



**GUAM PEACE OFFICER STANDARDS  
& TRAINING COMMISSION (POST)**  
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**P.O.S.T. COMMISSION MEETING MINUTES**  
**Friday, December 11, 2020**

**I. Called to Order.** The P.O.S.T. (“POST”) Commission meeting of December 11, 2020 was called to order at 9:35 a.m. by Ms. Melanie Brennan, DYA Director, POST Commission Vice Chairperson, via Zoom, with the assistance of the Executive Director, Mr. Robert Camacho.

**Roll Call by Agency/Department:**

Member-agencies/other agencies: Quorum was established and the following attended: Representatives from Guam Police Department, Guam Airport Police, Guam Attorney General’s Office, Guam Customs & Quarantine Agency, Department of Corrections, Unified Courts of Guam-Marshall (Judiciary), Department of Youth Affairs, Guam Port Police, Guam Fire Department, Department of Parks & Recreation.

Others in attendance: Dr. Richard Fee.

**Documents Received.** Document(s)/Packet: December 11, 2020 Agenda; February 27, 2020 P.O.S.T. Minutes; Public Law. 35-79, “An Act To Amend § 3114 Of Chapter 3, Title 27, Guam Administrative Rules And Regulations; And To Add A New § 51102.30 To Chapter 51, Title 17, Guam Code Annotated, Relative To Granting Administrative Authority To The Guam Peace Officer Standards And Training (P.O.S.T.) Commission.”

**II. Review and Approval of the Minutes of February 27, 2020.**

**MOTION**

**M/S/C: (Port Police/Customs): Motion was made to approve the Guam P.O.S.T. Commission Meeting Minutes of Thursday, February 27, 2020, with corrections. Unanimously approved, motion adopted.**

**III. Chairman/Vice Chairperson Remarks.** Ms. Melanie Brennan, Vice Chairperson, welcomed members and commended all frontliners during this pandemic.

**IV. Interim Executive Director Remarks.** The Executive Director all welcomed members attending today’s meeting and mentioned that all the Peace Officers and law enforcement agencies have been working collaboratively during this pandemic. That we are especially saddened for those that have passed away due to the pandemic which includes Peace Officers within our agencies and asked everyone to continue to take care and stay safe.

## V. Old Business.

a. **Training Records Review postponement.** The Executive Director initially had a schedule to review all of the agency's training records for the year, however, this was delayed due to the COVID-19 pandemic.

At this time, the Exec. Dir. mentioned that there were other issues that were previously brought up but has since been addressed such as the psychological report for promotions. This information was provided to members that this is not required in accordance with the law. Members can again obtain this information by informing the Exec. Dir. and will email it.

## VI. New Business

a. **Training Conference Update – Dr. Fee.** Dr. Fee provided an update regarding a training conference he conducted for POST agency trainers. Dr. Fee reported that the Governor's office offered assistance to POST to review the current training programs, evaluate certification requirements, including ensuring that CJ Academy curriculum met all the initial requirements for POST certification. Then would implement a system to document all of an individual's training until retirement. This would make it possible for the POST Commission and agencies to document these.

As a disclaimer, the project was not there to take away responsibility from agencies to train their officers in the manner they deem fit; nor was it to dictate what must be taught within the agencies other than requirements are met for a POST Commission certification.

-First challenge is determining how many law enforcement officers are under POST and a survey determined approximately 1,300 had to be certified.

-This data collecting will be called "Learning Management System" (LMS). A software program that helps to document, track, report and also delivers educational courses.

-It is an online documentation and certification of service and in-service training of individuals from recruitment through retirement.

-When an individual applies for the CJ Academy, this data is initially inputted into the system by GCC and POST.

-As the individual completes a course and the Academy, GCC will input this into the system.

-An electronic file will then be generated and the POST Commission can then issue a POST Certification during graduation. This will be done electronically without a paper application.

-With the tracking of academic and agency training, other features are being considered that will also provide nationally accredited online courses, which are recognized across the country.

-The company being proposed has over 500 online courses with a duration of 10 minutes to 2 hours.

-This includes roll call videos of no more than 10 minutes with current topics, plus webinars.

-Once individuals complete their training(s), they can print their transcripts of courses they have completed.

-Each agency will have its training officers responsible for inputting their data.

-Each data inputted will automatically show up in the POST Commission LMS which tells POST when this training is due.

- This system also shows when an individual is due for a training such as a Firearms recertification and does not comply will then show as no longer certified for not meeting this ongoing requirement.
- Other organizations such as doctors, nurses and educators utilize some type of system to keep track of its certifications.
- For the POST Commission, it will have its set of requirements and tailored with said requirements.
- When POST issues an individual certification, it will show the date of issuance and an expiration date for recertification.
- Once recertification is complete, the individual can then reprint the certificate.

Lexipol -Police 1 is the company being considered that provides the LMS and the online courses and Dr. Fee recommends these online courses to be incorporated into the CJ Academy especially for basic training.

- Offers more visual support for training to include areas for Corrections, Fire, etc.
- Recommends this for the School Resource Officers for their initial training as well as in-service training.

This system may also be used to track policy reviews.

- Individuals can be provided with agency policies to review them as a requirement.
- This will ensure they have reviewed and understood the policies and concur the same.
- This type of concurrence is important/helpful in the event issues arise and individuals claim they were unaware of agency policies.

The system has a computer center and fourteen (14) subsections.

- Each agency will have a “hub” to enter data, retrieve information, monitor, etc.
- Officers will be able to look at their individual accounts.
- Initial cost is \$15,000 with an annual fee for the LMS and all the training courses with approximately 25-35 courses per officer.

The Governor’s Office will provide the funding at no charge to the agencies.

- In the future, the Governor’s Office anticipates a budget to be provided for the LMS and training courses.
- The Exec. Dir. informed the Commission that he communicated with the Lt. Governor.
- Research to find out if this can be funded through the CARES Act.
- Anticipate at least \$50,000 to move forward with this program.
- If not through the CARES Act, will find another funding source.

Dr. Fee informed the Commission that the Governor and Lt. Governor are very supportive of this program and both agree it has to be done, especially with the POST Certification process.

- That this system is not new to Guam and that this was introduced to the Guam Airport by the Exec. Dir. while he was employed as the Airport Police Chief.

-The Port Police and Judiciary are also currently utilizing this system, if not the same, a similar system.

Airport Police Chief Vince Naputi provided a brief overview of this system.

-That he is currently utilizing this system at the Airport.

-Has also utilized this system while at Judiciary.

-Agency is able to upload its policies, curriculum, training, etc.

-Each individual officer is able to obtain access to this system anywhere from work or home.

-Allows officers the choice of when to attend training such as for professional development.

-Can also task officers to attend a specific training with a timeline and will constantly prompt individuals to remind them of this task.

-Chief Naputi further mentioned this is excellent recordkeeping, is user friendly, easy, and manageable and likes the system.

-Airport's system is more affordable in comparison to the Judiciary's.

-Is also easier to navigate and has a "Help Desk."

-The Airport's system is Lexipol-Police 1.

Dr. Fee reiterated that this system is nothing new and that as the POST Commission develops, we have reached the point that this has to be done. He will send everyone a link for the demo site to enable the members to explore it.

#### **b. Training Modules and Management Software Update.**

Dr. Fee provided a status of the project:

-A Seminar was conducted for the agency training officers in July 2020 to inform them what was happening.

-Next step is to get the LMS in place.

-Dr. Fee will be meeting with the training officers individually to find out what each agency needs in its system.

-Contact Lexipol to have these requirements built into the system.

-Continue to communicate with the Governor's Office for the funding although Lexipol is willing to assist before payment.

-As soon as funding is identified and approved by the Governor's Office can proceed forward.

-Still have to get together with the different agencies as to what their requirements would be for their system..

-Will anticipate doing this when things are a bit settled with this pandemic situation.

-This project is currently on hold.

The Vice Chairperson asked if the system will be with the training officer at each agency or a central location.

Dr. Fee explained that this is a software application in the Cloud owned by Lexipol.

Each person would have a log in.

Dr. Fee also created a private Facebook page for the POST trainers for this project.

The FB page is called the “GUAM POST COMMISSION” and can be shared with the agency Chiefs.

**c. P.L. 35-79 Administrative Authority,** “An Act To Amend § 3114 Of Chapter 3, Title 27, Guam Administrative Rules And Regulations; And To Add A New § 51102.30 To Chapter 51, Title 17, Guam Code Annotated, Relative To Granting Administrative Authority To The Guam Peace Officer Standards And Training (P.O.S.T.) Commission.”

The Exec. Dir. reported that members have been inquiring regarding this new law.

-That some agencies wish to change some of their PFQT programs and this public law gives the Commission the authority to do so and approve it.

-Recommend the members to review this public law and will be discussed further.

**d. Recruit Training – Maintaining Standards and tracking.** The Exec.Dir. reported that due to the pandemic, certain requirements were postponed and on hold to push the recruitment process.

-The Exec. Dir. wanted everyone to bear in mind that this is just a postponement such as the polygraph and psychological testing.

-These requirements may be postponements, however, would still have to be in compliance and complete these requirements.

-That it is very important to keep track of these individuals and continue to monitor this.

**e. PFQT Recommendation for Postponement due to COVID19.** The Exec. Dir. reported that some of the agencies have not completed their PFQT and requested for postponement considering the current situation with the pandemic and is also in support of postponement.

-DYA, Customs, AG, and GPD mentioned they are in support of postponing the PFQT due to the COVID-19 pandemic situation, especially with the social distancing requirements and trying to stay safe at this time and for the safety of all the officers and employees.

### **MOTION**

**M/S/C: (GPD/Customs): A motion was made to postpone the PFQT for all law enforcement agencies under the Guam P.O.S.T. Commission until the current situation with the pandemic situation is over, has been cleared, or up to one (1) year from the current deadline. Unanimously approved.**

The Exec. Director will send out an email to all the agencies regarding this motion to postpone the PFQT at a level when it is safe to begin testing.

**VII. Next Scheduled Meeting.** Anticipate the next meeting on January 21 or January 28, 2021, but will be subject to change.

**VIII. Announcements.**

- Customs mentioned the legislation brought up by Senator Moylan's Office regarding providing some sort of set of responsibilities as it relates to the careers of each law enforcement entity.
- Look into this more and recommend this being looked at by the Guam POST Commission.
  - Suggest all agencies get together as a Commission to identify the different tiers of leadership as it relates to each entity.
  - Anticipate the Commission get to a point where it can be organized into standards that are much more aligned with Peace Officer Standards and Training.
  - That there are currently different levels of training for law enforcement officers from supervisory, managerial to executive levels.
  - If standardizing training, would need to also look at standardizing the levels of supervisory experience, knowledge, training and executive leadership.
  - Would probably take some time and can discuss it further.

The Exec. Dir. informed the Commission that the Governor is aware of this.

- Has already tasked DOA to begin the process of looking at the pay scales for all law enforcement agencies and also look at it nationally and compare it with other agencies.
- This was done approximately two months ago and is being reviewed at this time.
- The Exec. Dir. will provide an update for the members regarding this matter.

At this time, relating to salaries, the Exec. Dir. asked members to look at the Executive Orders relating to each agency.

- Look into the salary regarding compensation for all law enforcement officers during this pandemic including administrative staff within your agency that are exposed to the coronavirus.
- As an example, employees who tested positive for the virus might be compensated for it at 15%-25%, there should be provisions in the Executive Order that covers this.
- DOC is currently looking into this due to some employees that tested positive for the virus and working towards having them compensated.

GPD thanked everyone (*not clear on recording*), including the Airport who assisted GPD while they were short staffed during the General Election and the run-off Election.

DYA thanked DOC for their assistance when they were short staffed due to their officers being sick and also thanked the Guam Fire for providing decontamination services and proper fit testing of N95 masks/PPEs for their officers. No other officers within their agency who worked in the isolation facility tested positive because of this.

The Exec. Dir. wished everyone a "Merry Christmas" and to have a safe holiday!

## **IX. Adjournment**

### **MOTION**

**M/S/C: (GPD/Airport): A motion was made to adjourn the meeting of December 11, 2020. Unanimously approved.**

There being no further discussions, the meeting was adjourned at approximately 11:45 a.m.

/s/

Dated this 28th day of January 2021.

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Bertha M. Guerrero  
Recording Secretary