



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

(671) 735-5638 | P.O. Box 23069 GMF,  
Barrigada, Guam 96921



**P.O.S.T. COMMISSION MEETING MINUTES  
Thursday, November 21, 2019**

**I. Called to Order.** The P.O.S.T. (“POST”) Commission meeting of November 21, 2019, meeting was called to order at 9:00 a.m. by Mr. Robert “Bob” Camacho, POST Commission Executive Director, was held in Room 112 in the Learning Resource Center (Library) in Mangilao, Guam. Major Manuel R. Chong was in attendance representing the POST Chairman, GPD Chief Stephen Ignacio.

**Roll Call by Agency/Department:**

Member-agencies/other agencies: Please refer to the sign-in sheet. Quorum was established. Representatives from Guam Police Department, Guam Airport Police, Guam Port Police, Guam Attorney General’s Office, Guam Customs & Quarantine Agency, Department of Corrections, Guam Fire Department, Unified Courts of Guam-Marshal (Judiciary), Department of Youth Affairs.

It was noted that Senator Jose “Pedo” Terlaje was in attendance.

**Documents Received.** Document(s)/Packet: November 21, 2019 Agenda; September 26, 2019 P.O.S.T. Minutes; Guam POST Commission Application for Instructor Certification (For Agencies); Handout: Information Sheet for Questions/Answers brought up during the past meeting.

**II. Review and Approval of the Minutes of September 26, 2019.**

**MOTION**

**M/S/C: (Customs/GPD): Motion was made to approve the Guam P.O.S.T. Commission Meeting Minutes of Thursday, September 26, 2019, with corrections. Unanimously approved, motion adopted.**

**III. Chairman Remarks.** GFD Major Chong commented as follows:

- There is a law enforcement shortage in manpower.
- There has been discussions including within the Guam Legislature to address this issue.
- As for GPD, Majore Chong is aware there is legislation being proposed to raise the GPD Civilian Volunteer Police Reserve (CVPR) stipends from \$250 to \$500.
- CVPRs were informed of this proposal.
- There are concerns by GPD when CVPRs walk away from their assignments such as shifts during Liberation Day.
- Because CVPRs are considered volunteers, GPD cannot really do anything regarding this.

-GPD has met with the CVPRs to inform them that once they are given an assignment, they would have to see it through.

-Anticipate the stipend raise to \$500 will provide a better incentive for volunteers to come in on a regular basis and be more committed.

There were other issues CVPRs.

-They asked that their title be changed by removing "Civilian Volunteer" and instead be recognized as a "Police Reserve."

-There are currently twenty (20) active CVPRs that come in on a regular basis and work at least 42 hours per month.

-CVPRs are required to meet all the training requirements as a regular police officer, which are administered by GPD.

-Regular police officers have to submit an employment application, take a written exam and should they pass this, they would have to take the physical agility test, which are all administered by DOA.

-Because CVPRs are not considered government employees, DOA does not administer these tests to them.

-To help with the current manpower shortage, GPD is requesting for the current CVPRs to be hired to assist at least 42 hours per month.

The Exec.Dir. recommended that instead of a stipend, to hire the CVPRs.

-Major Chong mentioned that with the \$500 stipend at 42 hours, this amounts to approximately \$11 an hour.

-Major Chong also mentioned that the concern with GPD is that they cannot just hire the CVPRs.

-CVPRs would have to go through the whole process with DOA of submitting an application and taking all tests administered by DOA.

-To help GPD's manpower shortage, GPD is requesting for CVPRs to be "grandfathered" and asking the Legislature to assist with this.

Senator Terlaje mentioned he does not foresee any problems with this but is concerned about the POST Commission requirement.

-To help with this, Senator Terlaje recommends the law enforcement agencies to set up its POST certification and while going through the (training) process that agency would have individuals POST certified.

-A CVPR starting pay could be the same as an entry level pay for a police officer.

There were other discussions such as including the other agency's reserves such as the Airport Police who currently receive \$250 in stipends.

-Senator Terlaje will look into this for all law enforcement reservists to receive the same stipend amount.

Senator Terlaje also commented that concerns from the public with expediting recruitment is the issue each time with the POST Certification completion requirement.

-The Senator proposed, with the approval of the POST Commission, to introduce a Guam Legislature Bill to allow each agency to conduct its training for POST Certification while individuals are employed but on its own pace.

-For example, GPD will hire police officers but ensure the POST Certification is met. This will then help with recruitment.

-Another example is with DOC, they need to recruit officers but the POST Certification has become an issue. Would hire officers and while being employed, go through a POST Certification training to ensure the requirements are met.

-That this is one way of expediting the recruitment process.

There were some discussions:

-There might be a liability issue without the proper training firsthand.

-Recommend to go ahead and go through a training Cycle first with the POST educational requirement.

-That working and then going through classes might be a total of 16 hours and would be a problem.

The Senator mentioned that while going through the classroom first and an individual does not pass the courses, that individual will not be hired.

-Recommends hiring and being trained at the same time.

-Want to be fair to an individual without that individual going to class and then not moving forward because he failed the course but if hired first, can be going through the training at the same time the individual is employed.

-Senator Terlaje is requesting the recommendation of POST Commission in helping solve the recruitment issue with his proposal.

The POST Commission will be taking his proposal into consideration by discussing this issue further.

**IV. Interim Executive Director Remarks.** Mentioned there a lot of issues to be discussed today.

**V. Old Business.**

**The Executive Director requests for each agency's submission of POST Certification Updates; copy of syllabus and standards for each agency's In Service Training; and training programs for the Supervisor, Management, and Executives.** The Executive Director reiterated to the Commission that he is in the process of trying to complete the annual report by December 2019. Some agencies have submitted their report but still awaiting others to do so. Forms and templates have been emailed to assist with submissions.

**VI. New Business**

**a. Urgent hiring for GPD, DOC, and other Agencies - See Qualification Handout.**

The Executive Director mentioned this was previously discussed herein.

-That he is aware that Senator Terlaje and Senator Moylan are looking into this as far as expediting the process.

-The handout the Exec.Dir. provided is a sheet to assist the Commission should members are called before a public hearing.

Referring to the handout "BEFORE I AM EMPLOYED, WHAT MUST BE COMPLETED BY THE AGENCY?"

-The Exec.Dir. referred to "Section 3104. Pre-Employment Requirements" and especially in bold "**prior to being hired or as deemed appropriate.**"

- That in referring to this, each agency would have to make some adjustments with each agency's hiring process and would have to be discussed with the Department of Administration (DOA) and figured out the best avenue for this.
- Does not know how to integrate the option of "**or as deemed appropriate**" into the hiring process to expedite it.
- Again, each agency would have to discuss this with DOA.
- Section 3106 provides a list of requirements.
  
- Customs mentioned there is a challenge with issues being brought up during the meetings without DOA being present.
- The Executive Director recommends for each agency to make an appointment with DOA and discuss these issues.
- The Executive Director also informed the members that when setting up the appointment, he can assist and attend the same meeting and be an advocate for each agency. That he has met with DOA in the past on some issues and DOA have been cooperative. He will adjust his schedule but just need to notify him and he will be there to help.

**b. Psychological Reports for Promotions.** The Executive Director referred to the handout regarding psychological reports "can psychological reports be required by an agency for promotions?"

- During the past meeting, this issue was brought up.
- The Exec.Dir. mentioned an agency can require a psychological report, however, there are considerations as listed on the bottom portion of the handout, which the Exec.Dir. quoted from some of the statutes.
- It does provide the agency some avenue to require this especially for promotions but there are things that has to be considered, as follows:

**CONSIDERATIONS:**

1. Any changes for hiring should be vetted through the P.O.S.T. Commission.
  2. Any changes in requirements should be in policy and posted in a job announcement.
  3. Agency must be able to support examination standards to differentiate entry and promotions.
- The Exec.Dir. mentioned in other words is there is different psychological report upon entry and upon promotion, if not, is it the same thing?
  - 4. Agency should consider impact if officer doesn't pass and will it affect current peace officer status.
  - The Exec.Dir. mentioned this is a critical part and what happens to an officer's current status if the officer does not pass the psychological exam. There might be some ramifications but depends on the agency. This was a question from Airport Police and should provide this information to its Human Resources office.

**c. Academy Course Feedback - Instructor Training Survey Evaluation.** The Executive Director has been receiving feedback from individuals who have graduated from the Academy and some concerns.

- Requesting for course feedback from the agencies and will do the same for GCC.
- To please provide feedback to the POST Commission as to any concerns so that adjustments can be made.
- Feedback such as the instructor's training to make sure it is done professionally.
- Want to ensure the training at the Academy is up to standards with regards to lesson plans, etc.
- This is a goal for the Exec.Dir. for next year that he will be improving.

There was a question from Chris, the representative from Senator Terlaje's office.

- Governor's office asked how many individuals who have completed the Academy are unemployed so that maybe they can be referred to the different law enforcement agencies such as DOC, GPD, etc.
- Wondering if these individuals can be notified.
- The Exec.Dir. will look into this.
- Chris mentioned that if this is something the administration can do to help, would like to help, especially if an applicant is lacking a certain requirement for POST Certification.
- Customs recommended that if an individual is lacking a certain requirement, such as the English proficiency, maybe a deadline of obtaining this in a couple of years, etc., can help assist with applicants being hired first and then fulfilling this requirement.
- A recommendation by the Exec.Dir. could be an extra point for those who have attended the Academy.
- Chris mentioned to contact Senator Terlaje's office for any concerns and to maybe work on recommendations from the POST that can help assist in expediting the recruitment process and will work with the Governor's office. The Senator would like help law enforcement agencies adequately staffed. Not necessarily through changing the law but maybe through an Executive Order.

Customs mentioned there is a concern with employee retention within Government of Guam. That this should be addressed or will continue to see officers migrate to federal jobs.

- That this happened recently with a recent Cycle of individuals who have left to seek federal employment.
- That this is frustrating to have individuals trained but leaving for a federal job as soon as they are done.
- Chris mentioned he understands this and that they are looking into this. Issue seems to be funding but still looking into this.

A recommendation was made to maybe have a stipulation that when attending the Academy, you are not allowed to leave due to giving service back to the agency for attending the Academy. That this is something to consider for employment retention. This would be as a guarantee for the agency to keep employees within the agency.

-Chris mentioned this is a good recommendation similar to an educational repayment, for example, scholarships for doctors going to school and then repaying with services. That the Senator's office will definitely look into this.

-That these are some of the creative solutions and can continue to come up with more and inform the Senator office.

-That if money is there, they will help all the law enforcement offices.

Customs mentioned another issue which is standardizing Government of Guam wages across the law enforcement spectrum. Incoming positions are equal but as soon as an officer graduates, there is a jump in pay.

-Using the military as a model, if you are an E5 in the Army and you transfer to the Air Force, you remain as an E5 and does not drop down to an E1 because the military's level of pay is already standardized.

-That for the number of years in service for example as an E1 could be 0-2 years and so forth.

-There is frustration because Customs is losing officers, especially recently after an individual completed his training with Customs, applied for a federal job with qualifications he recently trained under Customs.

-Recommends using military as a model for uniformity. There are different tiers with pay and responsibility.

-There were further discussions but this is something to consider to standardize salaries.

GPD mentioned ideas for a recruitment process recommended to the Senator's office:

1. Using preference points for military service and degrees as an incentive to come into law enforcement.
2. Individuals with language skills maybe a 1-point preference point for each language an individual is proficient in. Dr. Walters at University of Guam is can assist in this.
3. A 5-point preference point for those with a Criminal Justice Degree.

**d. Training Records Review Next Year.** The Executive Director informed the Commission that he will be following up with each agency's training records and asked that each agency inform its Training Officers. A schedule will be developed in January 2020.

**e. Instructor Certification Form.** The Executive Director mentioned that he has received inquiries into instructors being certified by the POST Commission and as required by law. A draft was provided for agencies to review and provide any recommendations at the next POST Commission meeting. The Exec.Dir. asked agencies to provide this to its Training Officers.

**VII. Next Scheduled Meeting.** January 30, 2020 (subject to change).

**VIII. Announcements/Discussion.**

-The Executive Director informed members that the Commission helped the Guam American Cancer Society raise approximately \$6,000 during a recent Breast Cancer boot drive and was given Certificates of Appreciation.

-Airport Police are looking for candidates for its Police Reserve.

-Legislature still require the AAA process for changes in the law.

-GPD mentioned the requirement for the disability awareness, which Judiciary is no longer providing. Mr. Jeffrey Warfield is another person to consider and asked if Dr. Fee's program is the only program allowed since it is the one adopted by the POST Commission. Needs clarification on this. The Executive Director will follow up on this since Dr. Fee's program was adopted and to maybe follow his syllabus.

## **IX. Adjournment**

### **MOTION**

**M/S/C: (GPD/Airport): A motion was made to adjourn the meeting of November 21, 2019. Unanimously approved.**

There being no further discussion, the meeting was adjourned at approximately 10:04 a.m.

/s/

Dated this 22<sup>nd</sup> day of January 2020.

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Bertha M. Guerrero  
Recording Secretary