



**GUAM PEACE OFFICER STANDARDS  
& TRAINING COMMISSION (POST)**  
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**P.O.S.T. COMMISSION MEETING MINUTES**  
**Thursday, February 27, 2020**

**I. Called to Order.** The P.O.S.T. (“POST”) Commission meeting of February 27, 2020, meeting was called to order at 9:09 a.m. by GPD Chief Stephen Ignacio, POST Commission Chairman, was held in Room 112 in the Learning Resource Center (GCC Library) in Mangilao, Guam.

**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 Attorney General’s Office, Guam Customs & Quarantine Agency, Department of Corrections, Unified Courts of Guam-Marshal (Judiciary), Unified Courts of Guam-Probation (Judiciary), Guam Department of Administration, Department of Youth Affairs, GIAA-ARFF.

**Documents Received.** Document(s)/Packet: February 27, 2020 Agenda; January 22, 2020 P.O.S.T. Minutes; Instructor & Course Evaluation Form; Copy of Bill No. 297-35 (COR) introduced by Senator James C. Moylan, “An Act To Add § 51102.30 To Chapter 51 Of Title 17, Guam Code Annotated, Relative To Authorizing The POST Commission To Establish A Standardized And Uniformed Law Enforcement Officer General Force Leadership Structure Tier And Pay Scale Plan For Peace Officers.”

**II. Review and Approval of the Minutes of January 22, 2020.**

**MOTION**

**M/S/C: (GPD/Airport): Motion was made to approve the Guam P.O.S.T. Commission Meeting Minutes of Thursday, January 22, 2020, with corrections. Unanimously approved, motion adopted.**

**III. Chairman Remarks.** *No remarks at this time.*

**IV. Interim Executive Director Remarks.** The Executive Director was not in attendance.

**V. Old Business.**

a. **Certification Updates due** – The Executive Director previously noted on the Agenda that templates were emailed and to please provide email response as soon as possible. The agencies need to indicate on the POST certification form completed and status of PFQT.

-The Executive Director only received updates from GFD, AG’s Office, Customs, and Airport Police.

- GPD is a work in progress.
- DOC just started today.
- No other responses were provided during the meeting.

b. **In Service Training Submissions due.** As noted in the Agenda, there is a requirement in the POST Commission statutes, that whatever in service training you are conducting at your agency it is needed for record purposes at GCC and to please provide syllabus.

- There was a question as to the timeframe, how many years back of in service training is required.
- Some members have extensive years of training.
- When is the deadline to submit?
- The Chairman will confirm with the Executive Director.
- Recommend to submit information via electronically/email.

c. **Supervisor, Management, Executive Training Submissions due.** As indicated in the A few months ago, we asked each agency to provide their internal or preferred training for Supervisors, Managers, and Executives. Some indicated online courses. We need to solidify those training requirements. Please provide source and syllabus by next meeting.

- DOA explained that a new calendar will be issued soon for April-June 2020, however, training for first time supervisors will not be scheduled any time soon but will have this sometime in the future.
- This calendar will expand on Adverse Action procedures, writing Performance Evaluations, and Improvement Plans.
- A Leadership training and conflict resolution will be included.
- DOA will inform line agencies of these trainings for active employees as well as the personnel officers.
- Mandatory trainings will also be set up for all employees such as customer training, sexual harassment, time management, drug free workplace, etc.
- DOA further explained that when supervisory trainings are scheduled, current supervisors as well as those in line for supervisory promotions will be included to ease the transition especially for those contemplating retirement.

## VI. New Business

a. **Senator James Moylan's Office.** Bill proposal regarding POST reviewing new pay scale for law enforcement. Copies of Bill 297-35 were provided to the members. This is relative to "An Act To Add § 51102.30 To Chapter 51 Of Title 17, Guam Code Annotated, Relative To Authorizing The POST Commission To Establish A Standardized And Uniformed Law Enforcement Officer General Force Leadership Structure Tier And Pay Scale Plan For Peace Officers."

- Senator Moylan explained that this administration and the Legislature understand and have been working in support of providing more law enforcement personnel. However, they have all been unfortunately having difficulty in achieving this goal.
- Obstacles they have encountered in recruitment is getting qualified Category I Peace Officers due to the difficulty of passing the POST requirement test.
- Have been in contact with the Guam Dept. of Administration and was informed there have been a seventy percent (70%) failure rate.
- The Governor wants to hire more police officers and the Legislature wants to also support this to keep our island safer.
- Everyone is trying to find a solution. One way is to find individuals interested in law enforcement as early as high school.

-Currently working with everyone including DOE and GCC on how to track these individuals and start training them while in high school.

-Another obstacle is the procedure in processing individuals once they apply, which takes too long and by the time they are contacted, these individuals already have another job.

-The third obstacle is retention, keeping individuals employed within the law enforcement agencies due to the salary.

-Bill 297-35 that was currently introduced into the Guam Legislature by Senator Moylan is one way to assist the Guam P.O.S.T. Commission with standardizing the pay scale for Peace Officers. Anticipate this Bill to help retain the Government of Guam Peace Officers within their agencies instead of transferring to another LE agency for a higher salary due to the difference in the pay scale.

-This Bill will allow the Guam P.O.S.T. Commission to come up with a structure to determine and standardize the pay scale level for all Peace Officers within the Government of Guam.

There were discussions and anticipate this Bill will help personnel stay within the local law enforcement agencies.

-A concern was brought up by the Airport regarding the Certified Technical Professional (CTP) pay scale, which is higher, that the Airport Police and ARFF are considering, which will help them with retention and that this might be an issue for them with the difference in the Hay Study and the CTP.

The Senator explained this Bill will give the P.O.S.T. Commission an opportunity to determine and standardize the pay scale for all the other Government of Guam agencies because the current rate is not fair. .

-The Senator further explained that the Commission can determine a reasonable amount as a start and increase through time. All LE agencies are just as important as the next.

There were further discussions such as the funding. That although defending budget might be difficult, there is a need and that it is important to come up with a final product for consideration before the Legislature.

-Concerns/issues brought up: there might be an assumption that all Peace Officers have the same responsibilities when they do not; position descriptions would need to be updated; would need an independent study to be conducted one that is none bias; that Human Resources would have to be involved; the Hay group no longer exist; the current plan for classification study that is being conducted will begin with the Teachers and Nurses first and then followed by the law enforcement but might change; organization structures would have to be considered because not every job is the same; that although there are differences in job responsibilities as peace officers between the agencies, there are also similarities.

The Senator then explained that yes this Bill will provide a lot of discussions but it will also provide a platform to be heard. This Bill is a start.

-Should the Commission have any other questions, Senator Moylan may be contacted at his office.

b. **Academy Course Feedback.** An Instructor Training Survey Evaluation form was provided for consideration by the Commission for input and modifications as needed. At this time, there were none and can be discussed at the next meeting.

c. **Training Records Review.** The Executive Director will be scheduling meetings with Training Officers at each agency beginning March 2020. GPD is scheduled on March 18th at 9:00

a.m. and the Dept. of Corrections on March 20th at 9:00 a.m. As discussed from the previous meeting, this is just an audit of training records.

d. **Training Conference.** A working session with Training Officers and GCC CJ is scheduled on March 27, 2020 in lieu of a regular POST meeting at GCC. An Agenda for this meeting was not available.

e. **Compliance Officers not included in 27 GAR, Peace Officer Categories.**

-This was provided by the Executive Director in the Agenda. That Compliance Officers are included in 8 G.C.A., Chapter 5, §5.55. Need statute change to include Compliance Officers. This is the same issue with Guards, Armed Guards, Detention Guards at the Port, Airport, and DOC. That the Commission should vote on a proposal.

-There were some discussions that all should be included and to amend the statute to do so but should meet the POST requirements and attend in service training.

-GPD also has issues with this.

-There were further discussions and a recommendation to look at all the positions under the POST as to who are considered Peace Officers and re-evaluate the categories and make revisions as needed to and at the end amend the law but be diligent in the recommendations for any amendments, including deleting some positions.

-The Airport and ARFF have a concern that should also be discussed regarding psychological evaluations being required by its Human Resources for promotions.

-Further discussions that these evals should be only when first employed and not for promotions especially if an individual has been employed with an agency for years.

-The Airport and ARFF requested for clarification in a letter form to its HR regarding psychological evaluations should not be required for promotions.

-The Chairman will inform the Executive Director to draft a letter regarding this and is not aware of any other agencies requiring individuals going through a psychological evaluation for promotions. Only aware it is required for pre-employment.

There were further discussions regarding Compliance Officers not being included under the POST Commission.

-The Chairman referred to 8 G.C.A., Chapter 5, §5.55 for clarification.

-A member mentioned that in the past, Guam Revenue & Taxation officers were listed as a Category 3 Peace Officer.

## **VII. Next Scheduled Meeting**

Regarding the next meetings:

The March 2020 meeting of trainers will be scheduled in lieu of the March 2020 POST Commission meeting.

At this time there was a recommendation to move the POST Commission meetings to the third Thursday every month at 9:00 a.m., however, this is subject to change and a motion was made as follows:

### **MOTION**

**M/S/C: (Airport/Customs): A motion was made to conduct the Guam P.O.S.T Commission meetings every third Thursday of the month at 9:00 a.m. Unanimously approved.**

**VIII. Announcements**

**IX. Adjournment**

**MOTION**

**M/S/C: (Airport/Customs): A motion was made to adjourn the meeting of February 27, 2020. Unanimously approved.**

There being no further discussion, the meeting was adjourned at approximately 10:05 a.m.

Dated this 11th day of December 2020.

/s/

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Bertha M. Guerrero  
Recording Secretary