



**GUAM PEACE OFFICER STANDARDS  
& TRAINING COMMISSION (POST)**

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**POST COMMISSION MEETING MINUTES**

**Thursday, October 23, 2025**

**I Called to Order.** The P.O.S.T. (“POST”) Commission meeting of October 23, 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, Stephen 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 Customs & Quarantine Agency; Guam Department of Corrections; Guam Community College; Unified Courts of Guam, Marshal Division; Unified Courts of Guam, Office of Probation; Guam Fire Department; Department of Youth Affairs; Park Patrol, Guam Department of Parks & Recreation.

**Documents Received.** Document(s)/Packet: April 24, 2025, POST Minutes; October 23, 2025, Agenda.

**II Review & Approval of Minutes – April 24, 2025.**

Minutes were reviewed.

**MOTION**

**M/S/C: (DYA Deputy Director Weakley /CQA Chief, Perez):** Motion was made to approve the Minutes of April 24, 2025, with corrections. Unanimously approved, and the motion was adopted.

-Executive Director Lizama advised the Commission that the Public Safety Chairman, Senator Shawn Gumataotao, was present at the meeting.

### **III Chairman/Vice Chair Remarks.**

No remarks

### **IV Old Business.**

#### **1. General Force Leadership Structure Tier Subcommittee Update**

-Executive Director Lizama asked LEO Force Structure Subcommittee Chairman CQA Chief Perez if he wanted to update the Commission.

-CQA Chief Perez proceeded with the update by acknowledging the Commission's efforts in ensuring the same goals and objectives are in the best interest of all Law Enforcement Agencies. He stated that the subcommittee has met three times this year already and that Position Description Questionnaires (PDQs) are being drafted for review. He opened the invitation for any agency that needs help or has questions about the PDQs to contact him for assistance.

-CQA Chief Perez posed the question to the Commission about finalizing the PDQs at the upcoming October 2025 or the November 2025 meeting to push the initiative of submitting the PDQs for all agencies for review. He reiterated the invitation for assistance after the meeting.

-Executive Director Lizama advised the Commission on the upcoming LEO Force Structure meeting slated for the following Thursday, October 30, 2025, in the same room. The Executive Director advised the Commission that if any of the agencies are not ready with the PDQs, they should email him directly so that the decision can be made to hold the next subcommittee meeting. Executive Director Lizama recommended reaching out to the LEO Force Structure Chairman, CQA Chief Vince Perez, for questions or concerns regarding the PDQs.

- Executive Director Lizama mentioned that there is a scheduled meeting with the Subcommittee Chairman, CQA Chief Perez, and the Director of Agriculture, Chelsa Muna, which will be held at her office to review the updated PDQs. The Executive Director advised the Commission that if there is a request to meet at any agency's head office for a review, to email or call him to schedule.

-CQA Chief Perez added to the discussion on why the PDQs are being revised and updated. He stated that the update to the PDQs will create non-competitive career ladder positions, which will ensure promotional positions to move up automatically. The Subcommittee Chairman reiterated his frustration within his agency with Customs Officers leaving for other agencies or staying in a position for 30 years at a level 1 without any promotions. He also mentioned that adhering to the LEO Force Structure Plan will help attract both current and prospective officers to remain at their current agency.

-CQA Chief Perez continues to reiterate that the Forcestructure creates a career ladder that recognizes the efforts by the individual from education, experiences, and knowledge to be incentivized by moving up a step in their career as well as in pay. He states that this will benefit

the agencies, and the submission of the PDQs will occur once all agencies have finalized their updates. If not, the subcommittee will need to identify and correct any issues.

-Chairman GPD Chief Ignacio added to the discussion that GPD have already done the LEO Force structure and that it can act as the model for other agencies to follow. He further explains that as a Trainee Police Officer I (PO1), an automatic promotion occurs after one year of satisfactory performance and the successful completion of the apprenticeship program. Chief Ignacio mentioned that they had taken this structure further to be amended by the Department of Administration (DOA) to include a Police Officer II(PO2) and Police Officer III (PO3). This means that a PO1 transitions to a PO2 and a PO2 to a PO3 automatically. The only time a position becomes competitive is when it is open for a higher tier, like a Sergeant or higher, as these positions require more experience, education, or training. He then mentioned to Senator Gumataotao and the Commission that by November 2025, the agencies can work on promotions from PO1 to PO2.

-Senator Gumataotao added to the discussion that the process that is being implemented for automatic promotions at certain levels allows the Legislature to be ready for the next budget process, as well as future budget proceedings for the following fiscal year

-Executive Director Lizama that during the previous subcommittee meetings, the non-competitive promotions are from trainee level all the way to a PO3, as well as a Sergeant to a Supervisor for various agencies. He further noted that agencies wishing to implement non-competitive promotions promptly must collaborate closely with the Department of Administration (DOA) to finalize the necessary documentation. He emphasized that the Guam Police Department (GPD) has successfully implemented this process, and with the assistance of the Department of Administration, it can be equally effective for other agencies. If needed, he is available to provide support.

-DYA Deputy Director Weakley posed a question to the Executive Director about whether the current LEO being under review by DOA received updates to the PDQs or if DOA was using the previous LEO Force Structure Tier Plan to update the PDQs?

-Executive Director Lizama stated that if an agency has not updated its PDQs for review, then DOA will use the previous one they have been using. He also discussed the various reviews, including the General Force Structure and a three-year review of the LEO pay plan. He noted that before the implementation of the non-competitive pay promotions plan for GPD, the Department of Administration (DOA) has not updated the Position Descriptions and Qualifications (PDQs). He emphasized that while updating these documents is a tedious task, it is necessary.

-DOC Major Aguon added to the discussion, stating that DOC has never updated its PDQs since the 1970s. He mentioned that he is working on it from a recruit level all the way up to the Warden and will provide a status update the following week. He further stated that his agency, like GPD, has set up the automatic promotions from Corrections Officer I(CO1) to a Corrections Officer II (CO2) and from Corrections Officer II (CO2) to a Corrections Officer III(CO3). DOC Major Aguon stated that he mirrored what was posted on the DOA website for GPDs PDQs. He will submit the update for review and signature once completed. He also mentioned that he is tracking officers for potential promotions and will include these promotions for future budget proposals.

-Executive Director Lizama reiterated what Senator Gumataotao mentioned earlier about the PDQs update, that it ties into the current and future budgets once the PDQs are approved for your agency.

## 2. Medical Program/Medical Profiles Subcommittee Update

-Executive Director Lizama mentioned that ARFF Chief Mantanona has been working on developing the physical fitness requirements for each position. Chief Mantanona asked if all agencies could send him the physical fitness requirements for each agency's positions so he can start developing the requirements. He further states that GPD and ARFF have completed the requirements. As an example, he mentioned that as a PO1 for GPD, you need to be able to do certain things while standing for extended periods of time, and so on. He can email a sample if anyone needs to assist in developing one for their agency. Executive Director Lizama mentioned to the Commission that if an agency requests a sample of the physical fitness requirements, he can email it.

- Executive Director Lizama added to the topic with employees on a Medical Profile to update the duties that go along with what the individual can perform while on the job. This profile will outline the daily tasks an individual can perform, considering their specific medical restrictions.

-Executive Director Lizama mentioned that ARFF Chief Mantanona is seeking to add a Medical Review Officer who can add to the development of the listing. The information from the agencies is to be submitted to assist in the development of the Medical Program and Profiles.

### 3. POST Decertification Process Update

-Executive Director Lizama advised the Commission that the International Association for Directors of Law Enforcement Standards and Training (IADLEST), in which he and the Commission are members, mentioned that they have a website for verifying if an individual has been certified or decertified in a state or territory. This will enable the Executive Director to verify and certify individuals with the Guam POST Commission. He mentioned that he attended the FLETC Conference for POST Directors this year, and he was able to gain access for the Commission to use. He views participation in the decertification index under IADLEST as a positive development, which has been in progress for over a year.

-Executive Director Lizama mentioned that the IADLEST is working on a bill with the US Senate to give access to POST Directors to the National Crime Information Center Database (NCIC) to conduct background checks for individuals applying for POST. He mentioned the government shutdown currently ongoing and anticipates an update once they resume. This will help him, as the current Director or future Directors, to verify when people from other jurisdictions apply to Guam to ensure they do not have a pending case against them, which will determine whether to certify the individual or not. Once the update is provided, he will address it at the next meeting.

-Deputy Chief Marshal Joseph Leon Guerrero added to the discussion that going the route for a bill being passed by Congress can be tedious, and posed that there has to be a nexus for the POST Commission to conduct the checks. He indicated that the POST Commission should seek assistance from current agencies, such as GPD, to conduct background checks on individuals.

-Executive Director Lizama thanked Deputy Chief Marshal Leon Guerrero for his input.

## **V New Business**

### 1. POST Budget (FY26)

-Executive Director Lizama mentioned that the current budget is status quo.

-Executive Director Lizama reintroduced Isaac Williams as the Administrative Assistant for the POST Commission, as well as the Recording Secretary for the meeting.

-Chairman GPD Chief Ignacio inquired if the PoliceOne Academy is included in the current fiscal year's budget.

-Executive Director Lizama's response is yes, it will continue along with the CorrectionsOne, and FirerescueOne.

-LEO Force Structure Subcommittee Chairman, CQA Chief Perez posed a question to the Executive Director on funding for a Personnel Specialist, or whether the budget will be reduced.

-Executive Director responded as he addressed the former Chairman of the POST Commission, saying, "When you were the Chairman, when I started, the budget was at six hundred thousand, now we only have three hundred thousand for the year, which includes my salary, the Assistant's, and any administrative things we need to purchase. He also added that he is working on a new budget proposal for the Commission to review and adopt. This will be presented to the Public Safety Chairman for review and to assist in helping increase the POST'S budget.

## 2. Mandatory Requirements for Category II Special Deputy Marshals, Judiciary of Guam

-The Executive Director Lizama announced that the Judicial Council adopted the Category II Special Deputy Marshals Mandatory Requirement, which is currently under review by the POST Commission for potential adoption. This is to ensure a curriculum is created for the Marshals to follow. The POST is collaborating with the Marshal of the Court, Leo Diaz, and Deputy Chief Marshal Joseph Leon Guerrero, who has been appointed by the Judicial Council (JC). This information will be added to the record for POST. As a result, anyone interested in becoming a Special Deputy Marshal must complete a training program that requires between 108 and 112 hours.

-Executive Director Lizama mentioned that the POST Commission is always working to ensure it maintains the standards for Categories 1 and 2. His next step is to work with DOA and DOC to develop the standards for Category 3. Category 3 will be Social Workers, and he will create requirements for that Category, anticipate this by the April 2026 POST meeting.

-Chairman GPD Chief Ignacio posed a question to Executive Director Lizama: Does that include all social workers? Executive Director Lizama confirmed yes to include Rehabilitative Social Workers, and the Mayors.

-DYA Deputy Director Weakley also inquired about the Youth Social Workers for DYA, if they are included in this as Category 3.

-Executive Director Lizama stated that it was intended solely for DOC, but he will verify this and get back to him.

-Chairman GPD Chief Ignacio added to the discussion that once we start excluding an agency in a certain class or category, then it can create issues. He listed some of the agencies that it can affect, for instance, DOE, Mental Health, GMHA, CPS, and the Judiciary.

-Executive Director Lizama adds that he will verify and let the Commission know.

-Chairman GPD Chief Ignacio further added that when they were going to add 40% to GPD pay, the rest followed suit. Returning to Category 3 certification will include pay incentives. This is to ensure that we do not create inequity issues down the line.

-DOC Major Aguon added that DOC just added the 25% incentive retention pay for Corrections Officers, who were the first to receive it, along with DYA. He mentioned that they have three Civil Service Grievance cases ongoing from DOC, one is a Case Worker, another a Parole Officer, and the third a Corrections Officer assigned to the Department of Homeland Security, who is all filing for the 25% Incentive Retention Pay.

-DOC Major Aguon mentioned that when he started at DOC 31 years prior, they had a set of Case Workers, and Batango at the time was the Director. The Director sent these case workers to get training on self-defense, CPR, prison rape elimination act, security classes, and general orders for interacting with prisoners (boundary protection rules and guidelines). He stated that these types of training have diminished, and there is a need for their reimplementation, especially for social workers who come directly from college without formal training for working in prisons.

-Chairman GPD Chief Ignacio stated that he is experiencing similar issues with his detention guards, as the only requirement for their position is a high school diploma. He noted that, according to existing rules and regulations, detention guards are permitted to act, perform their duties, and carry a firearm without undergoing formal POST training.

-DOC Major Aguon adds that at the time Batanga would swear the recruits in after the Academy, so that they receive the training required for possible events like a riot within the prison occurring, and could utilize the Case Workers to assist.

-Chairman GPD Chief Ignacio reiterated that once we open this door, then all the other agencies will follow. He states that it happened when he did that with the 40% for gpd.

-Executive Director Lizama added to the discussion that when he met with the Director for Agriculture, and looking at their statute, states their Forestry Personnel, Animal Control, Entomologists, are all considered Peace Officers. He added that when he met with the Director of Revenue and Taxation, their statutes state that Compliance Officers and Tax Investigators are considered Peace Officers. Additionally, DRT Revenue Agents are recognized as Special Deputy Marshals because they are sworn in as Peace Officers. He mentioned that he is collaborating with the Judiciary to develop a training course for these Special Deputy Marshals. He plans to return to the DRT Director to emphasize that these individuals must complete certain courses or training to be POST certified. He reiterated that the discussion regarding Category 3 will need to continue with the Department of Corrections and possibly other agencies.

-DOC Major Aguon indicated that they are considering removing Case Workers from Category I. He mentioned that the intention is to categorize these employees solely as Case Workers or Law Enforcement Officers, but not both. The reasoning behind this approach is that by identifying as Case Workers, they can help inmates view them differently than law enforcement personnel, which may foster a better connection with the inmates. This discussion aims to reconsider their classification from Category 3, where they are recognized as Peace Officers, to a simpler designation as Case Workers.

-Executive Director Lizama added that this is what is needed to narrow down to ensure the Commission, when meeting with Senator Gumatatotao, to seek to amend the law under Title 17, Chapter 51, Section 51104. He further stated that we will work on that, then present it to the

Commission for review and adoption. Once that happens, then it can be presented to the Legislature and then the Governor.

### 3. POST Curriculum Review & Approval

#### i. Tactical Firearms

-Executive Director Lizama and the Chairman have been discussing the ammunition requirements for two years. They noted that the current standard of 1,200 rounds does not align with the Guam Community College (GCC) requirements of 400 rounds. Executive Director Lizama emphasizes that all Law Enforcement Agencies, including Federal Agencies such as the Federal Law Enforcement Training Centers (FLETC), adhere to a minimum standard of at least 1,000 rounds to ensure proficiency with firearms. Although GCC does not specify a set number of rounds, the Criminal Justice Department indicates a requirement of 460 rounds. Executive Director Lizama is advocating for the adoption of a Firearms Course intended for GCC that would include a curriculum of 1,000 rounds.

-Executive Director Lizama mentioned that this is a need so that officers are comfortable with the weapon to handle in the event they need to use it in the field. He further mentioned that, as a previous BALEA graduate 20 years ago, agencies brought in their own ammunition to practice, which was over 460. The Curriculum attached was presented for review and adoption during today's meeting.

-Chairman GPD Chief Ignacio asked for this matter to be tabled as he wants the firearms committee to verify the Curriculum before proceeding to adopt.

#### **MOTION**

**M/S/C: (Chairman GPD Chief, Ignacio/Guam Judiciary-Probation Chief Villagomez-Aguon): Motion was made to table the Tactical Firearms Curriculum. Unanimously approved, motion adopted.**

-CQA Chief Perez posed a question to the Commission about the adoption of the Tactical Firearms Curriculum. Would that mean the agency would need to spend more on ammunition for the training to meet the difference?

-Executive Director Lizama stated that the apprenticeship program at GCC is intended to provide funding for ammunition. He discussed this matter with the Apprenticeship Office and with Mr. Munoz, the Head of the Criminal Justice Department at GCC. A request to increase the number of rounds to 1,000 will be submitted. Furthermore, Executive Director Lizama mentioned that if an agency wishes to conduct a cycle independently, it must have the required courses reviewed and approved by the entire Commission.

There are two options for pursuing a career in law enforcement: individuals can participate in a Cycle/Apprenticeship Program, which is fully funded, or they can enroll in the Criminal Justice Academy and earn a degree at their own expense. This discussion is related to the next agenda item, which is EVOC.

#### ii. Emergency Vehicle Operator Course (EVOC)

-Executive Director Lizama mentioned that, at this time, the Guam Police Department (GPD) is providing a vehicle for the course. During discussions about the Apprenticeship Program, it was suggested that they purchase a police-packaged vehicle to facilitate the Emergency Vehicle Operations Course (EVOC). This vehicle acquisition aims to ensure that GPD has enough operational vehicles in its fleet. Additionally, he emphasized the importance of the agency effectively managing all logistics related to this cycle.

- Executive Director Lizama revisited the motion to table the discussion on the Tactical Firearms Curriculum and EVOC Course. He asked if there were any objections, to which DOC Major Aguon objected to asking a question.

-DOC Major Aguon asked if the Firearms Curriculum states a Glock 22 as the requirement for the training? He further added that most of the weapons that are issued to DOC Officers are revolvers or the 5906.

-Executive Director Lizama mentioned that it was his mistake for the confusion about what type of firearms to use for the course.

-DOC Major Aguon does not oppose the use of the Glock firearm. However, there is currently a budget issue, as they did not anticipate the need to purchase new weapons for the fiscal year. He also mentioned that most of the time, officers do not carry weapons. They are typically only used for transportation purposes and for guarding the perimeter.

-Executive Director Lizama then explained that whichever agency uses a different caliber weapon in the field, they can email the specs to him so he can amend that portion of the curriculum to tailor it to the specified weapon and ammunition requirements to use for each agency curriculum.

-CQA Chief Perez added to the discussion that Customs Officers at one point were utilizing the 40 Caliber weapon before, now the agency is moving back to the 9-millimeter. He then asked Executive Director Lizama if the type of weapons and ammunition currently used for the Apprenticeship Program is permanent, or if they can be revised to accommodate each agency's requirements.

-Executive Director Lizama assured CQA Chief Perez that he can amend the portion to be agency-specific.

-CQA Chief Perez added that most Law Enforcement agencies are utilizing the 9-millimeter, and being that most agencies are using a specific weapon, Chief Perez is seeking that the agencies or the Commission come together to establish a set standard for the use of the one weapon across the board.

-Executive Director Lizama reiterated that he can look into it and have the agencies send him the specs for all the agency weapons that are in use.

-DOC Major Aguon added that if most agencies are using the 5906, he suggested it as the standard due to joint task forces or joint operations that can happen between agencies, so that they can share clips or ammunition when in the field.

-Executive Director Lizama stated that this discussion was also brought up when he was the Judiciary Chief of Probation, which was that the standard issue for Probation's weapon was whatever GPD was utilizing at the time



-Executive Director Lizama mentioned that the discussion regarding the EVOC Course for the Police Equipped Vehicle should also be addressed. He met with the EVOC instructors to discuss the logistics needed to conduct the course. The instructors are currently using training equipment provided by their own departments, such as traffic cones. This update for the course will ensure that necessary equipment, in addition to the vehicle, is included, so the instructors won't have to rely on resources from their agency or other agencies.

#### 4. Upcoming FLETC Training (FY26)

##### i. Advance Pistol, Active Shooter, and Tactical Medic

-Executive Director Lizama stated that he is awaiting the resumption of training for Guam. The Guam Police Department (GPD) has received approval from the Federal Law Enforcement Training Centers (FLETC) to bring in a trainer for investigation-related training. Additional training opportunities for other agencies may also be included. He will inform the Commission and the agencies once there is an update.

#### 5. POST Certificates Update

-Executive Director Lizama provided an update on the POST Certificates for various agencies. He and the Chairman are currently signing agency-specific certificates. Currently, over 400 certificates have been produced and are awaiting signature, with more than 200 still in progress. He noted that the Commission is issuing the certificates in batches, starting with the largest agencies and moving to the smallest. These certificates are specifically for full-time classified employees.

#### 6. CPS / APS Training

-Executive Director Lizama noted that the meeting packet includes curriculum information on training by CPS and APS, each lasting 4 hours.

-The training is for all new personnel within the agencies.

-GFD Battalion Chief San Nicolas added that the trainers can come to the class to teach it on specified days after the initial cycle is almost completed

-Executive Director Lizama and the Administrative Assistant, Isaac Williams, are working with GCC to hold classes in the Crime lab Annex classrooms on Fridays since the campus does not have many classes scheduled. The Executive Director explained that the training will be conducted by only 1 or 2 people from each agency, which will consist of CPS, APS, DSAT, MHFA, and CLAS.

-Judiciary Probation Chief Villagomez-Aguon added that her agency has taken the CPS training, which was offered as virtual rather than in person.

-Executive Director Lizama mentioned that the training coordinator stated it was an in-person training, but he would look into the possibility of virtual training.

-GFD Battalion Chief San Nicolas mentioned that his agency has also received CPS training at their offices, or after the recruits' cycle is about to finish.

-Executive Director Lizama pointed out that Battalion Chief San Nicolas made a recommendation that when the academic side of the cycle is completed, when providing all the necessary training afterwards, like CLAS, DSAT, MHFA, APS, CPS, Active Shooter, and General Orders for specific agencies, and when the recruits are in the training mode, they can be completed one time. This will assist the Agency Heads and the Commission in time-efficient certification processing.

## **VI Open Discussion/Announcements**

-Executive Director Lizama announced to the Commission that the GCC Apprenticeship Office reached out to discuss a pressing issue: back orders for the upcoming cycles. The question raised was whether the agencies prefer hard copy books or e-books. Executive Director Lizama recommended ordering a core set of 60 books per cycle for each agency, which can be reused in future cycles to avoid delays caused by waiting on orders. The only exception for reordering books each cycle would be the GFD, as they require specific medical books for their training.

-GFD Battalion Chief, San Nicolas added that currently they have been utilizing the e-books since it is less expensive, and it helps with not having to carry around so many different books at one time.

-Chairman GPD Chief Ignacio inquired whether the GPD and Customs Cycle have already started. The Executive Director responded. The Cycles began on Monday, the 20th.

-Executive Director Lizama added that Conservation and DOC are set to restart their Cycle on Monday, the 27th, due to the break in the fiscal year they started for 2 blocks, then stopped.

-Chairman GPD Chief Ignacio added that GPD's cycle is set to graduate in December of this year.

-GFD Battalion Chief San Nicolas added that GFD has the 25th Cycle coming up, which is set to start in January, and they are working with GCC to get that going.

-Executive Director Lizama added that he is also working with the CJ Department and the Apprenticeship Office to make sure they are aware of the upcoming cycles to make sure they have the resources, like the new books that are on order, as well as the revised new editions, to avoid delays in instructing the cycles. He continued to reiterate that the agencies need to work with the CEWD Department to make sure they are notified in advance to place the orders for equipment, teaching materials, recruit registration processes (DOL registration, GCC Apprenticeship registration, and health clearances) and all the necessary documents needed to complete to start a cycle so when it is scheduled it does not have any setbacks.

-Deputy Chief Marshal Leon Guerrero inquired about the topic under New Business, the Tabled Item#3. Was there a change for the Commission to vote on for Tabled Items#1 and 2?

-Executive Director Lizama responded to the inquiry for Item#3 POST Curriculum Review and Approval for #1 Tactical Firearms and #2 EVOC Course, as those items were tabled so the agencies can email him the type of weapons they use so he can amend the verbiage to be agency specific.

-Deputy Chief Marshal Leon Guerrero also inquired about the FY26 POST Budget, and the mandatory requirements for Category II Special Deputy Marshals, if that needed to be voted on?

-Executive Director Lizama responded that it does not need to be voted on by the Commission, and only is for review by the members. He reiterated that the curriculum was the only thing to be voted on at the time.

-Senator Gumataotao expressed his gratitude for Law 38-50, which was passed and signed into law by the Governor in August 2025. He praised the efforts involved in its enactment and offered his support to the Commission regarding its policy decisions, particularly in relation to the new budget cycles. He assured that he is ready to assist.

-Executive Director Lizama has added to Law 38-50, which was recently discussed by Senator Gumataotao, which will allow graduates of a specific cycle to receive temporary certification, enabling them to be hired by various agencies. The Executive Director emphasized the importance of establishing a timeline for issuing a temporary certification, ensuring that there is no waiting period for graduates to become POST certified, allowing them to start their employment without delay.

-Senator Gumataotao reiterated his gratitude and expressed his willingness to assist the Commission and the agencies that are included.

-GFD Battalion Chief San Nicolas inquired about the length of the temporary certification to the Executive Director, as a cycle can be postponed

-Executive Director Lizama responded 9 months from the date issued.

- GFD Battalion Chief San Nicolas inquired if there will be an extension if a cycle gets postponed?

- Executive Director Lizama stated that, at this time, there are no available extensions. He emphasized the importance of establishing a cycle with a specific time frame, which would allow him to issue temporary certifications based on that cycle. This way, individuals can be temporarily certified upon completion, enabling them to be hired immediately afterward. He also revisited the earlier discussion regarding the preparation of the cycles, noting that all documents and registrations should be completed at least 45 days before the start of a cycle.

- Executive Director Lizama explained that he previously issued temporary certifications to individuals returning to law enforcement or transferring from other jurisdictions. This process required him to track each individual, which became cumbersome, especially if they did not meet the requirements before their temporary certification expired. In a prior meeting, the discussion highlighted that these individuals were given temporary certifications as full-time employees without being POST certified. The plan outlined during the meeting at the time was that these recruits, who undergo training, would be temporarily certified for up to nine months. However, the training cycle for law enforcement typically takes only three to four months to complete, after which they can become POST certified. If recruits do not complete the requirements within six months during their probationary period and while enrolled in a training cycle, they may face release from their duties. This approach aims to ensure that all recruits fulfill the requirements to become permanent employees with any law enforcement agency.

VII. The next scheduled meeting is tentatively scheduled on January 22, 2026

10:30 a.m., in the LRC Room 112, and is subject to change.

## **VIII. Adjournment**

**MOTION**

**M/S/C:(Chairman GPD Chief Ignacio/Guam Judiciary-Probation Chief Villagomez-Aguon)  
A motion was made to adjourn the meeting of October 23, 2025. Unanimously approved.**

As there were no further discussions, the meeting was adjourned at approximately 11:20 a.m.

/s/

Dated this 23rd day of October 2025.

Isaac K. Williams

Recording Secretary