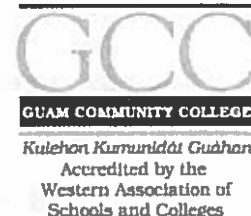




PEACE OFFICER STANDARDS TRAINING COMMISSION  
P.O. Box 23069 GMF, Barrigada, Guam 96921  
1 Sesame Street, Mangilao, Guam



**P.O.S.T. COMMISSION MEETING MINUTES**  
**Thursday, January 29, 2015**

**I. Called to order.** The P.O.S.T. ("POST") Commission meeting of January 29, 2015 was called to order at 9:09 a.m., by Mr. Vincent Perez, Vice Chairman (Acting Chair), held in the Guam Community College Student Center Training Room 5108 in Mangilao, Guam.

**II. Roll Call by Agency/Department.**

Member-agencies in attendance were:

Ms. Rose Cruz, Department of Administration;  
Mr. David Esplana, Port Police;  
Mr. Michael Reyes, Department of Agriculture;  
Mr. Thomas Masga, Captain, Unified Courts of Guam Judiciary Marshal;  
Mr. Joe San Agustin, Director, Department of Corrections;  
Mr. Fred Bordallo, Chief, Guam Police Department;  
Mr. Vincent Perez, Asst. Chief; Pedro LeonGuerrero, Director, Guam Customs and Quarantine Agency;  
Mr. J. Peter Roberto, Guam Community College.

Others in attendance: Refer to attendance sheet attached.

Document(s)/Packet: 10/30/14 Meeting Minutes and 1/29/15 Agenda; Guam P.O.S.T. (Peace Officer Standards and Training) Commission Administrative Rules and Regulations, Public Law No. 32-232.

**III. General Remarks/Status of P.O.S.T. Chair/Vice Chair or designee**

Vice Chairman V. Perez mentioned that Chief Robert Camacho is on leave off-island.

-The Vice Chair informed the Commission that Mr. Dennis Santo Tomas recently resigned as the Executive Director for POST and has relocated off-island.

-There will be a meeting next week with the GCC President and Chief Robert Camacho to discuss this position opening.

-GPD Chief Bordallo recommended discussions for the meeting with the GCC President and Chief Camacho to include considering an interim Executive Director.

-Vice Chair Perez mentioned that he will communicate with Chief Camacho with the advice from DOA and the AG's office that the POST Commission Executive Director position should at least meet a minimum baseline requirement in line with POST standardizing its rules and regulations.

-For point of clarification the following are voting P.O.S.T Commission members, or designated representatives: Chief, Guam Police Department; Chief, Guam Airport Police; Chief, Guam Port

Police; Attorney General; Director, Guam Customs & Quarantine Agency; Director, Guam Dept. of Corrections; Chief, Division of Aquatic and Wildlife Resources of Dept. of Agriculture; Chief Marshal of the Unified Guam Judiciary; Chief, Guam Fire Department; Personnel Services Division Administrator appointed by the Director, Department of Administration. The Guam Community College and the University of Guam are non-voting members of the POST Commission.

**IV. Approval of Minutes from October 30, 2014 meeting.**

**MOTION**

**M/S/C (F. Bordallo-GPD; T. Masga-Marshall): Move to adopt meeting minutes of October 30, 2014, with corrections.**

**V. Unfinished Business**

1. P.O.S.T. Commission Rules and Reg. (status). The Bill No. 418-32 was signed into law by Governor Eddie Calvo on December 30, 2014, as Public Law No. 32-232, AN ACT TO ADOPT THE RULES AND REGULATIONS OF THE PEACE OFFICER STANDARDS AND TRAINING COMMISSION CONCERNING CERTIFICATION OF PEACE OFFICERS AND STANDARDS FOR EMPLOYING AGENCIES AND TRAINING INSTITUTIONS, TO BE CODIFIED UNDER A NEW CHAPTER 3 OF TITLE 27- GUAM ADMINISTRATIVE RULES AND REGULATIONS.”

**VI. New Business**

**1. Training and Qualification (Supervisory, Management & Executives)**

Vice Chair Perez mentioned the following.

-For POST Commission agency members considering ways for agency heads to receive some type of leadership/management skills training as part of a POST requirement.

-This is to ensure awareness/knowledge of their role as leaders of their departments/agencies.

-To receive a certificate and maybe earn credits.

-For POST members to conduct individual research for a model/SOP to mirror for consideration by POST.

Chief Bordallo explained the following:

-Referred to a table of Rank Focus and Sponsorship of Select Police Training and Education Programs for Top Level Police Leaders; and Middle Management & Below.

-Program sponsorships were within the Government, Professional and University.

-Under the government sponsorship, examples given were agencies from the FBI, RCMP and NPIA.

-Under the professional sponsorship, it included CAIL, IACP, Law Enforcement Foundation and PERF.

-Under the university sponsorship, it included Northwestern University, Roger Williams University, University of Louisville.

-Chief Bordallo also explained that the University of Guam follows the same concept for the Senior Management Leadership Program with the universities listed herein.

-Chief Bordallo further explained that some of the leadership courses in the “Middle Management and Below” might be similar to those offered by Guam Community College with regards to administration supervision courses.

-Vice Chair asked to scan the list for other POST members to review.

Further discussion from other members:

-T. Masga mentioned that Judiciary has a management/supervisory training they offer via UOG.

-GCC might offer some courses in management.

-R. Cruz from DOA suggested forming a committee

DOA, Judiciary, Customs recommend a working group for Training so agency reps can come together to consolidate all training available. Establish MOA for all LE entities to come together to identify and consolidate general training so can be more cost-effective across agencies. POST needs to identify funding for additional training needed:

The Vice Chair mentioned that due to the absence of the POST Chair and an Executive Director, requested any vote to be postponed until all members are present.

-That any training recommendations may be brought up but with all POST members present.

-Believes that there should be standards developed for training upper management.

-Training requirement could be a challenge due to no budgeting.

-P. Leon Guerrero recommended a training plan or calendar should be developed.

-The plan/calendar will be for all members to utilize and be aware of each agency’s training in the event an invitation is extended to others.

-Working as a team so multiple agencies do not mirror the same training, a way of helping each other out.

-Develop a plan/calendar for all agencies to view.

-The Chair mentioned that within Government of Guam some agencies are currently offering this, for example, the Courts.

-Suggestion is to maybe formalize an agreement.

At this time, Lt. Governor Ray Tenorio attended the meeting.

-Chief F. Bordallo explained to the Lt. Governor the recommendation to hold off any voting to provide members absent an opportunity to vote.

-F. Bordallo further explained an example with the Senators in the Guam Legislature that when voting is being conducted during session, some Senators are absent and it would be noted on record who are present.

-That effort should be made to ensure POST member representatives are present for matters that require a vote.

-The Vice Chair noted for the record that member representatives should be present.

P. Leon Guerrero recommended:

-All members should be provided an opportunity to vote because voting is a way of finalizing.

-They should be informed of issues that require their vote after a “healthy” discussion.

-All members to be informed before voting.

## **2. Specialized training (Authority of Agency Chiefs to require)**

-Vice Chair Perez explained that protocols would have to be established.

-There was a question that once these protocols are established would there be a cadre requirement for training.

Lt. Governor Tenorio mentioned the following:

-That POST is in its infancy, ironing out the process as POST is just getting started. The POST Administrative Rules was just signed into law, which took at least four years to get where it is now.

-Operational system would now have to be set in place such as what training will be under the purview of POST, will it be regulated to some of the agencies, how much is POST going to be involved in the internal operations of agencies such as their specific trainings. How much would POST be involved.

-Example given is the SWAT. How will this training proceed? Will agency/department heads be required to develop its internal policies, or adopt a training program.

-Need to know what would be required for agencies/departments to do before referring for POST certification.

-The internal, if any, requirements that have to be met before proceeding to POST.

-When these internal processes are done, will there be an ad hoc committee/subcommittees responsible for specifically reviewing these processes, the internal policies of each agency?

-Ad Hoc/subcommittees could comprise of members from each agency.

-Also, at this point, POST would have to start developing its internal operating procedures, including assistance from the Attorney General as to the legal authorities of the POST Commission.

-What the POST Commission should be currently doing such as the current need for an Executive Director, what and how should documents be submitted to the Executive Director, timelines, etc.

-Develop a P.O.S.T. Commission Operating Manual.

- Lt. Gov.: Must identify how all training is going to be submitted, vetted, and approved. Work with AG's Office in identifying if there is a timeline for POST approval i.e. SWAT and (GFD training). Identify how much POST has the authority to overview training. What are the gaps and what will the mechanisms in place be to close those gaps?

How would training be developed, could be something internal such as an ad hoc committee from the different agencies. An SOP, operating manual.

F. Bordallo gave an example of handling instructors internally.

-F. Bordallo explained he attended a Guam Community College field training officer program in previous years and received a certificate.

-He was certified as a Field Training Officer which involved being with recruits that were on the job training and F. Bordallo was required to fill out evaluation forms to ensure recruits were meeting the requirements.

-Instructors would have to be defined and questioned what defines/qualifies individuals as an instructor.

-Will Instructors be qualified by a training institution or an academic institution?

-Informed members that he has written testimony from a Reserve Officer who wrote about his experience in the Reserve Police Academy.

-F. Bordallo also pointed out there are Reservists in attendance at today's POST meeting.

-Would like Commission to be educated in what Reservists go through in the Police Reserve program by providing testimony. Has copies of testimonies he would like to provide.

-Decide what type of training, etc.

-Captain Perez (GPD) suggests there be subcommittees for certified training, etc. so at the P.O.S.T. Commission meetings, members can place votes after hearing the sub-committee's report.

-List those interested in forming a subcommittee or a follow up meeting.

-Establish a subcommittee then provide presentation to the P.O.S.T. Commission as a whole.

-Establishing protocols, SOPs, what is required for submission, etc.

-F. Bordallo mentioned that P.O.S.T. Commission members should be allowed to vote on certifications.

Lt. Governor's recommendation:

-Must identify how all training is going to be submitted, vetted, and approved.

-Work with AG's Office in identifying if there is a timeline for POST approval i.e. SWAT and (GFD training).

-Identify how much POST has the authority to overview training. What are the gaps and what will the mechanisms in place be to close those gaps?

-Made a recommendation for the next POST Commission Agenda.

(Administrative or operations for POST, define how things should be done, look at AG, internal, what is our job, what is the role of POST as it is now and what mechanism to be placed in our operating system, create an ad hoc, permanent subcommittees of POST, members of its organization, some from each agency? How to structure, cleaning up the academic protocol, specialized training from supervisors to administrative; team, how much will POST will be involved?

-Finalize the entire process from recruitment all the way through.

-Have the mechanism to do this.

-Recruitment training process to be in place and to work with GCC and GPD.

-Ensure training is in compliant with the mandates.

-Might require a legal perspective.

-Criteria for POST, how far and how much can POST be involved with the training.

-How to set up a reserve program so said agency does not have to worry about recruitment.

-Develop a merit program and not leave room to be challenged.

-Look at the entire system of the recruitment process.

-For future agenda, talk about the next step after passing the law, the process of how the system should work from recruitment all the way through certification.

-Have to consider trainings, certifications are in compliant with the law and does not leave room to be challenged such as merit system and recruitment process leading to certification.

-To be in compliant and pass by the courts, HR and the law itself.

-Ensure each agency's system is "cleaned up" – in compliant.

-How training should be structured, overview of training.

F. Bordallo explained:

-GPD has an advanced police officer orientation training program and will distribute information regarding this.

-This program was first implemented by the GPD training and staff development section, which recognized there was a need to design such an orientation program for former police officers/employees after 3 or more years of separation from GPD.

-Further explained some of those hired were recognized to have the following:

- P.O.S.T. Certified program for Basic Law Enforcement training from the U.S.
- BALEA graduate from GCC
- From a federal law enforcement agency such as the FBI or DEA
- Completed 2 years in Criminal Justice at a U.S. accredited college
- Completed 4 years and received a Bachelor's Degree in Criminal Justice at a U.S. accredited university.

-Individuals who go through the Advanced Police Officer orientation training are hired full time after going through the Civilian Volunteer Reserve (CVR) program with a minimum of approximately 350 hours training equivalent to 3-1/2 weeks training or can extend to 800 hours.

-Someone w/Bachelor's degree going through this training, if hired, should not be required to go through the GCC training.

Ms. Geraldine Datuin from the Lt. Governor's office requested for each agency to provide its point of contact of each agency's fitness wellness coordinator and if said agency has an outreach program, to provide the same.

There were a lot of discussions concerning fast track training. At this time, Ms. Kim Bersamin, is currently employed as an HR Manager for GHURA and explained she has a doctorate in HR and would like to assist the Commission in moving forward.

-She also speaking on behalf of her sister, Ms. Louise Togawa, regarding the Guam Police Department advance cycle fast track training program.

-Said positive comments regarding the POST Commission and has done her research on the fast track program and asked the following:

1. Should the GPD current fast track program be approved by the POST Commission.
2. Is the GPD fast track program equivalent to a regular police training cycle.
3. Does the full time fast track provide officers with the necessary knowledge and tools to be able to patrol the streets effectively, safely and confidently.
4. Does this fast track program meet the requirements for promotion.

-Concerned about officers' safety if proper training is not received and asked POST to consider questions herein.

-Ms. Togawa also expressed her concern regarding the fast track training. Her son is interested in joining the police force want to ensure her son and other receives the proper training.

-Chief Bordallo mentioned a list of officers with extensive training, some with degrees and who has gone through the fast track training. Some are now currently patrolling Guam's streets.

-N. Daukhety from GPD explained the amount of training he has gone through to include officer survival.

-A recommendation that other than just academic, training still need to be taught and not compromise safety.

-Any proposal to certify/brought before the POST Commission still need to meet POST requirements.

-There is definitely an agreement that safety is always considered before being sent out to protect the public.

-F. Bordallo explained that he is always concerned about the survival of all.

-Due to time limitations it was recommended to table this however, should compare any training with POST Commission Rules and Regulations (requirements) already passed into law.

-It was noted that any training should be reviewed by the POST Commission and GPD will submit its training packet to the POST for review.

**3. Certifying Training (Application Process at GCC)**

**VII. Announcements.**

-Hope to discuss at the next meeting the open position of P.O.S.T. Commission Executive Director and to consider administrative staff for POST.

-Mr. Peter Roberto from Guam Community College explained he in the absence of an Executive Director, he is there to represent GCC, however, is not an interim but the President wanted to ensure communication is still available between the POST Commission and the College.


**VIII. Next Meeting Scheduled-9AM, Thursday, February 26, 2015.**

**IX. Adjournment.**

**MOTION**

**M/S/C (CQA-P. Leon Guerrero/GPD-Bordallo): Move to adjourn meeting of January 29, 2015. Unanimously approved, motion adopted.**

There being no further discussions, the meeting adjourned at approximately 11:36 a.m.

/s/B.M. Guerrero   
4/30/15





POST COMMISSION MEETING

SIGN IN SHEET

Meeting of: January 29, 2015

PRINT NAME:

(Please print legibly. Thank you.)

AGENCY/OFFICE

DAVID ESPERANA

PORT POLICE

RUDY GAZA

Probation

MEAGAN McDONALD

Probation

JOE SANTANA

Doc

Rose Cruz

DOA

Alfred Garrido

DOE SAO

Michael A. Reyes

DOAgri - LE

KIM BENSAMIN

Public

RYAN MANTANONA

GPP

Louise Togawa

public

Antonio Asob

DOJ

Catherine Lopez-Jaulina

Guam Police

Fred Anderson

G.M. 1014

Raymond Perez

Guam Police Dept

Thomas Masga

JOE Marshals

Genevieve Dabrin

Lt. Gov's Office

FRANK FLIW

Dept of the IK

J. Patrick Rikuto

GCC

Pablo A. LEON GUERRERO JR

GUAM CUSTOMS & QUARANTINE

Karl Espaldon

Office of the Atty. General

ALEXANDER C. CHAN

GPD

N.D. DAUKHETY

GPD

