



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

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**P.O.S.T. COMMISSION MEETING MINUTES  
Thursday, June 21, 2019**

**I. Called to Order.** The P.O.S.T. (“POST”) Commission meeting of June 21, 2019, meeting was called to order at 9:00 a.m. by the POST Chairman, Stephen A. Ignacio, assisted by Mr. Robert “Bob” Camacho, POST Commission Executive Director, was held in Room 112 in the Learning Resource Center (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 GPD, Guam Airport Police, Guam Customs & Quarantine Agency, Department of Corrections, Unified Courts of Guam-Probation, Department of Youth Affairs, Aircraft Rescue & Fire Fighting (ARFF), Guam Community College.

**Documents Received.** Document(s)/Packet: June 21, 2019 Agenda; April 12, 2019 P.O.S.T. Minutes; Question & Answer Information sheet regarding Title 27, Guam Administrative Rules, Chapter 3, Guam P.O.S.T. (Peace Officer Standards and Training) Commission; LE Bridge Academy Survey from J. Pete Roberto.

**II. Review and Approval of the Minutes of April 12, 2019.**

**MOTION**

**M/S/C: (Customs/ARFF): Motion was made to approve the Guam P.O.S.T. Commission Meeting Minutes of Friday, April 12, 2019, with corrections. Unanimously approved, motion adopted.**

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

**IV. Executive Director (Remarks).** *No remarks at this time.*

**V. J. Pete Roberto - Law Enforcement Bridge Academy.** Mr. Roberto gave a presentation on a proposed Law Enforcement Bridge Academy.

-The proposal is due to various requests from law enforcement personnel to participate in a Criminal Justice Academy, which some are due to initiatives with being POST compliant.

-There are challenges facing these law enforcement personnel due to staff shortages, which is a reality in taking time out from their jobs to do this to be POST compliant.

-This proposal is to assist these personnel.

- The idea is to propose a flexible schedule, a bridge academy schedule, which could also serve as a reserve academy.
- The concept is a bridge is recognizing personnel to become certified with a couple of classes creating a bridge for them.
- It is a restricted academy, not a traditional academy but to only law enforcement personnel who are approved to attend.
- Due to this being on campus at GCC, there will be advisement (counseling) to ensure proper guidance is provided and that personnel will be attending the right courses with a particular schedule to obtain the minimal requirement, which is the Certificate of Criminal Justice, thus leading to submission of a POST Certification application.
- To start this, there would have to be a few components as to how this works.
- Would have to identify who are the law enforcement agencies that will be participating.
- Who would ensure these agencies have the time and the ability to ensure their personnel can attend.
- In order for this program to work, it would have to be a shared responsibility and would have to collaborate with each agency's HR Departments.
- That this has been done with the Judiciary Probation Officers and Marshals with the assistance of its HR.
- Some of the classes would need subject matter experts and some agencies will be called upon to share some of their talents to become instructors, which could be an opportunity of shared responsibilities.
- Another important and critical component is data collection because there is no data as to which law enforcement officers would have to become POST certified.
- GCC would like to conduct a survey to help GCC obtain a comprehensive look as to what course population that would be.
- As an example of how the survey would help is there might be less who would need Criminal Investigations and more that need Defensive Tactics. This helps in mapping out courses that are most needed.
- By knowing the course population this helps GCC in creating a course schedule and how many sections for that schedule to happen, which is the reason why data plays a critical role.
- A survey is important in capturing data to assist agencies in what is needed.
- Once data is collected, then the next step is to report data outcome to the Commission as to what is needed.
- Once data is known then the next step is a proposal to the POST Commission for a Bridge Academy, which includes the implementation phases from advisement, taking classes, through completion, etc.
- The proposed survey was presented to the Commission via a PowerPoint and handouts. Please refer to the survey.
- At the end of the survey, it will show the individual what is needed to complete with a Certificate, not what has already been taken.
- Mr. Roberto pointed out the Math and English is a requirement for a Certificate in Criminal Justice, although the Math is no longer required for employment.
- Again, the survey is a data tool and will capture what is needed. Mr. Roberto will send a link to the survey. This survey can also be filtered to review each agency's data.
- There was a recommendation to include questions relative to the "grandfather" clause.

-There was discussion regarding an 8 hour course that Dr. Fee from Judiciary conducted a course in Disability Awareness, which was adopted by the POST Commission. That Nicky, another instructor, might be able to teach the same class.

-Public Health also has workshops and might be able to collaborate with them and if requesting as a POST Commission, they might be able to assist.

-Mr. Roberto mentioned that courses could be taught at GCC, or collaborate with agencies as to courses needed for POST Certification.

-Mr. Roberto also mentioned it would be most efficient to update the Course Guides and plug in the courses.

-There were discussions regarding courses that could be equivalent to GCC courses for POST Certification if an individual attended UOG, or another institution. That Learning Outcomes is the key if looking for course equivalency.

-Mr. Roberto announced that during the Spring Criminal Justice Advisory meeting, beginning January 2020, the Academies will now running January and June, respectively, and none in between.

-That this will help the agencies better plan especially with recruitment with DOA.

-To clarify, Mr. Roberto explained that the Academy is part of the Criminal Justice (CJ) Certificate. It is called an Academy to be part of the culture to create the environment of law enforcement. It is not a separate component. The academics still has to be completed prior to entering the CJ Academy.

-In the regular semester, students have to take Math and English, CrimLaw, CrimPro, and Intro to CJ leading into the Academy and dressed in uniform.

-The summer program, which is the Academy, are the tactical courses consisting of eight (8) classes offered such as Officer Survival, EVOC, Firearms, Criminal Investigation, Interpersonal Relations, etc., which are not offered in the regular semester.

-The goal is to complete the Certificate in one (1) year.

## **VI. Old Business**

**a. Post Certification Draft Forms (updates).** The forms will be provided to the members when they are finalized.

## **VII. New Business.**

**a. Acceptance of Executive Director.** Before Mr. Dennis Santo Tomas retired, he asked Mr. Robert (Bob) Camacho to assist as an Interim Executive Director during his absence in anticipation of his return. However, this would have to be accepted by the POST Commission. To date, Mr. Camacho has been assisting the POST Commission.

-The POST Chairman, GPD Chief Ignacio, informed the Commission that Mr. Robert Camacho has agreed to continue and assist the Commission.

-The Chairman then asked the Commission if they agree to the nomination of Mr. Camacho as an Executive Director. The following motion was then made:

### **MOTION**

**M/S/C: (Customs/ARFF): Motion was made to appoint Mr. Robert (Bob) Camacho as the Executive Director for the Guam P.O.S.T Commission until upon return of the former**

**Executive Director, or until a more definite status for Mr. Robert Camacho is determined. Unanimously approved, motion adopted.**

**b. Grandfathering of POST Requirements.** The Executive Director informed the Commission that he will continue to work on all issues that are pending, those affecting the POST Commission and try to resolve them, including public inquiries. He will also continue to work with Mr. Pete Roberto from GCC.

The Executive Director informed the members that he sent out an email. He provided the Commission with information regarding POST Certification and the law pertaining to the “grandfather” clause.

-Mr. Camacho reiterated the public law regarding employees hired prior to December 30, 2014 and those employed ten (10) years prior to September 7, 2007.

-That it is extremely critical that the Commission under this so as not to worry the officers about their status because they are already qualified.

-Mr. Camacho met with the Director and other personnel from the Department of Administration a few weeks ago regarding the “grandfather” clause and testing applicants and are working together to find a resolution.

-That there are 2 different statutes regarding these issues and how it applies to the officers.

-He encouraged members to ask questions.

Airport Police Chief Vince Naputi mentioned the biggest issue they currently have is that there are positions that are currently open and HR job announcements requires POST Certification.

-He has a list of officers that qualify under the “grandfather” clause and are given a ten (10) day extension (July 2, 2019) to meet the requirements per the job announcements.

-The Airport Police are ready to submit the list to Mr. Camacho now that he has been officially appointed as the Executive Director.

-Mr. Camacho will review these to meet the deadline.

Members were seeking clarification regarding the “grandfather” clause if it was pre-1997.

-Chief Naputi mentioned that the law is clear regarding this and that he spoke with a former Senator, who was a Senator during the time the law was passed and explained the same way that Chief Naputi’s Judiciary training staff read the law.

-The former Senator informed Chief Naputi that it is clear there are two different groups of officers whereas the Court only looked at pre-1997 and ended up stressing its officers.

-These employees were going through testing including being profiled, which was not necessary especially those who ended up being injured.

-Since then, standards were being adjusted.

-Another member also explained that officers were getting injured.

A question was raised regarding promotions with certifications, whether they were still qualified and Mr. Camacho explained there should not be any issues with promotions because the officer is already in, employed.

-Other clarification was sought, if an officer was employed before December 2014, would that officer still be “grandfathered” in. Mr. Camacho said yes he qualifies but agencies have to ensure dates of employment are accurate.

-Mr. Camacho also mentioned for clarification that POST Certifications previously approved by Mr. Dennis Santo Tomas, the former Executive Director, should remain in good standing.

-Mr. Naputi explained his reason for clarification is because when the survey is issued it will affect the officers.

-Another question was raised regarding employees seeking reemployment and Mr. Camacho explained the “grandfather” clause still applies and would have to look at dates of employment.

-The Executive Director encouraged all the officers to participate in the survey.

-Mr. Camacho will follow up on all POST Certification Applications for Judiciary, AG’s, GDOE SROs and GPD that were previously submitted to the former Executive Director. He also asked the members to email him.

**c. Transcripts Needed for POST Certification.** There were still questions regarding fees for transcripts. The Executive Director will follow up what is required by the GCC Admissions for the POST Training Verification Request forms.

**d. Testing by DOA.** Regarding the English proficiency testing with DOA, the Executive Director sent an email to all members with a reply email from DOA to clarify this issue.

**e. Process for Submission.** Requests for Verification is first reviewed by Ms. Tina Quinata, the Registrar with GCC Admissions then submitted by applicants to the Executive Director or Administrative Secretary for further processing.

**VIII. Meeting Scheduled.** July 25, 2019 subject to rescheduling.

**IX. Announcements/Discussion.** The Executive Director also encouraged all members to email or contact him should they have any other issues, or questions.

**X. Adjournment**

### **MOTION**

**M/S/C: (DOC/ARFF): A motion was made to adjourn the meeting of June 21, 2019. Unanimously approved.**

There being no further discussion, the meeting was adjourned at approximately 10:00 a.m.

/s/

Dated this 25th day of July 2019.

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Bertha M. Guerrero  
Recording Secretary