary data on it to be issued by the Commission.

-The Executive Director is researching how to go about this since he used to have one issued to him when he previously worked at Probation.

-The Executive Director's initial intent is to have it issued by the Commission and then have it controlled by each agency.

- The Executive Director explained that further discussion is needed to establish the control of the credential issuance.
- This control is needed in the event an employee resigns. The issuing agency should then ensure the employee returns this ID card; said agency, in turn, will return the ID to the Commission.
- A draft credential is to be submitted to the Commission during the summer.

3. **MOA's Status Update – Camp Blaz & CLTC**

The Executive Director updated the Commission on the status of the Memorandum of Agreement (MOA) following his visit to the Camp Blaz training firing range with the relevant agency heads on November 6, 2024.

- He mentioned that he received a request to submit an additional item along with the MOA to ensure it is complete.
- After speaking with the point of contact at Camp Blaz, he stated that the MOA is currently under review by the Joint Region Marianas Legal Office. Once their review is complete, they will forward the MOA to the Executive Director for further review alongside our legal office.
- The Executive Director explains that a separate MOA is to be established with the Chamorro Land Trust Commission (CLTC) to utilize their lot in Yigo to run the EVOC Course.

A letter was sent to the CLTC asking for permission, which they approved as long as the POST Commission is the point of contact to provide the following details: dates, time, and number of personnel to utilize the lot. This can be utilized by the upcoming Apprenticeship Cycles, LE and Fire Cycles, or Refresher Cycles, etc.

4. **Training Subcommittee Meeting – March 4, 2025, 10:30 am (Location TBD)**

- i. Review of Amendment to Title 27, Chapter 3, Section 3106(b)(2)(B)
Category II
- ii. POST Instructor Qualification
- iii. Update/Establish POST Curriculum
 1. New – Tactical Firearms Course for Law Enforcement
 2. Update - EVOC, Officer Survival/Use of Force, Report Writing, Defensive Tactics, and Fire Service.

The Executive Director discussed with the Commission about the Training Subcommittee meeting, which was moved to March 11, 2025. The core Agencies are GPD, Customs and Quarantine, DOC, and GFD. Other Agencies can attend.

- The Executive Director discussed the need for the improvement of the Firearms Course to include updating the basic 500 rounds to certify an individual to the industry standards of 1200 rounds, following the NRA Law Enforcement Training curriculum, and the Federal Law Enforcement Training Commission.
- The Executive Director further mentioned the need for having these newly recruits that are entering the Apprenticeship Program or LE Cycles right out of high school.

-The recruit would need a lot more time at the firing range to improve skills such as comfort and familiarity in handling their firearm, firing positions, and scenarios, to ensure they are efficient and proficient in the use of their firearm.

-The question was brought up by DYA Deputy Director Weakley on who are the main agencies that make up the training subcommittee. The Executive Director's response was GPD, GFD, Customs & Quarantine, and DOC. He did express the need to include all the other agencies unless the training subcommittee decides not to include them.

VI. Open Discussion/Announcements

-The question was posed by the DYA Deputy Director Weakley on the Executive Director's support staff interviews for the Administrative Assistant position and the Program Coordinator status, to which the Executive Director discussed the position for the Administrative Assistant was announced, and then he conducted an interview a few days before the meeting. He is awaiting the selection. He further explains the outcome of the applicants from the announcement. He mentioned that of the four applicants, two declined two days before the interview, one did not show up, and one was interviewed. He then explained that the Program Coordinator position will not be filled this fiscal year due to funding.

-The Executive Director announced to the Commission that he will be off-island from February 20, 2025, to March 3, 2025, and to email him if needed.

-CQA Chief Perez brought to the attention of the Commission that in February of 2023, under 17 GCA, Chapter 51, Subsection 5110, 2.4, the Commission adopted the LEO General Force Structure Tier and that it was tabled in the previous meeting under Section 4 of Old Business. CQA Chief Perez wants to further discuss the law enforcement officer structure, create an alignment committee, and work with the Department of Administration to move the process forward. He made a motion to put this on the upcoming agenda.

MOTION

M/S/C: (CQA Chief Perez/DOC Director Bordallo): Motion was made that Item 4 on today's Agenda under Old Business be added to the upcoming Agenda under New Business to discuss and to create the subcommittee. Unanimously approved, motion adopted.

The Executive Director then advised that he can resend the LEO Force Structure information out to the members and their designees to re-establish the information for the next meeting to discuss under New Business.

-Vice Chair Castro-Stone and the Executive Director recommended that every agency review their position description questionnaires to ensure the pay structure and position structure are up to date to properly align them with experience, training, education, and certifications to ensure proper placement. It would be advantageous that for every agency to review their PDQs and update them.

-The Executive Director expressed his experience dealing with updating PDQs when he previously worked at the Court as the Probation Chief. He further mentioned that some

employees will state they do all that is on the PDQs while others do not want to change the PDQs for PO1s. He explained that at the time, the HR Department had to interview all of the PO1s to verify that they perform the position descriptions to ensure proper placement within the agency, as well as pay scale positioning.

- Vice Chair Castro-Stone then asked the question to the Commission on open discussion on other agency agendas or information that they could share.

- Marshal Diaz discussed a serious situation with its Marshal Personnel and Physical Fitness Qualifying Test (PFQT) status for four of their personnel who did not pass the test. He further mentioned another attempt is scheduled for the 27th of this month, and that the potential consequences if they fail again would be decertification. He mentions that it is a sensitive matter in which they have the Staff Attorney and HR involved, so they follow legal and procedural compliance.

- Marshal Diaz further discussed with the Executive Director the recertification agility testing standard for their current active employees and how they will be following GPD's recertification standards, and to implement the standard.

- The Executive Director highlighted the current status of Physical Fitness Testing, which is specific to every agency, for which the POST Commission has not adopted a single standard.

- The Executive Director met with Park Police and observed when they performed their Park Police Agility Test (PPAT), and the agency wanted recommendations to update the test. He further mentioned that Conservation will be updating its testing standard as well.

- The Executive Director referred back to Title 27, the appendices, and asked each agency to modify it to their use to create a standardized PFQT, PPAD, COPAD, or Physical Agility Test. The Commission has yet to adopt any PAT or PFQT.

- Vice Chair Castro-Stone emphasizes to Marshal Diaz that the Commission is working hard to standardize the education, training, and physical fitness testing for all the agencies to ensure that the standard is in unison with all agencies.

- The Executive Director emphasizes the need to make the PFQT one standard for all.

- Vice Chair Castro-Stone asked GFD Lt. Llagas, as to how GFD does their testing?

- GFD Lt. Llagas responded to the Commission that GFD utilizes the Military's standards and tailors them to their level of standards to qualify their recruits for the GFD PFQT. He mentioned that you can't standardize certain things that one agency does versus another at a different level.

- Vice Chair Castro-Stone then stated that this is something to further discuss.

- The Executive Director mentions he can research that topic to discuss at the next meeting in April.

- Chief Perez added to the PFQT discussion that previously, there was an adoption from the Air Force that was utilized as the standard physical fitness criteria across the board. Then it was discovered it could not be met by all agencies, and each agency utilized some parts of the test to incorporate into their testing and criteria tailored to each agency, which became law.

- Chief Perez posed a concerning question on whether the Commission is going in circles trying to standardize a test that has already been done, that does not fit all agencies across the board. Chief Perez further suggested a standardized test as an entry level instead of being a test for each agency.

- The DOC Director Bordallo added to the discussion that when he was a training officer for GPD, he negotiated the terms of the Police Academy curriculum with GCC for adding a physical fitness course instead of a physical fitness standardized test.
- The Executive Director reiterated that the Training Subcommittee will be looking into upgrading the physical fitness curriculum to add an entry-level physical fitness test through the POST Commission, and then DOA will recruit based on the criteria for each agency.
- Deputy Director Weakley of DYA announced to the Commission about seeking support from the agencies and the chiefs to participate and provide meaningful career exposure for youth in April, which is hosted by DYA for Youth Month. This can help the youth gain exposure to future careers in Law Enforcement.
- Vice Chair Castro-Stone emphasizes the message is to view physical fitness as part of a comprehensive health and wellness strategy, rather than a stand-alone, punitive test. The goal is to support and improve the overall health of law enforcement and fire personnel.
- Vice Chair Castro-Stone encompasses the nutrition and wellness of officers and firefighters to utilize support programs such as GBWIC, community partners, peer support, and various other programs that can help them deal with trauma and job-related stress.
- DOAG Deputy Director Gambao announced to the Commission on Veterans' health and fitness with his non-profit organization. This is in relation to PFQT in which any Veteran serving in any LE agencies can gain access to a specific gym and it is all paid for by a grant just as long as they answer a few questions from the staff.

VII. The next scheduled meeting is tentatively scheduled on Thursday, April 24, 2025, 10:30 a.m., in the LRC and is subject to change.

VIII. Adjournment

MOTION

M/S/C:(DOAG Deputy Director/DYA Deputy Director Weakley) A motion was made to adjourn the meeting of February 13, 2025. Unanimously approved.

There being no further discussions, the meeting was adjourned at approximately 11:30 a.m.

/s/

Dated this 24th day of April 2025.

Isaac K. Williams
Recording Secretary