



## PEACE OFFICER STANDARDS & TRAINING COMMISSION

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### **P.O.S.T. COMMISSION MEETING MINUTES Thursday, November 3, 2016**

**I. Called to Order.** The P.O.S.T. (“POST”) Commission meeting of November 3, 2016 was called to order at 9:10 a.m. by Mr. Robert “Bob” Camacho, Chairman, held in the Guam Community College Student Center Training Room 5108 in Mangilao, Guam.

**Roll Call by Agency/Department:**

Member-agencies:

See attached sign-in sheet.

Other agencies: Representative from the Governor’s Office.  
See attached sign-in sheet.

**II. Announcements and Documents Received.** Document(s)/Packet: 9/29/16 Meeting Minutes; 11/3/16 Agenda; Progression Matrix submitted by Guam Fire Department; and P.O.S.T. Recommended Standards Leadership Qualifications submitted by Chief Robert Camacho, POST Commission Chairman.

**III. Approval of Minutes from previous meeting of September 29, 2016.**

**MOTION**

**M/S/C (Guam Judiciary, Marshal’s Division/Port Police): Move to approve Meeting Minutes of September 29, 2016, with corrections. Unanimously approved, motion adopted.**

**IV. Executive Director.** Dennis Santo Tomas reminded the Commission that he sent an email regarding each agency’s PFQT diagnostic testing with revised standards of the 1 mile run, 1 minute sit-ups and 1 minute push-ups, plus the Leadership Qualifications sheets that was to be discussed with each agency’s department heads and provide feedback and report back to the Commission for finalization.

**V. Committee Reports.** Chief Bob explained that he met with training officers who did not attend the previous meeting to discuss the PFQT. Discussions were to keep the 1 minute sit-ups and push-ups. To provide opportunity for each agency’s diagnostic testing to take place. Anticipate scores will be better.

At this time, GPD Chief Cruz reported the following:

- Last week a diagnostic testing was conducted with GPD. Results of analysis will be provided at the next POST meeting.
- Based on initial standards testing, 31% are passing.
- Based on the modification on AG's recommendation of adding another minute to the mile and half run and removing the abdominal circumference, 38% passing.
- Another testing will be conducted next week with a mile run, no abdominal circumference, 1 minute push-ups and sit-ups.
- Chief further stated that it is the position of the Guam Police Department to push forward on a 2 year extension, however, should the PFQT testing conducted next week show significant results passing, GPD will consider not requesting for an extension and will comply with the current deadline of 2017.
- AG mentioned he had preliminary discussions with AG Monty May regarding adopting the modifications.

## **VI. Old Business**

**1.** Forms Updated. The Chairman informed the Commission that modifications as approved earlier were made to the forms and are now complete. Forms will be available on the POST website. He recommended for each agency to have its HR department review said forms and be familiarize with them.

### **2. POST Commission Certification**

- M. Charfauros from Guam Police Department brought up an issue. He explained the following: - GPD has two (2) programs in order for recruits to graduate, a GCC Criminal Justice Academy; and a GCC administered Department of Labor Apprenticeship program.
- There is a difference between the 2 programs.
  - The Apprenticeship program consists of more academic courses.
  - When you graduate from the academic courses, you receive a Certificate from the Department of Labor, which is nationally recognized.
  - After graduation, you also get "hands-on" training (OJT) and completing certain amount of hours required.
  - You are evaluated in the field by your supervisor such as mastering handcuffing.
  - After completion of the 2 programs, officers qualify to be promoted from Police Officer Trainee to Police Officer 1 and due their increments accordingly.
  - In order to receive their increments, the Guam Department of Administration is requesting certification.
  - GPD is requesting assistance from the POST Commission regarding certification once all academic requirements are met
  - The Executive Director asked if this was the list previously submitted and was confirmed by the GPD Chief.
  - The Chairman and Executive Director recommended officers to complete the POST forms for POST certification.
  - This will be reviewed and issued certification if all POST requirements are met. This will then be presented to the Commission and adopted at the next POST meeting.
  - The Chairman reminded everyone regarding other pertinent forms that would have to be completed such as the lesson plans and training to be in compliance. These forms have already been adopted by the Commission.

-The AG mentioned that a DOA representative's expertise is needed during the POST meetings to address personnel issues such as these.

**3. Supervisor, Management and Executive Criteria.** The Chairman mentioned that this was previously discussed in meetings with training officers from different agencies.

GPD M. Charfauros recommended that due to different ranks in different agencies, there is a need to determine who are in management or not.

-For example, a Captain in GPD may not be in management in another agency.

-He asked if the Commission could realign the ranks in each agency.

-Believes there will be a difference in ranks.

There were further discussions:

-Determination of who are supervisors or not.

-That there are different pay grade structures.

-Would help to know exactly what courses or educational requirements are needed per positions.

-Review the job specifications.

-GPD M. Charfauros asked if field supervisors are required to take specific courses, determine who are field supervisors, same as the middle managers, who are they? This will show other agencies that certain supervisors, managers are required to take those specific courses according to POST.

Align the jobs to the criteria.

-AG's office pointed out that the job specifications shows whether your position is a supervisory or managerial position. Just have to review the individual's job specs.

The Chairman recommended each agency to provide input..

-GPD also pointed out that it is the only agency whose qualifications are based on rank and are codified. That should this be passed, it will not have an effect on GPD, however, believes this law should be changed to be determined by the POST Commission.

-There were discussions about qualifications when applying to a higher rank.

The Chairman then asked for further input regarding the following criteria:

**SUPERVISOR minimum requirement = 5 years experience within the field of law enforcement and Supervisory, or Basic Leadership Course (Dept. of Administration course).**

-This could be equivalent to a Sergeant for GPD; and Fire Captain for GFD.

-There was a question as to how this would have an effect on the Port being an autonomous agency. Though does not disagree with standardizing.

-The Chairman recommended adopting these criteria and later can be adjusted accordingly. He provided each agency an opportunity for input. The following motion was then made.

### MOTION

**M/S/C (GPD/DOC): Move to adopt, with corrections, the SUPERVISOR minimum requirement of five (5) years experience within the field of law enforcement and Supervisory, or Basic Leadership Course. Unanimously approved, motion adopted.**

Discussions were made with regards to the **MANAGEMENT minimum requirement =**

- BS + 3 years of law enforcement experience; or

- AA + 5 years experience within the field of law enforcement

-There were discussions regarding the number of years associated with completion of the different degrees.

-Maybe can be “grandfathered” to protect those in their current positions.

-Question whether to delete the BS degree and at least have an AA degree.

-There should still be an educational requirement to be maintained in this profession. A motion was then made as follows:

### **MOTION**

**M/S/C (Guam Police Department/Department of Corrections): Move to adopt, with corrections, the MANAGEMENT minimum requirement of a B.S. Degree, plus three (3) years of law enforcement experience; or an A.A. Degree, plus five (5) years experience within the field of law enforcement. Unanimously approved, motion adopted.**

The Chairman reminded the Commission that informing each other’s agency regarding the adoption of these standards is only to benefit the integrity of the POST Commission. To stifle any negativity with this adoption and to be informed that in the future, revisions may be made accordingly.

Discussions were made with regards to the **EXECUTIVE minimum requirement =**

- M.A. + 1 year experience as a Manager in Law Enforcement or related field; or
- B.S. + 3 years experience as a Manager in Law Enforcement or related field.

-There were discussions regarding “related field.”

-Some employees are in the military, TSA, or employed in the private sector as a security guard.

-What can qualify as a related field?

-Discussions were also made that DOA’s expertise is still required.

At this time DYA mentioned their concern regarding its agency not being allowed to vote.

However, the Chairman asked that they set up a meeting with Senator Aguon and Executive Director Santo Tomas to be included.

-AG O’Mallan recommended an adjustment for the Executive position minimum requirements and a motion was then made as follows:

### **MOTION**

**M/S/C (AG-O’Mallan/PORT POLICE): Move to adopt, with corrections, the EXECUTIVE minimum requirement of a M.A. Degree, plus one (1) year experience as a Manager in Law Enforcement; or a B.S. Degree, plus three (3) years experience as a Manager in Law Enforcement; plus an A.A. Degree, plus five (5) years experience within the field of law enforcement. Unanimously approved, motion adopted.**

### **MOTION**

**M/S/C (AG-O’Mallan/GPD-M. Charfauros): Move to adopt, for recommendations to the respective appointing authorities qualifications of candidates for the offices of Chief of Police, the Chief Marshall, the Chief Probation Officer, Director of Corrections and Director of**

**Customs and Quarantine Agency minimum requirement of a M.A. Degree, plus one (1) year experience as a Manager in Law Enforcement; or a B.S. Degree, plus three (3) years experience as a Manager in Law Enforcement; plus an A.A. Degree, plus five (5) years experience within the field of law enforcement. Unanimously approved, motion adopted.**

**MOTION**

**M/S/C (AG-O'Mallan/GPD-M. Charfauros): Move to adopt the adjustment to the standards herein, however, would be submitted and subject to input by the Government of Guam Department of Administration, with corrections. Unanimously approved, motion adopted.**

DYA asked how this would affect individuals with medical evaluations.

-It was explained that it is within the POST Rules.

-If a person has a medical profile that prevents that person from performing his duties. A medical evaluation will be conducted.

-DOA will hire someone qualified to do this medical evaluation.

-Should the medical evaluation show the individual is unable to perform his/her duties, there may be a reclassification done for another position, which said individual would still have to qualify to perform the required reclassification duties.

-GPD currently has someone in its department that is going through reclassification from an officer to a civilian.

-If the person declines the position, then termination may be the next step.

-The Chairman also mentioned this was done twice within their department.

**VII. New Business**

**VIII. Announcements.**

-GPD mentioned to the Commission that Senator McCreadie will be introducing a Bill that the Commission might be interested in supporting. He will provide more details, including the hearing date.

**IX. Next Meeting Scheduled-December 15, 2016**

**X. Adjournment.**

**MOTION**

**M/S/C (Office of Attorney General/Guam Police Department):** There being no further discussions, the meeting adjourned at approximately 10:40 a.m.

/s/

Dated this 15<sup>th</sup> day of December 2016.

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Bertha M. Guerrero  
Recording Secretary