



GUAM PEACE OFFICER STANDARDS & TRAINING COMMISSION (POST)

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96921

POST COMMISSION MEETING MINUTES Thursday, April 24, 2025

I. Called to Order. The P.O.S.T. ("POST") Commission meeting of April 24, 2025, was called to order in the Guam Community College Learning Resource Center, Room 112, at 10:45 a.m. by the POST Commission Chairman, Guam Chief of Police, Steven C. Ignacio. The Executive Director, John Q. Lizama, was present to assist.

Roll Call by Agency/Department:

Member agencies/other agencies: Please refer to the sign-in sheet. Quorum was established. (See attached sign-in sheet for full attendance.) Present are representatives from the Guam Police Department; Guam Airport Police; Guam Attorney General; 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; Guam Department of Administration, Personnel Service Division; Department of Youth Affairs; Park Patrol, Department of Parks & Recreation.

-Executive Director Lizama introduced Senator Eulogio Shawn Gumataotao, the Chairman of the Public Safety Committee. Senator Gumataotao expressed his gratitude to the various agency heads for their service to the community and for their support of passing Bill 10-38, which has become Public Law 38-2. He emphasized that this law increases the life insurance death benefit for public safety personnel and all law enforcement officers who are killed in the line of duty.

Additionally, he thanked Executive Director Lizama and Chairman GPD Chief Ignacio for their support of Bill 103-38. This bill allows the use of the Manpower Development Fund for the temporary certification of Peace Officers, requiring them to complete the certificate courses established by the Guam P.O.S.T. Commission. Senator Gumataotao urged continued support for this bill when it is presented.

-Executive Director Lizama highlighted that Bill 103-38 was previously discussed by the commission and is listed as Old Business on the agenda. He further elaborated that the interim recruiting process has been on the agenda for the past two years. With the introduction of this Bill, there is now an opportunity to enhance the recruitment process for agencies that have established an apprenticeship program. He advised agencies lacking this program to collaborate with the Department of Labor to apply for the necessary training through the Criminal Justice Academy. He emphasized that funding will be provided through GCC's workforce development program, which will save agencies money on training in the long run. He also specified the various agencies currently participating in this program, including the Guam Police Department, Guam Fire Department, Customs and Quarantine, and the Department of Corrections.

Documents Received. Document(s)/Packet: February 13, 2025, POST Minutes; April 24, 2025, Agenda.

II. Review & Approval of Minutes – February 13, 2025.

Minutes were reviewed.

MOTION

M/S/C: (DYA Deputy Director Weakley /Chairman, GPD Chief Ignacio): Motion was made to approve the Minutes of February 13, 2025, with corrections. Unanimously approved, motion adopted.

III. Chairman/Vice Chair Remarks.

No remarks

IV. Old Business.

1. Discussion on how to Incentivize the Physical Fitness Test (Table)
2. Discussion on Implementation of INTERIM RECRUITMENT PROCESS to provide sworn LEOs with more expedient access to LE Agencies (Bill 103-38 – Temporary Certification)
3. Medical Program/Medical Profiles/POST Decertification (Table)
 - 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's Previous 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 Previous Vice-Chair)

-Executive Director Lizama mentioned that the ARFF Fire Chief had sent an email earlier in the week to schedule a meeting with all voting members to discuss the Medical Program and Medical Profiles.

-Executive Director Lizama recommended to Chairman GPD Chief Ignacio that the establishment of a subcommittee to further discuss the Medical Program and Decertification would be needed. The findings from this discussion can then be presented to the POST Commission for approval and adoption.

-Additionally, Executive Director Lizama suggested that the Commission propose a motion to facilitate further discussion.

-Chairman GPD Chief Ignacio recommended separating the topics of the Medical Program/Medical Profiles and POST Decertification. He emphasized that becoming POST decertified involves being medically profiled, which can occur by failing the PFQT or through other means. The Chairman highlighted the need for a discussion, as he has not previously addressed the various ways in which one can become POST decertified.

-Chairman GPD Chief Ignacio provided examples of officers he has terminated who are still POST-certified. He explained that these individuals can apply to work at other law enforcement agencies since their certification remains valid. Chairman GPD Chief Ignacio raised the question of whether a person terminated from one law enforcement agency can seek employment with another agency while holding a valid certification.

-Additionally, he discussed the challenges of decertifying POST-certified individuals due to serious misconduct or criminal convictions. He suggested that the decertification process should be separated from the medical program and profiling, noting that there are various methods to achieve decertification beyond medical reasons.

-CQA Chief Perez stated that the agency needs to request the POST Commission to convene and discuss the decertification process for officers before developing formal rules. He emphasized that a rational review of a case would lead to the decertification of an officer in certain situations, as outlined by Chairman GPD Chief Ignacio in previous examples. His inquiry was whether the Commission has the authority to decertify.

-Chairman, GPD Chief Ignacio responded to CQA Chief Perez by noting that since the establishment of the POST, there has never been an adopted procedure for decertifying an officer. He emphasized the need to establish rules and regulations regarding the grounds for decertification and the process for arriving at that decision. He questioned whether decertification would be automatic or require a majority vote.

-Executive Director Lizama responded to Chairman Ignacio by referencing Title 27, Chapter 3, Section 3102 D, which grants the Commission the authority to deny, suspend, or revoke certifications. He indicated that his office currently lacks a decertification process and committed to collaborating with the Department of Administration (DOA) to formulate the process for the Commission's review, adoption, and approval.

-Chairman GPD Chief Ignacio added that the Department of Administration has a separate process for medical decertification at present.

-DYA Deputy Director Weakley sought clarification from Chairman Ignacio regarding the proposal to create a subcommittee focused on decertification and another for medical profiling.

-Chairman GPD Chief Ignacio suggested that Medical Profiling and Decertification be combined into a single category. Executive Director Lizama sought clarification on Deputy Director Weakley's question and proposed the creation of a subcommittee focused on POST Decertification. He committed to collaborating with the Department of Administration (DOA) on a step-by-step process to present to the Commission.

-Executive Director Lizama confirmed that while there is a process for Certification, there is currently no established process for decertification, which he plans to develop by the next POST meeting.

-DYA Deputy Director Weakley noted that the agenda should include POST Decertification as a standalone item. CQA Chief Perez added to the discussion by questioning whether it is possible to create a decertification process alongside the termination process, in coordination with DOA and the Civil Service Commission (CSC), regarding adverse actions taken against employees according to government rules and regulations.

-Chairman Ignacio, Chief of GPD, posed a statement regarding the implications of an adverse action when it involves a suspension rather than a termination. He further discussed the Stateside Law Enforcement Commission's decertification of untruthfulness as an adverse action implication. A significant case that illustrates this issue is the Giglio and Brady case. If an individual is considered impeachable and lacks credibility as a witness when testifying in federal court, they cannot be deemed a reliable witness. The Chairman also noted that the rules and regulations of the Department of Administration (DOA) do not address the Giglio list, which refers to the roster of non-credible law enforcement witnesses that prosecutors maintain.

-Chairman Ignacio, the GPD Chief, referred back to the medical profiling and decertification process. He emphasized the importance of separating the two, noting that the process can be extensive due to the various factors that must be considered when decertifying a Peace Officer.

-Executive Director Lizama referred to Title 17, Chapter 51, under 51104, which addresses the termination of a Peace Officer without a formal process. He emphasized the need to develop a procedure that aligns with the statute, the law, and the Personnel Rules and Regulations. This process will be presented to the Civil Service Commission for consideration.

MOTION

M/S/C: (Chairman GPD Chief Ignacio/ DYA Deputy Director Weakley): Motion was made to separate the two Medical Profile Process and POST Decertification Process and to create a subcommittee for each. Unanimously approved, motion adopted.

-GFD Assistant Fire Chief San Nicolas inquired about individuals with prolonged medical issues that have been profiled and how to proceed with those cases.

-Executive Director Lizama responded by suggesting that the agency should examine the requirements for the position, including the duties and responsibilities of an officer who holds a permanent position. He further emphasized that this was one of the key points discussed regarding individuals who are certified and have been profiled, as well as their additional collateral duties and responsibilities they can undertake while being certified. He noted that all agencies face this challenge and mentioned that once the subcommittee is created, we can discuss the process further with DOA.

V. New Business

1. General Force Leadership Structure Tier

-Executive Director Lizama addressed CQA Chief Perez to continue his discussion on the topic.

-CQA Chief Perez discussed that in February 2023, a review was conducted, which led to the Commission's adoption of the LEO Force structure under Chapter 51, Section 5110. This review and subsequent adoption prompted the formation of a subcommittee that includes representatives from DOA HR and other organizations under the POST Commission LE Agencies.

-This subcommittee will implement revisions to the LEO Force structure that can be integrated into the Government of Guam, DOA, and CSC operations. CQA Chief Perez elaborates on the structure that will provide every agency with the opportunity to establish a non-competitive career ladder. He further describes that this approach facilitates a Peace Officer's development in their craft and core competencies, ultimately enhancing their job performance. Additionally, it will offer a promotion allowance similar to that of the Federal Government, allowing officers to advance without having to compete against their peers.

-CQA Chief Perez further explains that this initiative will help promote officers who have remained at a level one for thirty years, allowing them to advance into leadership roles instead of retiring. He chose to lead the subcommittee out of his passion for helping officers remain in their positions and agencies, rather than seeking opportunities elsewhere.

-CQA Chief Perez mentions the DOA HR D25-068 Memorandum regarding the upcoming compensation review for all public safety and law enforcement personnel agencies. He encourages all agencies to review and update their position descriptions, job specifications, and questionnaires. He mentioned that he recently conducted an update of his agency's position descriptions and discovered that some of them are thirty years old. He proposed a motion to create a subcommittee for the LEO Force Structure to align and implement.

-Executive Director Lizama responded to the proposed motion, stating that based on Title 17, Chapter 51, Section 51102, this would only apply to Category I Peace Officers.

MOTION

M/S/C: (CQA Chief Perez/Chairman, GPD Chief Ignacio): Motion was made to create a LEO Force Structure Alignment and Implementation Subcommittee. Unanimously approved, motion adopted.

2. PoliceOne Renewed

-Executive Director, Lizama, advised the Commission that the PoliceOne subscription was renewed until the following year.

3. POST Certificate for Review and Approval

-Executive Director Lizama provides a detailed explanation of the arrangement of the Certificate layout. Including the ID number, section, date, time, and an embossed POST seal. This design will identify the level or category of the Peace Officer and will only be available to active members.

MOTION

M/S/C: (GFD Assistant Chief San Nicolas/ Chairman, GPD Chief Ignacio): Motion was made to approve the POST Certificate layout and verbiage. Unanimously approved, motion adopted.

4. Website Update: Photos, Requirements, Training, Calendar, And Employment Links.

-Executive Director Lizama, discussed updates to the GCC website, including new photos, requirements, the training calendar, and employment links as detailed below:

- i. He explains that there are currently multiple cycles in progress, including GPD, GFD, DOC, and Apprenticeship.
- ii. He mentioned that the Conservation Agency has requested a new cycle to start in June, along with other law enforcement agencies, to ensure that we meet the required minimum of 13 participants per class.
- iii. He also addressed the employment links, indicating that we can assist the Department of Administration (DOA) in posting Employment Opportunity Links to enhance the website's informativeness.

5. Additional Adjunct Instructors for Upcoming Cycles

-Executive Director Lizama expressed his gratitude to the Guam Police Department (GPD) for serving as the main instructors for these training cycles. He also thanked the other agencies for contributing personnel to assist in teaching. Additionally, he encouraged any other individuals interested in becoming instructors to apply through the Human Resources department at Guam Community College.

-Chairman, GPD Chief Ignacio added to the topic of instructing at the college to apply so they can review your certification to teach certain classes.

6. Training Subcommittee Meeting held on March 4, 2025, 10:30 a.m.

- i. Requirements for Category II – Peace Officer
- ii. POST Instructor Qualification
- iii. POST Curriculum (New and Updated)
- iv. Next Meeting – May 22, 2025, at 10:30 a.m. (Location - TBD)

-Executive Director Lizama discussed the requirements for becoming a Category II Peace Officer. A meeting was held with the Marshals Division to outline the qualifications necessary for an instructor to be eligible to teach. This topic will be addressed at the upcoming subcommittee meeting.

-Executive Director Lizama discusses the POST Curriculum and identifies the courses that require updates since they are over five years old.

-Executive Director Lizama discussed the Emergency Vehicle Operator Course (EVOC) and emphasized the necessity for agencies to provide a police package vehicle for hands-on training. He acknowledged the generous support of a vehicle lent by the Guam Police Department and encouraged other agencies to acquire their police package vehicles to ensure proper instruction. He mentioned that the previous GCC 23rd Cycle could not graduate due to the absence of a vehicle, so they may be added to the 24th Cycle's EVOC Course to complete their training.

-Executive Director Lizama emphasizes the importance of updating the curriculum for the apprenticeship program. He explains that if the curriculum is not revised, the program will adhere to outdated requirements, including funding for the equipment. Executive Director

Lizama gives an example: if the curriculum specifies that each student needs 300 or 500 rounds, they will only receive that amount. He stresses that the industry standard is 1,200 rounds per individual to maintain proficiency.

-Executive Director Lizama announces the next subcommittee meeting will be on May 22nd, 2025, at 10:30 a.m. in the LRC or in the E building.

-DOAG Director Muna asks a question regarding membership in the subcommittee.

-Deputy Director Weakly briefly noted that Executive Director, Lizama, had already answered the same question in the previous meeting's minutes.

-Executive Director Lizama suggested that DOAG Director Muna have her training instructors attend the next training subcommittee meeting on May 22, 2025.

VI. Open Discussion/Announcements

-Executive director Lizama discusses Title 8, Chapter 5, which defines Peace Officers under the law. It clarifies that some positions are not covered by Title 17. These roles, including Animal Control Officers, Commodity Inspectors, DRT Compliance Officers, and Criminal Investigators, are not POST certified. Consequently, these officers are allowed to carry firearms without formal structured training. Instead, their agency provides certification, not the POST Commission.

-Executive Director Lizama opened up the discussion about adding certain individuals to Titles 17 and 27 as non-voting members. He proposed that these individuals should undergo standardized curriculum-based training to ensure they can effectively perform their duties. For those who have been in these roles for years, they can be grandfathered in. Moving forward, any new members should be POST-certified and required to complete the necessary training.

-Chairman, GPD Chief Ignacio posed a question to the DOA representatives present at the meeting: Can we include them under Titles 17 and 27 of the POST Standards, based on the updated Law Enforcement Pay Plan that DOA has implemented?

-Executive Director, Lizama, expressed surprise that the guards at GMHA and GBHW were included in the pay plan despite not carrying firearms.

-Executive Director Lizama discusses his research on the Law Enforcement pay plan, which applies to individuals not governed by the POST Commission. He specifies that the following positions are authorized to carry firearms under Title 5, Chapter 63: Animal Control Supervisors, Animal Control Officers I and II, Entomologists, and Commodity Inspectors I, II, and III.

-DOAG Director Muna contributed to the discussion by stating that her personnel do not carry firearms. She questioned what category they fall under in this context. She also

mentioned that a standard operating procedure (SOP) was established, indicating that no one in their agency is permitted to carry a firearm unless they are a Conservation Officer.

-Executive Director Lizama provides an example regarding the GFD's category for Fire Prevention Investigators, who are authorized to carry firearms and classified as Category I Peace Officers. He recommends to DOAG Director Muna that her employees classified under Category I should also be permitted to carry firearms.

-Executive Director Lizama clarified his response to DOAG Director Muna by referencing Statute 5, GCA, Chapter 63, Section 711 for guidance. Chairman GPD Chief Ignacio then asked DOA Personnel Specialist, Santos, whether the Department of Military Affairs (DMA) is included in the list for the LE Payment Plan.

-DOA Representative Rosezette Santos clarifies to Chairman, GPD Chief Ignacio, (DMA) is classified under security guards and is under the LE Payment Plan.

-Executive Director Lizama interjects to clarify and address the Chairman's question. He explains that there is a separate list specifically for Detention Officers, Security Guards, and Armed Security personnel that is not included in the current listing being reviewed. This separate list indicates that these positions are non-POST certified.

-Chairman, GPD Chief Ignacio, noted that during the review of the pay plan, all other agencies incorporated this plan, which included various positions beyond just law enforcement.

-DOAG Director Muna informs Executive Director Lizama that Animal Control Officers are not defined under Title 8, Chapter, and that they are on the LE Pay Plan.

-Executive Director Lizama clarified that they operate under Title 10, Chapter 34, Section 34121. He added that they are governed by various Titles, specifically Title 5, Title 8, and Title 10, related to DOAG.

-Executive Director Lizama mentions that he could collaborate with the Department of Administration (DOA) to identify the remaining positions for the various agencies. This information would be presented to the Commission for review, to include the previously mentioned positions under the POST Commission as non-voting members.

-DYA Deputy Director Weakley announced the Island Leadership Day and expressed gratitude for the support provided to the youth students. He requested transportation for the students to the Government House for a social event hosted by the Governor and Lieutenant Governor. Weakley clarified that parents, schools, and Points of Contact (POCs) would be informed via email to arrange for the pickup of their children at the Government House at 5 p.m.

-Chairman, GPD Chief Ignacio announced to the Commission that there is an ongoing GPD Cycle. He mentioned that he is approaching the minimum number of participants required

to conduct the cycle, which lasts for six months. He encouraged any other agencies interested in placing their recruits in this cycle to coordinate with Sergeant Gerry Santos.

-GFD Assistant Fire Chief San Nicolas requested clarification on a previous discussion regarding the criteria outlined by Executive Director Lizama. According to his understanding, the payment amount for instruction is half of what is due when there are fewer than 13 students enrolled.

-Executive Director Lizama states that Criminal Justice Department Head Jose Munoz can request full payment for the instructors, as he has done before.

-Chairman, GPD Chief Ignacio, announced that Police Week will take place from May 11th to May 16th. A proclamation signing is scheduled for May 9th, and all Law Enforcement agencies are invited to participate in a static display at the Agana Shopping Center. Additionally, on May 15th, there will be a memorial service honoring all Peace Officers, held next to the Department of Corrections (DOC). Chairman, GPD Chief Ignacio, further mentioned plans to build a new Peace Officers Memorial at Skinner Plaza, and he will send the designs to the agencies for their input and ideas for the project.

-Chairman, GPD Chief Ignacio, announced upcoming RSO (Range Safety Officer) training for the following week. He invites personnel from other agencies to attend, provided they coordinate with Lieutenant Felix Camacho.

-CQA Chief, Perez, inquired on a range being secured for training, to which Executive Director Lizama and the Chairman, GPD Chief, Ignacio responded "yes".

-Chairman, GPD Chief Ignacio, posed a question regarding the practices of other agencies. In response, Ron Santos, the DOC representative, noted that they conduct such evaluations as part of their statutory requirements.

-DOA Representative Rosezette Santos also responded that not everyone is required.

-Executive Director Lizama responded to the question regarding the Probation and Marshals Division, stating they do not require it.

-GFD Assistant Fire Chief, San Nicolas, responded that GFD also does not require it.

-Chairman, GPD Chief Ignacio, then posed a question to Executive Director Lizama: Do they need to be POST-certified on the reserve programs?

-Executive Director Lizama responded regarding the CVPR (Civilian Volunteer Police Reserve) program under Titles 17 and 27. He stated that these reservists are required to be POST-certified. Additionally, he noted that other agencies with reservists are not subject to Titles 17 and 27, which means they are not obligated to ensure that their reservists are POST certified.

-Chairman, GPD Chief Ignacio then interjected, stating that his reservists have to be POST Certified Category I.

-DOAG Director Muna mentioned that, by rule, her reservists are also required to hold Category I certification.

-CQA Chief Perez mentioned that they attempted to start a reservist program but were unsuccessful due to a lack of participants.

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

VIII. Adjournment

MOTION

M/S/C:(GFD Assistant Fire Chief San Nicolas/ Chairman GPD Chief Ignacio) A motion was made to adjourn the meeting of April 24, 2025. Unanimously approved.

There being no further discussions, the meeting was adjourned at approximately 11:49 a.m.

/s/

Dated this 24th day of April 2025.

Isaac K. Williams
Recording Secretary