



**GUAM PEACE OFFICER STANDARDS  
& TRAINING COMMISSION (POST)**  
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**P.O.S.T. COMMISSION MEETING MINUTES**  
**Thursday, May 27, 2021**

**I. Called to Order.** The P.O.S.T. (“POST”) Commission meeting of March 30, 2021, meeting was called to order at 9:23 a.m. by the Guam Police Department Chief Stephen Ignacio, the POST Commission Chairman.

**Roll Call by Agency/Department:**

Member-agencies/other agencies: Please refer to the sign-in sheet. Quorum was established. Representatives from the Guam Police Department, Guam Airport Police, Guam Attorney General’s Office, Guam Customs & Quarantine Agency, Dept of Agriculture, Guam Fire Department, Unified Courts of Guam (Judiciary), Guam Dept. of Administration, Department of Youth Affairs, GIAA Aircraft Rescue Fire Fighting (ARFF), Guam DOE School Resource Officers, Dept. of Parks & Recreation.

Others in attendance: Dr. Richard Fee, Mr. Joe Taitano, PDN.

**Documents Received.** Document(s)/Packet: May 27, 2021 Agenda; March 30, 2021, P.O.S.T. Minutes; List of Government of Guam law enforcement agencies’ “Entry Level: Training and Salary.”

**II. Review and Approval of the Minutes of March 30, 2021.**

**MOTION**

**M/S/C: (Airport/ARFF): Motion was made to approve the Guam P.O.S.T. Commission Meeting Minutes of March 30, 2021, with corrections. Unanimously approved, motion adopted.**

**III. Chairman/Vice Chairman Remarks.** *None at this time.*

**IV. Interim Executive Director Remarks.** *None at this time.*

**V. Old Business.**

- a. Dr. Fee Presentation.** Dr. Richard Fee provided a PowerPoint presentation to the Commission.  
-Copies of this PowerPoint will be emailed to everyone.  
-This presentation relates to the POST Commission training, documentation and certification systems.

-Dr. Fee pointed out the purpose of the project, his research and recommendations. An outline of the PowerPoint is attached and is summarized below:

-Dr. Fee mentioned he is thankful for the support of both Chairman GPD Chief Stephen Ignacio and the POST Executive Director, Mr. Robert Camacho.

-This project started one and a half years ago when the Governor asked Dr. Fee to evaluate the POST Commission, review POST and find how to make it more effective.

**Dr. Fee explained that the sole purpose of the POST Commission is to professionalize Guam's law enforcement.**

-For the last 24 years, there was no attention given to the Commission.

**Purpose of the Project.**

- Conduct an independent evaluation of the current POST training and certification system.
- Recommendations for the improvements of the training programs AND certification of all Law Enforcement Officers on Guam.
- He first made this presentation to the Governor and Cabinet and received their feedback for this presentation.

- As a disclaimer, Dr. Fee explained he is not a law enforcement officer and his experience/expertise is in Administration, Program Development, Curriculum, Certification systems, training programs for LEOs, etc.

- Has been a Judicial Educator for Guam and has certified all the Marshals and Probation.
- These comments concern the POST Commission, not the individual agencies or their in-service training programs. The agencies are doing a good job with their training. However, as a POST Commission it has not documented the best it can.

-As things happen with the POST Commission, it never happened because it was not documented.

- POST has very little documentation of training or certification.

-This is the first comprehensive research study that has been conducted.

A paper survey was conducted approximately one and half years ago (received from the Governor's office), information was gathered, interviews conducted, training seminars were conducted to gather more information, discussed about Learning Management Systems at the Airport, and conducted more interviews.

A summary survey was conducted online. All the agencies were contacted and given issues/problems and asked to provide input for solutions.

A recommendation survey was then conducted. The bulk of the recommendations were provided to the agencies and asked if the agencies will support them.

Dr. Fee explained that he has been attending POST Commission meetings for the past six years now and has heard it all.

- There is nothing new that has not been discussed.
- Everything that is discussed has been discussed for 21 years.

**The POST Commission must finally act if it will continue to function.**

### **POST member recommendations.**

- POST agencies were asked if they would support the following recommendations which POST members had proposed.
- Almost all recommendations received 95-100% approval and one recommendation received only 48% approval.
- Dr. Fee mentioned we all know what needs to be done and just have to do it.

Law enforcement agencies are currently under tremendous scrutiny.

The media paints a very bad image.

Dr. Fee mentioned he has told Chief Ignacio he is amazed that the Chief has the courage to go out in public everyday due to the media constantly bombarding him.

That no matter what LEAs do, they cannot win.

The Guam POST Commission has the legal authority to improve this image. It's in the Guam Code Annotated.

**The Guam POST Commission's mission is to establish and set minimum standards for training, hiring, ethical conduct and retention of all law enforcement on the island.**

**POST has all the authority it needs to act, it's in the Guam Code Annotated, Title 17, Chapter 51.**

During the 6 years Dr. Fee has attended the POST meetings, the meetings revolved around the physical fitness tests.

-In March 2020, each agency was given authority to come up with its standards, to just do it.

-POST was also given the right to amend its own Rules and Regulations, which Dr. Fee mentioned he has not seen done with other agencies.

-Per the GCA, the Guam POST Commission has everything it now needs to make the Guam POST Commission the same as the National standards.

-The POST has yet to exercise this power/authority.

### **Most POST Commission meetings:**

-Everybody is trying to get the same thing.

-We have limited resources, all fighting for limited funds, tremendous competition among the agencies, have minimum vague standards yet agencies spend most of the time trying to figure ways not to meet those standards.

-In other organizations that Dr. Fee has seen, standards are set, organizations meet those standards and they help each other meet those standards.

-With the Guam POST, the agencies argue to try and lower the standards.

-A demographic of the number of law enforcement officers show a total of 1,220 for basic POST certification.

-The number for Guam Fire Department is for Category II.

-Did not include Category III in the demographics. *Please refer to the PowerPoint for the list.*

**SIDE NOTE:** The majority of the comments refer to the main law enforcement agencies, not the Guam Fire Department.

**-Dr. Fee's personal recommendation after feedback from everyone is that *the Guam Fire Department should not even be included in the POST Commission but included in their own Fire Commission.***

-GFD goals and objectives, responsibilities and training are very different except for a couple of the personnel in the Fire Department.

**RECOMMENDATION. Dr. Fee's first recommendation is that the first big step that has to take place and mentioned he believes nothing will happen without it is that the POST Commission needs a full-time Executive Director and 2 full-time administrative support staff.**

-Comparable to other Certification commissions. Every other Certification Commission on Guam has an Executive Director and 2 administrative staff. One is a Certification Officer whose sole responsibility is to review every application either annually as required and notify applicants. The second position is a part-time Administrative Assistant.

For budgeting purposes: Add 1.5 FTE administrative support staff over current budget for the Certification Officer and Administrative Assistant.

**A mini presentation was first provided to the Lt. Governor and Legal Counsel but was then informed that it should be presented to the Governor and the Cabinet. The PowerPoint was then presented as advised. Each topic was commented on and this recommendation for a full-time Executive Director with support staff was especially supported.**

A full-time POST Commission Executive Director was first hired in 2012, then a part-time paid Executive Director and then currently a part-time Executive Director voluntarily.

The first recommendation is to get leadership to focus on the POST Commission. It is Dr. Fee's personal opinion that 95% of recommendations herein could be implemented by a full-time Executive Director who can focus on the POST Commission.

**POST Commission and Guam Community College relationship.** This is a major conflict of interest and ethical issue. Per Title 17 Guam Code Annotated, Chapter 51, § 51102 (a) (1), "The Guam Community College (GCC) shall be designated as the State Agency for POST, and shall provide the administrative and professional services to the Commission."

### **History of POST.**

- For many years, there was no true support for the POST Commission.
- In 2011, GCC took in the POST Commission and provided support. Budget and office were then in place.
- Training agencies cannot certify their own training programs. As an example. The Guam Department of Education was certifying its Teachers until they got in trouble. Then in 2006, the Government created the Guam Commission for Educator Certification (GCEC) to certify the Teachers.
- Although GCC provides training, the POST Commission still has to be an independent agency.

As another example, the Guam Department of Public Health & Social Services Health Professional Licensing Office, sets and enforces standards and ensures they are National standards. The following licensing offices are under the purview of DPH&SS: Guam Board of Nurse Examiners, Guam Board of Medical Examiners, Guam Board of Examiners for Pharmacy, Guam Board of Examiners for Dentistry, Guam Board of Examiners for Optometry, Guam Board of Allied Health Examiners, Guam Board of Barbering & Cosmetology and the Emergency Medical Services (EMS).

The Guam Fire Department is required to be licensed under EMS and GFD is already having to be approved/commissioned/licensed by EMS.

**RECOMMENDATION: The Governor's office should take the appropriate steps to make the POST Commission an independent agency under the Department of Administration or similar to the independent status of the Guam Commission for Educator Certification (GCEC). This was one of the recommendations that was supported during the Governor's and Cabinet's presentation.**

GCEC - Has an independent board of community, training institutions, teachers, administrators and counselor representatives.

#### **POST COMMISSION STANDARDS**

**RECOMMENDATIONS: It is recommended that the POST Commission clearly state and publish the standards and training requirements for each category of law enforcement. (Training agencies should meet OUR standards). Should publish these standards on the POST Commission website.**

It is further recommended that the Guam standards be aligned with the national standards agreed upon by the other POST Commission in the national Compact agreement.

Dr. Fee has done research with other national POST Commissions and should follow these national standards.

As an example, Dr. Fee researched Nevada's POST Commission, which is aligned with forty-eight (48) other POST Commissions across the country. An individual that moves to another state with these same standards are able to be employed within that state. This is common with Teachers, you can be certified on Guam and be able to teach in California.

#### **POST NEEDS TO ASSIST WITH RECRUITMENT**

There is a chronic shortage of qualified applicants.

There is currently a job announcement for Customs & Quarantine which has been posted for a while but there is a problem with recruitment.

Many Associate and Bachelor Criminal Justice graduates do not enter the field. (Reasons to follow)

The POST Commission must **promote** the law enforcement profession to the Guam community. Need to run PSAs, which do not cost anything.

Need to help create a steady flow of qualified applicants who can pass the DOA and GCC English and Math entrance exams. Would need to conduct practice prep courses. This is one way the POST Commission can help.

Dr. Fee is a resource for these test preparation courses. Dr. Fee provided a table of Associate Degree and Bachelor Degree for Criminal Justice graduates. *Please refer to this table in the PowerPoint (Slide #28).* A small percentage of graduates enter the LE field.

**DEPARTMENT OF ADMINISTRATION – CJ ACADEMY CANDIDATES.** Dr. Fee asked the Dept. of Administration for a breakdown of candidates within the last five years who enter the academy. There is no track record of where candidates for the academies come from, their education background. The requirement so far to enter the academy is a High School Diploma. Dr. Fee mentioned we need to know where candidates are coming from. During training at UOG or GCC, we can promote the law enforcement field.

**HIGH ATTRITION RATE.** All the agencies have staff shortages. There is currently a high attrition rate of 8-10% per year. *Please refer to this table in the PowerPoint (Slide #30).* Based on the 1,220 certified under the POST Commission, the annual requirement for new recruits is 97-122 personnel just to break even. The Dept. of Parks & Recreation has only 2 employees working 24/7 to supervise 77 parks on the island.

*Please refer to the chart in the PowerPoint (Slide #31)* that shows a chart of employees who retired and resigned from Customs & Quarantine. This also shows a chart of the number of GPD recruits who resigned after completion of the academy in the first 2 years. There were 12 candidates who resigned which cost a total of \$228,000. It costs \$19,000 each for the Government to train these candidates.

#### **Need to get into a CAREER DEVELOPMENT MODEL**

**RECOMMENDATION: It is recommended that the POST Commission assist GDOE in re-establishing a high school law enforcement program.**

**Suggest a GDOE– GCC Partnership again.** The program will start in High School beginning with the 9th Grade. Dr. Fee spoke with Mr. Joe Sanchez and said he was interested. Dr. Fee also spoke with Senator Moylan and will be reintroducing a Bill that was proposed 2 years ago. This proposal will fund a GCC/GDOE High School program as a career path for students interested in public safety. Below is the setup.

- Begins in 9<sup>th</sup> grade,
- 1 class per year
- In Senior Year
  - Complete 2 college classes
  - Complete Selection Requirements
  - Community Service, a certain amount of hours such as CJ service.
  - First Aid, Active Shooter
  - Enter July CJ Academy
- **This will result in a POST Certificate.**

There are a lot of things that can be done for the High School program. This program is not something new. Most big cities have charter schools or magnet high schools for public safety and law enforcement. One program was from Dallas that is not a magnet high school but had a curriculum from 9th to 12th grade. To get more diversity, can start getting students on a track at an early age to include students from the FSM. When students complete the High School program, students can receive a POST Certificate similar to completion of a Junior ROTC program. This was done in the 80's and the 90's but then the program died. Dr. Fee read the newspaper that GCC/GDOE will be starting a pilot program with Tiyan High School.

### **MODIFICATIONS TO THE CRIMINAL JUSTICE ACADEMY SYSTEM**

The biggest complaint that Dr. Fee encounters from agencies wherever he goes is that the Criminal Justice Academy is not meeting the needs of any of the agencies\*. Dr. Fee explained that to be fair with GCC, GCC was never informed of what the standards were. As an example, Criminal Law is taught from the text and not related to reality.

(\*POST Commission has never determined the required standards.)

#### **Specific ISSUES are:**

- POST has never evaluated the Academy to see if it meets any of the POST standards.
- Course based model as opposed to Problem Solving/Blended approach. Dr. Fee mentioned that 90% of the Academies across the country do not teach courses. It is an Academy that has law, procedures, investigation, etc. All of it is blended into the 5-6 months of the Academy. Academies across the country do not do 11 days of Law and then 11 days of Procedure. It is blended and is problem solved. Dr. Fee mentioned that research is really clear that the Academies that follow the blended approach had much better results than those who tried to follow a textbook type of approach.
- 11 half day classes per course. Dr. Fee mentioned the 11 half day per class is the most “uneducationally,” unsound program that has ever been devised in the history of education.  
-You cannot take 18-19 year olds and place them in a classroom for 11 half days and teach them Criminal Law with this approach. Approximately 79% in their freshman year will drop out because it would be challenging and tough to pass. Many barely pass the English test and putting them into a Criminal Law class with this method is tough.  
-Dr. Fee spoke with the instructors who have gone along with the curriculum and said that they are teaching this method to the students what they learned in 2 years. It's not relating in any way to problems.
- Lack of coordination between courses. Instructors do not sit down with students and work it out.
- No checklist of performance objectives in each class – (instructor experience). Dr. Fee mentioned he gave something from Vermont and other agencies do this. Every class you teach have what you are supposed to be able to do. What have you presented, what have you demonstrated, and what have they demonstrated that they know?
- There is a lack of specialty courses for many agencies, i.e. Port, Airport, Parks etc.
- Instructors have been given limited or no training on teaching methodology, assessment methods, curriculum development, etc. (Military).
- POST has not evaluated or approved or certified the Academy instructors?

#### **TASK FORCE – Evaluate CJ Academy.**

**-Instructors have not really been truly trained.** They are good people and some are very experienced. No one has really sat down with them and worked with them. Recommend a POST Commission Task Force to evaluate the curriculum.

**RECOMMENDATION: It is recommended that the POST Commission create a standing Education Task force to evaluate the Criminal Justice Academy curriculum and teaching methodology. Avoid 11-day classes, bring in more problem solving (Problem approach), etc.**

-There are tremendous examples from Nevada, Seattle, and from all around the country. The Guam POST can copy these and know they are doing the right thing.

#### **INSTRUCTORS CJ ACADEMY - TRAINING**

**RECOMMENDATION: It is recommended that all instructors assigned to an Academy attend a minimum 2-day Orientation program to review the overall curriculum, appropriate teaching methods, and checklists for skills and knowledge.**

-In the beginning of every Academy, the instructors should attend a 2-day Orientation. Map out what is currently being taught, their teaching method and show instructors the method of teaching maybe 30 hours spread out into maybe 6 months instead of the 11 half day courses.

-As an example, one day teach Burglary. Bring in a lawyer to speak about the law concerning Burglaries to include the local law. Another topic is Investigation and have the individual come in to show methods used for investigating and Procedures, etc.

Truly believe that Guam is doing good when it comes to law enforcement. But POST is lacking in enforcing standards for law enforcement.

#### **BASIC CRIMINAL JUSTICE ACADEMY (5 MONTHS)**

**RECOMMENDATION: It is recommended that GCC reorganize the basic Criminal Justice so that the 31-credit certificate program will be completed in 5 months.**

After High School graduation in June, students have gone through the program and then started the CJ 5-month basic program.

##### **5 - Month Basic Academy:**

The 6-month academy is reduced to 5 months of basic law enforcement training.

Recruits are evaluated and placed in various agencies based on selection criteria.

This is the basic 31 credit Criminal Justice Certificate. Fitness course will be made a part of this.

*The POST Commission will award a Basic Certificate.*

##### **Advanced Criminal Justice Academy – 1 Month.**

**RECOMMENDATION: It is recommended that GCC and each agency work together to create a 1- month advanced academy to meet their requirements. New credit bearing courses should be created to meet specific agency requirements. Candidates rank their choices, interviewed, and selected.**

New credit bearing courses should be created such as a standard course, a special topic course, such as SOPs, etc.

##### **1- Month Advanced Academy:**

Recruits will complete one intensive month of training in their selection agencies.

All agency training will be college credit for courses related to specialty. (Transfers)

*The POST Commission will award an Advanced Certificate in specialty areas.*



### **On The Job Training:**

-Recruits will enter a **formal 1-2 year On The Job Training program** in their agency.

This will be a clearly defined set of agency training courses and online courses.

***The POST Commission will approve this training program.***

Agencies already have this in place. POST is already required to evaluate and approve this training. POST just hasn't done it.

**POST Commission Criminal Justice Academies.** Agencies seeking the one qualified candidate. Everybody is fighting for the same person who can pass an English test. But how do small agencies get recruits?

**Current Recruitment Process.** The current process is an agency works with DOA, the recruiting agency. Recruits are trainees and security guards and attend the next CJ Academy. After recruits are done with the Academy, they go back to their agencies.

As to how small agencies recruit? It is recommended that the POST Commission and DOA take on this recruitment responsibility.

**Proposed Recruitment Process.** This process eliminates the agency working individually with DOA to recruit. It would be the POST Commission working with DOA to recruit for the CJ Academy (Basic Academy) in cooperation with the agencies. Hopefully there will be enough recruits to go to the individual agencies to avoid having trainees or security guards. After the Basic Academy, they can interview, list their choices and go on to the Advanced Academy. Agencies will get a pool of recruits.

**RECOMMENDATION: It is recommended that the recruitment responsibilities for all law enforcement be conducted by the POST Commission and DOA (cooperate with JOG, Port, GIAA). Individual agencies would no longer recruit and conduct their own academies.**

### **Fairness Doctrine.**

**RECOMMENDATION: It is recommended that a *Fairness Doctrine* be implemented so that all agencies receive qualified trainees from each Academy.**

*80% of agencies will never have enough applicants for their own Academy. Refer to the PowerPoint Slide #50 for the list of agencies under Fairness Doctrine.*

### **Increase the number of CJ Academies:**

**RECOMMENDATION: It is recommended that GCC offer CJ Academies quarterly to assist in increasing the number of law enforcement officers. (4 times a year).**

- EXAMPLE: GPD conducts one academy for 22. If we could run 4 general ones, it will give them under Fairness Doctrine  $4 \times 10 = 40$  per year spaced out for better orientation into the department.
- Average Academy is 22-30; 4 Academies = 88-120, that is break even with normal attrition.

### **How do you get a stream of candidates?**

- Stop fighting each other for bodies
- Centralize the process – one recruiting agency – One Stop Center for Law Enforcement. POST Commission to service this center, it might work.

- Run workshops on how to pass exams
- High school feeder programs
- Need Constant Public Service Announcements and Media Interviews Promoting The Profession (Free)

**Pay back provision - \$19,000.** It is recommended that a \$19,000 pay back provision to the Government be implemented for recruits. This is the cost to put a recruit through an Academy. (GPD lost \$228,000 when 12 recruits quit within the first 2 years.)

**RECOMMENDATION: It is recommended that all applicants who are admitted to the Criminal Justice Academy sign a Pay-Back agreement of 2 years with the Department of Administration.**

**Enforce Certification Requirements.** The POST Commission has not done this. Examples for certification are requirements for a Firearms License, First Aid, etc. This is the law. Has to be documented and enforced. As an example, if Teachers don't have their certification, they are unable to teach.

**RECOMMENDATION: It is recommended that the POST Commission enforce the rules and regulation that state all certified officers must meet current *annual* certification requirements or lose their certification.**

**Training and Certification of All leaders.** This is the law and is serious.

**RECOMMENDATIONS: It is recommended that the POST Commission implement the current rules which require it must determine standards and certification for all supervisors, managerial and executive leaders of ALL POST agencies.**

**LAW: (11) establish supervisory, managerial, and executive level standards and certification for the agencies covered by this Chapter.**

**5 - Year License Renewal Plan.**

**RECOMMENDATION: It is recommended that the POST Commission implement a 5-year formal renewal of certification based on professional development and agency recommendation.**

**Professional Development Requirement.**

**RECOMMENDATION: It is recommended that all certified officers complete a minimum of 30 hours of professional development training each year as assigned by their agency. The officer must show 150 hours of training for renewal of their 5-year certificate.**

**Task Force– Fees For Services**

**RECOMMENDATION: It is recommended that the POST Commission create a special Task Force to determine the type, amount and method of collecting the appropriate fees.**

\$50 is already mandated for an initial certificate. 1,220 LEOs x \$50 = \$61,000. (never collected)

**Define Categories.**

**RECOMMENDATION: It is recommended that anyone who functions in the role of a law enforcement officer should be fully certified in Category 1, 2, or 3. Clear standards should be established for each category. What are the qualifications and category of Security Guards, Trainees, SRO, Counselors, Mayors, etc.?**

**Medical Waivers.** The law states that medical waivers cannot be out in the field with a gun and means should be behind a desk. We have to look seriously at medical waivers.

**RECOMMENDATION: It is recommended that any law enforcement officer who is given a medical waiver for the agency’s required physical fitness examination be removed from all duties involving field work - desk job.**

**Learning Management and Certification System.** The Judiciary has been using this system. The Airport and the Port are currently using this.

**RECOMMENDATION: It is recommended that the POST Commission adopt the *Lexipol Police1* Learning Management and Certification software system to document all training from recruitment to retirement.**

It is recommended that LMS include the Certification module to track certification. Just need funding.

**Learning Management System Network. *Please refer to PowerPoint Slide #62 for this system layout.***

**Learning management system features:**

- Document all training from recruitment to retirement
- Provide over 500 nationally approved online training courses to law officers. (POST approved)
- Repository for all agency courses approved by POST.
- Issue certificates for training and certification.
- Remind officers and agencies about re-certification requirements.
- Publish lists of non-certified officers.
- Officer records accessible by officer, supervisor and agency.
- Records can be easily transferred during agency transfers. (or employment on mainland)

## **RECRUITMENT PROCESS and SALARIES**

**Current salary scale. *Please refer to the PowerPoint, Slide #64 for this.*** A copy of this matrix was provided to the Commission listing the agency salaries for “Entry Level: Training and Salary.” Each Agency is listed to include the hourly rates for entry level positions. The Governor and the Cabinet members were very concerned about this and did not realize how bad it was. Most of the entry level positions and for PO1s are mostly \$11.87, some are \$13.44.

**Comparison - the Competition. *Please refer to the PowerPoint, Slide #66.*** Dr. Fee provided a comparison of salaries with some of the states for Academy level and entry level such as San Antonio at \$22.05/\$26.35, Las Vegas at \$23.77/\$25.01, Seattle at \$32.15/\$40.05 and Fremont \$47.50/\$52.25. Most of Guam’s salary for Academy/Entry Level is \$11.87 for both.

## **POST Unified Salary Scale.**

HOWEVER, the number one deterrent to this career is not fear of bullets – it is MONEY.

## **Unified Salary Scale (48%).**

**RECOMMENDATION: It is recommended that the Legislature pass Bill 34-36 for the POST Commission to conduct a 6-month *study* to research and recommend, if possible, a Unified Salary Scale for all law enforcement like teachers and nurses.**

## **Unified Salary Scale – POST SURVEY**

We asked agencies if they would support the POST Unified Salary Scale

We got a mixed response. 48% said YES with capital letters. We got a few NOs with capital letters.

Most of the mild NOs were concerned about 3 issues –

- 1) Government of Guam would reduce the salaries of the higher paying agencies
- 2) How do you handle education and rank placement between agencies, and
- 3) POST Commission would need staff to handle it.

Adelup has assured us they will never reduce salaries, so there is hope all salaries will rise. And POST will get the needed support staff.

**MONDAY – PUBLIC HEARING.** A public hearing was held on Monday, May 10, 2021, for a unified pay scale for law enforcement officers. The bottom line is salaries must be raised. Bi-partisan support is very positive.

Concerns:

1. Leadership
2. Staffing
3. Budget
4. Time to conduct it

Senators are looking at staffing and budget.

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**Below is a summary of the recommendations per the PowerPoint presentation:**

- **Hire full-time Executive Director with staff**
- **Hire full-time Executive Director with staff**
- Make the POST Commission an independent agency
- State our standards in addition to PFQT
- Centralized the Recruitment Process – One Stop (PSA)
- Assist in creation of high school feeder program
- Learning Management and Certification System
- Implement Certification System
- Annual
- 5 Year
- Define Categories 1, 2, 3 - agencies and standards.
- Medical Waivers – What are duties?
- Centralized POST Criminal Justice Academies
- Revise Criminal Justice Academy
- Task Force to Evaluate/Certify
- Increase number of academies (5+1 Model)
- Remove 11-half day courses
- Fairness Doctrine for placement
- Orientation, training and certification of Instructors
- Payback Provision
- Determine Professional Development requirements.
- Determine Fees for Services and Methods of Collection.
- **Unified Salary Scale**

*Dr. Fee's personal recommendation, "free the GFD."*

**Nothing will happen until POST gets full-time leadership.**

**The PowerPoint has gold stars on slides of recommendations that the Governor and Cabinet Members support.**

Input from GFD, that all the agencies are suffering, especially with funding. Asked how many agencies are thriving. Believes in agencies getting nationally accredited.

**b. POST Decertification.** During the March 30, 2021 POST meeting, the Chairman asked the Commission for input/recommendations regarding POST Decertification. However, at this time, this item was tabled for the next meeting.

**VI. New Business**

**a. Resolution re Guam P.O.S.T. Executive Director Position.** The Commission was provided with a copy of a Resolution for a full time/unclassified Guam P.O.S.T. Executive Director.

-The POST Commission would adopt the pay grade recommended by the Guam Department of Administration as Executive Grade E-T.

-This position would have to be recommended and approved by the POST Commission, appointed by the Governor and then confirmed by the Guam Legislature.

-This position is in line with Dr. Richard Fee's recommendation for a full time Executive Director.

-The Resolution will include the POST Commission logo.

-In order to provide an opportunity for the Commission to review the Resolution presented today, the Chairman asked members to provide input at the next POST meeting and anticipate adopting at said next POST Commission meeting.

**VII. Next Scheduled Meeting.** Thursday, June 10, 2021, at 9:30 a.m. in the GCC Learning Resource Center (GCC Library), however this is subject to change.

**VIII. Announcements.**

At this time, the Chairman announced that an election will be held at the next meeting for the next Chairman and Vice Chairman, which is elected every two years.

The Chairman also mentioned that by law, per GCA Title 5, Chapter 51, POST Commission voting members would have to designate a representative in the event the Director is not available to attend a meeting. The Chairman asked agencies to update its designation letter and submit it to the POST Commission.

**IX. Adjournment.**

**MOTION**

**M/S/C: (ARFF/DYA): A motion was made to adjourn the meeting of May 27, 2021. Unanimously approved.**

There being no further discussions, the meeting was adjourned at approximately 11:25 a.m.

/s/

Dated this 10th day of June 2021.

\_\_\_\_\_  
Bertha M. Guerrero  
Recording Secretary