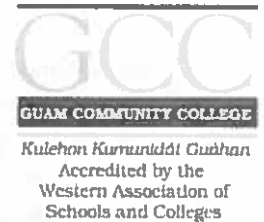




PEACE OFFICER STANDARDS TRAINING COMMISSION
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POST COMMISSION MEETING NOTES
Training Room S108, Student Center, GCC
Thursday, November 29, 2012

1. ROLL CALL. Called to order at 9:05 a.m. by Chief Robert "Bob" Camacho.

Member-agencies in attendance were: Mr. Robert "Bob" D. Camacho, Chief, Guam Airport Police; Mr. Dennis Santo Tomas, Executive Director, POST, GCC; Mr. Mark C. Charfauros, Capt., Guam Police Department (DOC representative); Mr. J. Basil O' Mallan, Chief Prosecutor, Office of the Attorney General; Mr. Vincent S.N. Perez, Acting Chief, Customs & Quarantine Agency; Mr. Thomas Masga, Captain, Unified Guam Judiciary Marshal; Ms. Doris Aguero, Chief, Port Police; R. Gaza, Mr. Athony Toves, Judiciary-Probation; Ms. Therese Terlaje, UOG; Ms. Rose A.N. Cruz, Department of Administration, Personnel Division.
Others in attendance: Mr. David Esplana, Port Police; Mr. Francis Flisco, DOA; Mr. Greg Artero, Ms. Benedette C. Santos, Mr. Jeffrey W. Cruz, DYA; Ms. Sheena Black, Lt. Gov.'s Office.

2. ANNOUNCEMENTS AND DOCUMENTS RECEIVED: 11/29/12 Agenda, Meeting Notes of 10/25/12, job position matrix provided by the Exec. Director, CALEA.

3. MEETING NOTES approval.

- M/S/C (TM/BO-AG): Move to adopt the meeting notes of 10/25/12, subject to corrections.
Corrections: 2nd page, 2nd paragraph should read "GFD Brief...." instead of GPD. No objection or further discussions, meeting notes unanimously adopted.

4. Committee Report-Mr. Basil O'Mallan

-B. O'Mallan referred to an email sent to members regarding a matrix consisting of POST Commission positions and requested that each agency meet with HR divisions and find out what each agency considers an Executive, Supervisory, and Managerial job positions. After this, a comparison will be made with the Department of Administration's job description.

-Mr. O'Mallan mentioned there was a concern with one agency that considered a POIII as a supervisory position, however, DOA's perspective for the next level and considered a supervisory position would be a Sergeant.

-M. Charfauros explained the reason for this is was that the agency was not given a choice. Recently 11 Lieutenants were promoted leaving vacancies for Sergeants, which resulted in no shift supervisors. The next in line would be a POIII.

-Mr. O'Mallan questioned whether the POIII were provided the supervisory pay but confirmed by M. Charfauros it was not.

-Issues were brought up that between non-exempt employee placed in an exempt category. There would have to be either overtime pay entitlement or detailed pay and would have to choose.

- AG/DOA position is that they cannot have both. Because they were not promoted, Believes POIII should not be an entry level position.

-Chief Camacho mentioned that POIIs or POIIIs are considered leaders, although not supervisors, in which supervisors can provide performance evaluations.

-M. Charfauros suggested changing entry level to line officers.

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- M/S/C (BO-AG/VP-CQ): Move to change entry level to line officers, seconded by Customs, no objection, unanimously voted, motion approved.

-B. O'Mallan pointed out what M. Charfauros mentioned were 2 good points:

- 1) Have to be careful in keeping with the title and what Civil Service and DOA looks at as far as job duties, including supervisory duties. Temporary assignments involving supervisory duties is opt for desk audits.
- 2) Another is what agencies will be doing as far as filling in positions when deployment happens. To keep in mind that after 30 days said agency should be prepared to ensure that its budget covers the detailed pay.

-M. Charfauros also mentioned additional duties will reflect in the Performance Evaluation.

-The Commission will then review the Executive Director's matrix whether to approve those positions as is or make changes and respond by close of business tomorrow after review by each agency's director. Email will again be sent re this matrix.

5. OLD BUSINESS-Chief Bob Camacho

A. Status of POST Rules (Legislative Review-update). A memo was received from Senator Respicio requesting that the POST Rules be endorsed by the Lt. Governor and then resubmitted. There were discussions and the AG will review for resubmission to the Guam Legislature.

B. POST Levels of Training. Chief Bob reiterated discussions from the last meeting regarding educational requirements/courses proposed for the different levels of training.

- The Commission would like feedback from GCC/UOG as to its curriculum, the specific courses it will be teaching so that it is officially accepted by the POST Commission.
- Curriculum would not have to be in pursuit of a degree but regarded as Continuing Education.

-M. Charfauros announced that DOC was just approved for an Apprenticeship program for Corrections Officers for official training. It involves obtaining college credits which is supported by the U.S. Department of Labor.

-A question was asked if DOC has to go directly to DOC to develop a program via GCC. Or does it go through POST as a liaison to get GCC to develop this program.

-Advice was given that DOC should make a presentation to the POST Commission and then GCC can develop the curriculum for POST to approve to ensure standardization. This would include ensuring instructors are certified.

-B. O'Mallan mentioned that standardizing curriculum was discussed in past POST Commission meetings.

C. Definition of Peace Officer (w/Governor's Proposal, plus survey).

- The Lt. Governor will be submitting his proposal regarding this.
- POST members will be emailed the results of the survey as discussed from the previous meeting.

6. NEW BUSINESS– Dennis Santo Tomas

A. CALEA. D. Santo Tomas mentioned that GCC is interested improving, standardizing and sustaining its Criminal Justice Academy by pursuing accreditation in having it CALEA certified.

-GCC proposed to pay the fees required to reach this accreditation, including proposing to get its instructors certified.

-M. Charfauros mentioned that GPD was interested in obtaining a CALEA. certification academy. It was going through the processing, including it had funds to move forward, however, with the POST Commission taking the lead, GPD supports POST.

-M. Charfauros mentioned that there are 4 categories for CALEA certification which are communications, training, operations and advance operations.

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Stateside hires require POST standards and CALEA Certification and when hired, refresher courses for operations are provided.

-M. Charfauros mentioned there is an advantage for CALEA certification. CALEA officials will support certified officers as long as it is in line with its standards should any issues arise regarding using a wrong technique.

-There was a question as to whether GCC will be the only entity allowed to pursue accreditation as proposed to POST.

- Other agencies/departments may also pursue accreditation.

-GCC is just interested in making its CJ Academy CALEA certified just as it has its other programs accredited.

-It was confirmed that should the CJ Academy be CALEA certified, it will also be POST certified.

-Chief Camacho emphasized that each department will have its policy as to a payback by employees should an employee decide to leave the department.

-There were further discussions as to the Curriculum being POST standards and that POST is still currently working on finalizing this.

- M/S/C (BO-AG/MC-DOC): A motion was made for the P.O.S.T Commission to endorse the proposal by the Guam Community College to pursue accreditation for its Criminal Justice Academy as CALEA certified without financially burdening other Government of Guam agencies. Motion adopted.

7. ANNOUNCEMENTS:

-At this time Chief Camacho mentioned he has been going through the P.O.S.T. Commission mandates and will provide members at the next meeting a list of the mandates and accomplishments. That the Commission has accomplished a lot and just wanted to show the Commission what is also pending.

-Chief Camacho mentioned part of the mandates is the qualifications for all Chiefs, including duties and responsibilities for each category, etc.

-As a group, a plan will be in place in identifying priorities.

-At this time, M. Charfauros commended Chief Bob Camacho for his leadership in what the POST Commission has accomplished to date, especially since Chief Camacho was on board.

-Some issues that Chief Camacho wanted to bring up are the Health and Wellness program, especially being physically fit.

-M. Charfauros brought up the issue as to who will be responsible of department physical training programs.

- The Chief will provide his proposal regarding this program at the next meeting.

-M. Charfauros again mentioned an Apprenticeship program approved by the U.S. Dept. of Labor for certain positions.

-Next meeting-9AM, January 10, 2012.

8. ROUND TABLE DISCUSSION:

9. ADJOURNMENT:

- M/S/C (BO/MC): Move to adjourn meeting at approximately 11:15 a.m. Unanimously voted. Motion adopted.

/s/B.M. Guerrero

1/23/13

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