



**PEACE OFFICER STANDARDS & TRAINING  
COMMISSION  
(P.O.S.T.)**

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**P.O.S.T. COMMISSION MEETING MINUTES  
Thursday, February 28, 2019**

**I. Called to Order.** The P.O.S.T. (“POST”) Commission meeting of February 28, 2019, was called to order at 9:08 a.m. by GPD Chief Stephen C. Ignacio, POST Chairman, assisted by Mr. Robert Camacho (former Chairman and Chief of the Guam Airport), in the absence of a POST Commission Executive Director, held in the Guam Community College Learning Resource Center (Library) Room 112 in Mangilao, Guam.

**Roll Call by Agency/Department:**

Member-agencies/other agencies: Please refer to the sign-in sheet. Quorum was established. Representatives from GPD, Guam Airport Police, Attorney General of Guam, Department of Corrections, Dept. of Agriculture Division of Aquatic & Wildlife, Guam Fire Department, Judiciary of Guam-Probation, Department of Youth Affairs, GIAA Aircraft Rescue and Firefighting (ARFF) Unit, GDOE School Resource Officers, Guam Port Police, Guam Customs & Quarantine Agency.

**Documents Received.** Document(s)/Packet: February 28, 2019 Agenda; January 31, 2019 POST Minutes; P.O.S.T. Training Verification Request form.

**II. Review and Approval of the Minutes of January 31, 2019.**

**MOTION**

**M/S/C: (ARFF/Customs & Quarantine): Motion was made to approve the Guam P.O.S.T. Commission Meeting Minutes of Thursday, January 31, 2019, with corrections. Unanimously approved, motion adopted.**

**III. Chairman Remarks.** The Chairman mentioned he looked forward to working with everyone.

- That as a Commission can decide how to meet whether monthly or quarterly at this point.
- By statute the requirement is at least quarterly.
- Customs Chief Vincent Perez explained there are times when the Commission would meet monthly and would depend on the urgency of issues that would have to be addressed.

With regards to the Guam POST Training Verification request for the P.O.S.T Certification process.

- There is a question as to the GPD’s application for certifications and Mr. Bob Camacho will look into this as well as for the different agencies.

There was a question regarding clarification in processing for a POST Certification by GCC.

A GCC "P.O.S.T. Training Verification Request" was developed for this process.

-Individuals would have to complete the top portion of the form and submit it to the GCC Admissions in Building 2000 and should get a response by following up within 5 working days.

-If an individual completes the educational requirements or equivalent, the individual can then submit it to Ms. Bertha Guerrero to submit to the P.O.S.T. Commission Chairman, Stephen Ignacio.

-Individuals who have not attended GCC can submit an official transcript from another institution and requests can be verified by the GCC Admissions with courses that are equivalent on the form.

There is a question as to the original POST Certification application completed with regards to official transcripts, police and court clearances, etc., would this apply to the Category II peace officers?

-There was an explanation that if you submit with an official transcript from another institution, the integrity of the transcript is intact.

-Discussions were whether an official transcript is required for students who have attended GCC and that GCC should have student's record on file to verify with.

-If an individual did not attend GCC, an official transcript from another learning institution would be required.

-Confirmation would need to be made for military verifications.

There were questions and concerns by members regarding certification.

-What training institution credentials are accepted by the POST Commission.

-Mr. Bob Camacho explained that the Commission allows and can adopt any outside training or educational institutions who offer courses equivalent to the educational requirements by law, as long as the Commission accepts it. This would have to be on a case by case basis.

-Members asked for confirmation regarding whether the current verification form will be used to also verify Category II officers because the form is for the minimal educational requirements as a Category I peace officer.

-If not used for Category II peace officers, then should agencies continue with the process of submitting the Application for POST Certification.

-Is the Commission going to forego the Applications for POST Certification that were previously submitted?

-If you have credits from another institution, what is the criteria to assess whether or not you meet the criteria for POST certification.

That there are some officers who have not attended an academy or lacking some courses. What happens to those officers. Would it be appropriate for them to attend classes.

Another concern is individuals who received training off-island, how to verify these trainings.

Some courses might not have the same name and if equivalent, what is accepted?

-Mr. Bob Camacho explained this would have to be decided by GCC and also presented to the POST Commission, such as training certificates from another institution.

-An equivalent course as an example is Cultural Sensitivity, is this equivalent to Interpersonal Relations.

-Are some of the course requirements imbedded into the training.

-Is there a separate POST Commission requirement for each peace officer category?

A suggestion was made to obtain a legal opinion as to what institutions can be accepted when verifying credentials.

-A question was raised as to who would pay for fulfilling specific courses that was not offered for past Criminal Justice courses.

It was mentioned that the original POST Certification Application should be kept on file which includes clearances and trainings, etc. for all Peace Officer categories that every employee should submit. That this should be the foundation of each peace officer.

-With the current POST Training Verification form, this would be an additional document to have on hand with the original POST Certification Application for all law enforcement employees.

Mr. Camacho will review the verification form and the POST Certification Application form and report on this when his review is complete. Will also communicate with GCC officials about requirements for Category I and Category II, how does the requirement apply to individuals who have been employed with a law enforcement agency for example, twenty (20) years and individuals who attended a different institution other than GCC.

**IV. Public Safety Committee Chairperson - Senator Jose “Pedo” Terlaje.** *No updates at this time.*

**V. Old Business.**

Chief Vince Perez mentioned that as previously brought up during the last POST meeting, there is a delay with the Customs & Quarantine recruitment efforts.

-To date, Customs is still waiting for the recruitment of the 29 applicants in 2016.

-There is a delay with DOA’s current processing compared to a faster processing time for 20 officers in 2014.

-He asked if other law enforcement agencies are having the same issues.

-He further mentioned that people are calling after being notified they were offered a job.

-That these individuals should already be processed and should be vetted out during their probation period.

-Another agency mentioned they are having issues as well but DOA processing time is slow.

-DOC also mentioned they are having issues especially with the Reading and Writing requirement.

Mr. Bob Camacho will again review the law and see if DOA can use another document to streamline the process.

-That a goal could be for the POST Commission to develop a document that DOA can utilize for all the agencies.

Fire Marshal Manibusan mentioned that part of the issue with DOA is the limited personnel who process all applications for all the line agencies, who also have to process all GG1s such as promotions and grievances.

-A solution has to be made to supplement DOA with personnel to assist with an HR personnel that is familiar with law enforcement.

-A suggestion is to delegate a satellite authority to help with this process.

Mr. Bob Camacho recommended to compile all documents and set up a meeting with Senator Pedo Terlaje next month to include attendance by DOA for a roundtable discussion at the Guam Legislature regarding this matter.

-Have all stakeholders involved to figure this out.

-All has to be involved, otherwise this matter cannot be resolved.

-Meeting should include the DOA Director, HR Director, and all agency heads.

-The Commission has to explain the problem and propose a resolution.

-Mr. Bob Camacho will coordinate this meeting.

A suggestion was made to also have each agency's HR attend and provide feedback as to issues they are facing within their agencies.

Chairman Ignacio also mentioned that the EN100 requirement seems to halt applicants in completing a law enforcement job application.

-Mentioned that DOC and GPD made this a requirement in their application.

-Need to find a way as a POST Commission as to how to streamline the process.

**VI. New Business.**

Mr. Bob Camacho was informed of a meeting being coordinated with Senator Pedro Terlaje on March 5, 2019 at 2:00 p.m. to discuss the P.O.S.T. Commission's autonomy. The meeting was initially recommended at the Senator's office in Hagatna. The venue changed to the GCC LRC.

**VII. Next Meeting Scheduled.** March 28, 2019.

**VIII. Announcements:**

-Fire Marshal Joey Manibusan reminded the POST members regarding the upcoming IED training for law enforcement officers and emergency response professionals on April 17-18, 2019, which is sponsored by the FBI. Email was sent out.

-Next P.O.S.T. Commission meeting is March 28, 2019.

-Today is Chief Stone's POST Commission meeting as the GPD Chief.

-Ms. Samantha Brennan was also introduced who is the current DOC Director.

**IX. Adjournment.**

**MOTION**

**M/S/C: (Department of Corrections/GPD): A motion was made to adjourn the meeting of February 28, 2019. Unanimously approved.**

There being no further discussions, the meeting adjourned at approximately 10:10 a.m.

Dated this 28<sup>th</sup> day of March 2019.

/s/

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Bertha M. Guerrero  
Recording Secretary