



**GUAM PEACE OFFICER STANDARDS
& TRAINING COMMISSION (POST)**
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P.O.S.T. COMMISSION MEETING MINUTES
Friday, January 28, 2022

I. Called to Order. The P.O.S.T. ("POST") Commission meeting of January 28, 2022, meeting was called to order at 10:17 a.m. by the Guam Customs & Quarantine Agency, Chief Vince Perez, the POST Commission Chairman and assisted by the POST Executive Director Robert Camacho.

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 Police Department, Guam Airport Police, Guam Attorney General, Guam Customs & Quarantine Agency, Guam Department of Corrections, Guam Fire Department, Unified Courts of Guam (Probation), Div. of Aquatic & Wildlife Resources, Guam Dept. of Agriculture (Forestry Division); Dept of Parks & Recreation Police. Others in Attendance: Richard Cress, Guam Federation of Teachers.

Documents Received. Document(s)/Packet: 1-28-2022 Agenda; 11- 23-2021 P.O.S.T. Minutes; Documents from the POST Executive Director: POST Decertification Process Draft Proposal; Sample G.O. for Employee Medical Assessment Form; Medical Assessment form for COI, CO II and CO III; and Draft Policy Review Form with Sample Form.

II. Review and Approval of the Minutes of November 23, 2021. There was a correction by the Attorney General's Office under Announcements, to replace "escalation" to "de-escalation training."

MOTION

M/S/C: (AG/GFD): Motion was made to approve the Guam P.O.S.T. Commission Meeting Minutes of November 23, 2021, with corrections. Unanimously approved, motion adopted.

III. Chairman/Vice Chairman Remarks. The Chairman welcomed everyone to the meeting and mentioned he hopes everyone continues to be safe during this pandemic, as well as their families.

IV. Interim Executive Director Remarks. The Executive Director welcomed everyone to today's meeting and also wished them a Happy New Year!

-The Exec. Director also mentioned there have been recent meetings with the Acting Governor regarding several issues relating to the POST Commission.

-He will provide updates under the Old Business during today's POST Commission meeting.

-He mentioned that there are tasks for 2022 that have to be addressed with the POST Commission.

- Will be addressing those issues one at a time and know it has been difficult with the COVID-19 situation.
- That this should not stop the Commission from moving forward.

As a reminder, the Executive Director informed the Commission that when documents are disseminated to Commission members, especially if it relates to items for the next meeting, he requested that members take the time and review said documents.

- This way, members are better prepared to discuss and provide input, as well as take action accordingly.

V. Old Business.

1. Guam P.O.S.T. Executive Director Position UPDATE. The Executive Director informed the Commission that he recently attended a meeting with the Governor, the Chief of Staff and attorneys at the Governor's Office regarding the POST Executive Director position.

- That they are all working on this to identify funding.
- They will be issuing a job announcement.
- Will also need to have two administrative support to assist the Commission.

2. STATUS General Force Leadership Structure Tier. The Chairman mentioned this is in the Budget Law, Public Law 36-54, empowering the POST Commission to establish a Standardized Uniform LEO General Force Leadership Structure Tier, including a Pay Scale Plan.

- To date, the Chairman has been focusing on the Leadership Structure Tier.
- As last reported a committee would have to be established.
- He has issued letters for individuals from various agencies to be a part of a committee in moving forward.
- The following are the individuals: Mr. Roland Fejarang, Civil Service Commission; Chief Vince Naputi, Guam Airport Police; Mr. Richard Cress, Guam Federation of Teachers; Guam Attorney General Leevin Camacho; Chief Joey Manibusan, Guam Fire Department; Chief Stephen Ignacio, Guam Police Department; Lt. Antone Aguon and Ms. Valerie Pangelinan, representing Department of Corrections; Gene Camacho, Port Police; Richard Ragadio, Department of Agriculture; Jim Ibanez, Revenue & Taxation; Pedro Lizama, Parks & Recreation.
- For those not represented, the Chairman requests to email him and provide the name of your agency's representative.

The Chairman mentioned the recent 18% law enforcement pay increase and that GPD was used as benchmark positions.

- That the GPD positions will be used to incorporate into a force structure.
- A force structure identifies different levels of responsibilities as it relates to your law enforcement entity.
- Some come in as Trainees.
- Incorporate what is a career ladder and takes into consideration your educational background.
- Create a table on different levels from Trainees to Cadets and Recruits.
- Depending on your educational background plus training will place you on a level and promotes you.
- Having a degree coming into law enforcement will be an advantage and consideration into moving up.
- The Commission was presented with the different levels of tiers using the GPD positions as the

baseline. Please refer to the handouts.

-Not all law enforcement entities will fall into all categories.

-Need each agency to look at their organizational structure.

-There are law enforcement agencies that does pay officers higher than others and this is a way to standardized this.

3. STATUS POST endeavor with POLICEONE. Funding

As explained with the meeting at the Governor's Office, it will cost \$83,000 for this software system.

-Stephanie Flores from the Governor's Office is working on the procurement for this.

-We have the Governor's Office's full support and that every single Govt of Guam agency will have a software system across the board to include being trained how to utilize this system.

-Would need to identify a trainer.

-Lenny Hernandez form Guam Airport Police will help launch this.

-Once this software is in place, anticipate it will take six months for all agencies to be online.

4. POST Development of Rules and Process for Peace Officer decertification. Formalize committee and establish plan of action to be developed.

-There were some discussions regarding employees regarding CDC requirements for vaccinations.

-The Executive Director will issue this to the members for reference.

-The Executive Director reiterated that the POST Commission is the only one authorized to decertify Peace Officers.

-Need members to review the draft and provide input within two weeks, anticipate receiving input by February 15, 2022.

5. LEO Medical Profiles. Further Discussion on how to deal with extended medical profiles. Plan of action to address these concerns.

-There are different situations for officers on medical profiles and would have to be accommodated but need to know from the doctor certifying what the officer can still perform related to his job duties.

-The Executive Director provided documents that each agency can use as templates such as the sample G.O. for Employee Medical Assessment form. There will be further discussions on this.

VI. New Business

1. Airport Police PFQT proposal. The Guam Airport Police previously submitted its PFQT proposal with revisions.

-Airport mentioned this training was tested on the most physically fit and different employees.

-There is a time difference in comparison to GPD's POPAT.

-There were discussions as to training to be implemented upon entry into the department and training for officers already in the department.

-Are older officers to maintain what they had when they first were offered the position.

-There will be further discussions on this issue and would need DOA's input.

MOTION

M/S/C: (GPD/GFD): Motion was made to accept the revised Airport Police PFQT for Airport Police to contact the Department of Administration to also review in the event it requires some further revisions. Unanimously approved, motion adopted.

2. Park Patrol Training Program. This is pending per further review. Park Patrol previously submitted documents, however, this is pending per further review as certain areas need clarification.

3. Subjected Federal Aviation Administration (FAA) FAR Part 139 mandated regulations for ARFF Personnel to upkeep certification annually. For discussion at the next POST Commission meeting.

4. P.O.S.T. Policy Adoption Form. The POST Executive Director presented the Commission with a draft "P.O.S.T. Policy Adoption Form."

-This form will document actions by the Commission with a copy of the appropriate POST Commission Meeting Minutes as supporting documents.

-This form will be approved and signed by both the POST Chairman and the POST Executive Director.

-A sample of a completed form was also presented to include the description of the policy being adopted.

The Exec. Director explained that the Commission can begin documenting policies adopted beginning with the approval of the Guam Airport Police's PFQT and the approval of the extension of the PFQT.

-The Exec. Director also informed the Commission he will also review previous issues that were approved and document those as well and provide an update to the Commission.

-These POST policies will then be submitted after approval as to form to the Guam Compiler of Laws for official documentation into G.A.R.R.

-The Exec. Director requested for input from the Commission.

-There was a recommendation for the Compiler of Laws to review/provide input. The Executive Director will contact their office.

The Executive Director also mentioned he will research as to the POST Commission's granted Administrative Authority under Public Law No. 35-79, Bill No. 170-35 (COR), "An Act to Amend §3114 Of Chapter 3, Title 27, Guam Administrative Rules and Regulations; and to Add a New §51102.30 to Chapter 51, Title 17, Guam Code Annotated, Relative to Granting Administrative Authority to the Guam Peace Officer Standards and Training (P.O.S.T.) Commission. This was signed into law on March 20, 2020.

-To find out if the POST Commission has to go through two public hearings with regards to any

policies or changes thereof.

This form is pending until the next POST Commission meeting.

5. 18% L.E. Salary Increase. Chairman Perez mentioned that although there is an 18% increase for L.E. salaries, the POST Commission is still mandated to conduct a study regarding the General Force Leadership Structure Tier and Pay Scale Plan.

- That the Commission has reached out to DOA and that the study with the 18% might be sufficient for now and the POST Commission there may not be a need to conduct another study.
- The Chairman also mentioned that the POST Commission subcommittee will proceed cautiously in any finalization.
- The Executive Director also mentioned that they contacted Mr. Mike Schnipp at DOA and that further research will be done and further discussions will be brought up during the subcommittee meetings with representatives from each agency.

GFT recommended holding off on the Force Structure Study because it will save a lot of double work.

- That with regard to the 18% for law enforcement officers, he spoke with a lot of GPD Officers and said there is a lot of disparity there.
- This disparity is due to when the 40% came out, it came out to all law enforcement officers.
- That there is a great disparity between GPD's pay and law enforcement officers' pay by \$2.
- When the 40% was implemented, there was a \$2.80 difference in pay.
- That by implementing the 18% across the board, GPD will still be paid the \$2 disparity back many years ago and at \$3.30 less than the other law enforcement officers.
- Believes this will cause problems for GPD in further retaining its officers and further believes officers will go to other departments with higher pay and less dangerous positions.
- GFT was informed this 18% cannot be held back from being implemented due to this being an Executive Order.

At this time, GPD Chief Ignacio informed the Commission that although they recently asked for an extension of their PFQT for the January timeframe, there is surge of COVID positive cases within their department and will be pushing their PFQT to the second quarter of the calendar year due to the impact this has caused GPD.

- Training will not be conducted at a centralized location but rather with breaking it down with the different divisions/sections.
- This way training is conducted with fewer people gathering at a time.
- The Executive Director understands the situation especially with the island's surge of positive cases as the same is happening at their department.
- That extra precautions have to be taken.
- It was noted that GFT is in agreement with this extension.
- The Chairman mentioned that it is the discretion of the head of the department on how to logistically conduct its training.

At this time a motion was made, as follows:

MOTION

M/S/C: (GPD/Customs): A motion was made to extend the PFQT's certification until March 2022 due to the current situation with COVID-19. Unanimously approved.

VII. Next Scheduled Meeting. February 25, 2022 and is subject to change.

VIII. Announcements. DYA mentioned it completed its PFQT.

IX. Adjournment.

MOTION

M/S/C: (GPD/Customs): A motion was made to adjourn the meeting of January 28, 2022. Unanimously approved.

There being no further discussion, the meeting was adjourned at approximately 11:53 a.m.

Dated this 2nd day of March 2022.

/s/

Bertha M. Guerrero
Recording Secretary

