



PEACE OFFICER STANDARDS & TRAINING COMMISSION
P.O. Box 23069 GMF, Barrigada, Guam 96921
1 Sesame Street, Mangilao, Guam



P.O.S.T. COMMISSION MEETING MINUTES
Thursday, April 30, 2015

I. Called to order. The P.O.S.T. (“POST”) Commission meeting of April 30, 2015 was called to order at 9:30 a.m., by Chief 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 in attendance were:

Mr. Robert Camacho, Chief, Guam Airport Authority;
Mr. Joey Manibusan, Asst. Fire Chief, Guam Fire Department;
Mr. Fred Bordallo, Chief, Guam Police Department;
Mr. Michael Reyes, Division of Aquatic and Wildlife Resources of Dept. of Agriculture;
Mr. Thomas Masga, Captain, Unified Courts of Guam Judiciary Marshal;
Mr. Joe San Agustin, Director, Department of Corrections;
Mr. Anthony M. Blas, Guam Attorney General’s Office;
Mr. David Afaisen, Superintendent, Department of Youth Affairs;
Dr. Mary A.Y. Okada, President, GCC.

Others in attendance: Geraldine Datuin, Lt. Governor’s Office; Faye Sanchez, DOC; Joey Terlaje, Judiciary-Marshal’s; from GPD: Ellery Paz, Mary C. Gillan, John Patrick Aguon, Michael Aguon, Lt. A. Paulino; N. Daukhety, John Barcinas, Westley Mabini, Elizabeth Flickinger; Bruce Flores.

II. Announcements and Documents Received.

Document(s)/Packet: 1/29/15 Meeting Minutes and 4/30/15 Agenda; Memo dated 3/16/15 from Chief Fred Bordallo addressed to the POST Commission regarding Law Enforcement Recruitment Initiatives referencing the Guam Police Department (GPD) Advance Police Officer Trainee Orientation Program and GPD Civilian Volunteer Police Reserve (CVPR) Academy Program; Memos/letters submitted by Chief Fred Bordallo from individuals endorsing the GPD Advance Police Officer Trainee Orientation Program and GPD CVPR Academy Program; POS Priority Task List 2013; Flyers, posters and information relating to preventing heat injuries, heat stress control and heat casualty management; Bill No. 71-33(COR), An act to require the Government of Guam to conduct a health assessment of Peace Officers prior to the implementation of Public Law 32-232, relative to the Peace Officers Standards and Training (POST) Physical Fitness Qualification Test (PFQT).

III. Approval of Minutes from previous meeting

For the record, there is a correction on page 6, as follows:

“approximately 350 hours training equivalent to 3-1/2 weeks training or can extend to 800 hours.”

The correction is to change 3-1/2 weeks to **8-1/2 weeks**.

MOTION

M/S/C (Judiciary-Marshal-T. Masga/GPD-Bordallo): Move to approve Meeting Minutes of January 29, 2015, with corrections. Unanimously approved, motion adopted.

IV. Executive Director – Pending Appointment/Hire. Dr. Mary Okada, President/CEO of Guam Community College informed POST that it will be interviewing two applicants for the position of POST Executive Director during the week of May 11, 2015.

V. Committee Report. No update at this time.

VI. Unfinished Business

At this time Chief Bob Camacho thanked President Okada for ensuring the paid publication of the POST meeting notices in the newspaper complying with the Open Government Law as recommended by the Attorney General from a previous meeting.

- Chief Bob Camacho also mentioned that he has been absent due to medical issues.
- Aware of discussions relating to subcommittees that should be developed.
- Subcommittees should meet for working sessions.

Before moving forward GPD Chief Bordallo brought up the issue of Unfinished Business as far as GPD's proposal regarding POST accepting GPD's training.

- He further explained that this was mentioned during the previous POST Commission meeting and asked for further discussion relating to this issue.
- POST members were asked from the previous meeting to consider GPD's proposal of certifying the Guam Police Department (GPD) Advance Police Officer Trainee Orientation Program and GPD Civilian Volunteer Police Reserve (CVPR) Academy Program.

Further discussions:

- There were issues regarding instructors being POST certified.
- CVPR instructors are not all adjunct instructors for GCC.
- Chief Bob wanted to ensure that by law said instructors should be certified.
- Chief Bordallo mentioned that POST should certify all agency trainings.
- Chief Bordallo questioned who the certifying instructors for the other agencies are.
- Chief Bob mentioned there should be a list of instructors that should first be certified, which has been part of the discussions in the past, however, at that time, the POST Rules and Regulations was in the process of being developed for passage by the Legislature and once accepted to proceed from that point.
- The POST Rules and Regulations were passed into law as Public Law No. 32-232.
- Chief Bob further mentioned that he wanted to ensure instructors are certified and it would be up to the POST Commission to certify.
- Chief Bob further mentioned that before the law was passed, there was a list of tasks that POST was mandated to do, the first one was to establish the Administrative Rules and Regulations for POST, which took time then move down the list to certification, etc.
- The list of tasks was provided to the POST members.

-Chief Bob also mentioned he does not doubt the training and just want to ensure mandates are followed.

Lt. Governor addressed POST members and recommended the best way to proceed is to consider establishing committees under the POST Commission.

-That some issues are more intricate than others for the Board itself to consider within the time it meets during the POST Commission meetings.

-Discussions/questions that will be brought up are:

- Is it the duty of the POST Commission duty to individually certify each of the instructors, trainers, institution, and the curriculum?

-Some discussions to bring up should be to what degree should the POST Commission be involved and as mentioned during the last POST meeting:

- Must identify how all training is going to be submitted, vetted, and approved such as subcommittees.
- Identifying timelines, if any for POST approval, such as internal trainings and how much POST has the authority to overview training.

-How would committee be responsible and how much.

-Don't want to do something prematurely without first establishing a procedure and at the end it might be reversed.

-Just want to ensure the value of the training is being honored.

There were further discussions regarding certification also with regard to educational credentials and in-service training.

T. Masga from Marshal's Office mentioned that in past meetings he has recommended that POST would need to develop forms and attach training documents.

-One way of document the instructors or courses these instructors are certified to teach, we should develop Certification forms for instructors.

-The Committee can then evaluate what was submitted including reciprocity forms.

-Once forms are approved, utilize these forms.

-Chief Bob mentioned should review all internal training within department and bring this before the POST.

Suggestion/motion:

-All training officers should meet before the next POST meeting and make presentation before the Commission by then.

-Right now it would seem as if things are in status quo, in limbo.

-Develop subcommittees with all training officers present.

-All agencies should be in charge of developing its training requirements.

-Once the subcommittees meet and make a decision, recommendations will be brought before the Commission without further delay.

-Chief Fred Bordallo agrees with no further delay and mentioned that 30 police reservists will graduate June 19, 2015 and will make the decision to apply either at GPD, Airport, Customs, etc., and don't want to see these graduates turned down due to non-certification.

More discussions:

-Recruitment is a very significant issue.

- Want to establish different committees.
- Staff should be a minimum of 3 POST voting members.
- Lt. Governor agrees that 3 should be voting POST Commission members.

There were further discussions:

- Lt. Governor cautioned that certification should be done with proper vetting.
- Without procedure in place this opens up criticism and a trend for others to follow.
- Integrity of POST Commission might be questioned.

There was a recommendation for training evaluation review and a checklist for certification.

- DOC recommended that training officers should be able to meet at least 2-3 times and address urgency of GPD.
- Does not want to jeopardize the mission of the POST Commission.
- Just need to identify credentials of instructors and see no reason to make a good decision on a vote before the June 2015 reservists' graduation.
- Chief Bob was in agreement with this recommendation.
- Marshals recommended again that proper forms should be developed for instructors/training to be recognized as certified.

MOTION

M/S/C (Judiciary-Marshals-T. Masga/GPD-Bordallo): Motion was made by Police Chief Fred Bordallo, seconded by Marshal Tom Masga that the Guam P.O.S.T. Commission accept and approve to certify the Guam Police Department (GPD) Advance Police Officer Trainee Orientation Program. Motion approved and adopted.

The following were present to vote:

1. Guam Police Department, Chief Fred Bordallo-yes.
2. Department of Corrections, Joe San Agustin-yes.
3. Judiciary-Marshals, Tom Masga-yes.
4. Fire Department, Chief Manibusan-yes.
5. Department of Agriculture, Michael Reyes-yes.
6. Guam Airport Authority, Chief Robert Camacho-no response.
7. Guam Attorney General, R. Blas-no response.

Chief Bob Camacho again asked for all agency training officers to meet next week in a working session for subcommittees to include establishing forms for certification.

VII. New Business

1. POST Task List 2015 Update. This list was provided to the POST Commission members and Chief Bob Camacho asked for all to refer to this at all the POST meetings to stay on task.

2. POST Subcommittees

As far as subcommittees, Chief Bob asked for volunteers to join.

-Subcommittees established:

1. Reciprocity, Chief Bob Camacho and Chief Fred Bordallo signed up for this
2. Leadership (example: Supervisory) and Ethics. Chief Joey Manibusan, Marshal Tom Masga, DOC Director San Agustin signed up for this.

-A meeting was scheduled next week for all training officers at the Airport Conference Room. More info to follow.

-Those interested may sign up with Chief Bob.

3. Physical Fitness Implementation – Health briefings, coordinators, heat casualty prevention

-Flyers and important information regarding heat casualty prevention were provided to all POST members.

-T. Masga informed POST that the Marshals have developed a physical fitness program so that when the POST begins its implementation, the Marshals will be better prepared.

POST were provided with a bill introduced in the Guam Legislature on April 6, 2015, by Senator Frank Aguon regarding the physical fitness portion of the POST Commission.

-Bill No. 71-33(COR) introduced is “An act to require the Government of Guam to conduct a health assessment of Peace Officers prior to the implementation of Public Law 32-232, relative to the Peace Officers Standards and Training (POST) Physical Fitness Qualification Test (PFQT).”

-Chief Bob Camacho mentioned there will be issues brought up with this.

-Agencies do not have a budget for this.

-POST currently do not have the budget as well.

-Chief J. Manibusan mentioned a health screening agreement with a clinic but with a certain health insurance company, which worked out for some individuals provided you were already under this insurance company. At the end, Chief Manibusan reported this did not work out.

-There was support with this bill as well as concerns such as the language and in the end, the overall costs, plus the health screening results such as disclosure, especially if individuals pay with personal funds.

-Chief J. Manibusan pointed out that there are federal laws that exist to protect everyone from disclosing medical records. Only information allowed to disclose is whether you are fit or unfit to participate in the fitness program.

-There is an upcoming public hearing regarding this bill and when it is scheduled all POST members are encouraged to attend.

-Chief Bob Camacho asked that if agency has not identified its fitness coordinator to do so and submit the point of contact to the Lt. Governor’s office via Geraldine Datuin.

4. SWAT Training and Qualifications.

VIII. Announcements – Police Week May 2015. All are invited to participate in Police Week activities during the week of May 11-16, 2015.

IX. Round Table Discussion

-For point of clarification the motion passed today was certifying the GPD Advance Training program.

-Part of the subcommittee meetings will involve the issue of certifications and DOA will be invited to attend.

X. Next Meeting Scheduled-9AM, Thursday, May 28, 2015.

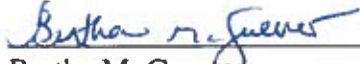
XI. Adjournment.

MOTION

M/S/C (Judiciary-Marshal-T. Masga/GPD-Bordallo): Move to adjourn meeting of April 30, 2015. Unanimously approved, motion adopted.

There being no further discussions, the meeting adjourned at approximately 11:09 a.m.

Dated this 27th day of August, 2015.



Bertha M. Guerrero
Recording Secretary