



**GUAM PEACE OFFICER STANDARDS  
& TRAINING COMMISSION (POST)**

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**POST COMMISSION MEETING MINUTES**

**Friday, August 1, 2024**

**I. Called to Order.** The P.O.S.T. (“POST”) Commission meeting of August 1, 2024, was called to order in the Guam Community College Learning Resource Center, Room 112, at 10:32 a.m. by the Guam Customs & Quarantine Agency, Chief Vince Perez, the POST Commission Chairman and assisted by the Executive Director, Mr. John Q. Lizama.

**Roll Call by Agency/Department:**

Member-agencies/other agencies: Please refer to the sign-in sheet. Quorum was established. Present are representatives from the Guam Police Department, Guam Airport Police[ Guam Port Authority Police; Guam Office of the Attorney General; Guam Customs & Quarantine Agency; Guam Department of Corrections; Department of Agriculture, Div. of Aquatic & Wildlife Resources; Unified Courts of Guam, Office of Probation; Department of Administration, Personnel Services Division; Department of Youth Affairs.

**Documents Received.** Document(s)/Packet: August 1, 2024 Agenda; April 5, 2024 P.O.S.T. Minutes and POST Proposed Curriculum.

**II. Review & Approval of Minutes – April 5, 2024.**

**MOTION**

**M/S/C: (DYA/GPD):** Motion was made to approve the Guam P.O.S.T. Commission Meeting Minutes of April 5, 2024, with corrections. Unanimously approved, motion adopted.

**III. Chairman/Vice Chairman Remarks.**

The Chairman mentioned he had no remarks today and the Vice Chair was not present today. The Executive Director was also given an opportunity to provide remarks but none at this time.

**IV. Old Business.** The Executive Director recommended the Commission to move Items #1 and #2 under Old Business to New Business. The following motion was then made:

**MOTION**

**M/S/C: (DYA/DOC):** Motion was made to move Items #1 and #2 under Old Business to be discussed and added to today’s discussion under New Business. Unanimously approved, motion adopted.

## **V. New Business**

At this time, a motion was made as follows:

### **MOTION**

**M/S/C: (DOC/GPD) A motion was made to allow Guam Congressman James Moylan to address the Commission. Unanimously approved.**

Congressman Moylan addressed the Commission, as follows:

- Was here before the Commission when he was a senator and wanted to do things to get the POST started and funded, glad to see it up and running with great leaders present, which he appreciates.
- Now in Congress, the Marine Corps Barracks has been established on Guam.
- That he recalls while he was a Parole Officer, the firing range was inadequate.
- There were discussions with the POST leaders, Congressman Moylan's staff and representatives from the Marine Corps Base Camp Blaz, the Colonel and the personnel running the Camp Blaz's firing range.
- A meeting was held at the Congressman's Guam Office to discuss utilizing the Camp Blaz firing range for this POST requirement.
- The initial discussions were favorable and the Colonel mentioned this is something that they can move forward with since the Marines have not yet moved to Guam.
- The Colonel also mentioned that he will work with the Commission on this for all the Peace Officers in each agency.
- September 2024 is the anticipated month for this to happen.
- The Congressman gave an opportunity to answer any questions and also mentioned he will continue to work with the POST.
- The Congressman also mentioned that Chief Ignacio was very instrumental in getting the firing range discussions started.
- That there is a great relationship with the Guam Peace Officers protecting our island and our nation with the Marines and thanked everyone for their dedication.

The Exec.Dir. announced he will coordinate a site visit with each of the agencies' training personnel to see the different firing ranges and what is available.

- Anticipate utilizing of the different firing range to begin in late fall this year, however, there is a safety training requirement by Camp Blaz
- GPD previously coordinated with Camp Blaz to utilize its firing range and will be the first agency scheduled to use it.
- The Exec.Dir. advised the Commission to not overuse the firing range and that each agency will be slowly scheduled with the Range Control personnel at Camp Blaz.
- That there are still administrative issues that has to be handled with the POST and Camp Blaz, especially with the initial site visit next month.
- The Exec.Dir. will provide further information regarding this initial site visit and for each agency to provide the names of individuals that will be representing their agency.

The DOC Director mentioned to the Congressman that there is some technology with firearms simulation due to ammunition being very expensive.

- Had a great experience at the Air National Guard on island with their firearms simulation on Boss's Day.
- Had an opportunity to shoot with this firearms simulation while General Lizama with the Guard was there.
- He further explained his experience that it was indoors with a shoot, no shoot simulation that can give your score of how many rounds you shot, or missed.
- Mentioned that GCC and GPD used to have a firearms simulation in the past.
- Chief Ignacio mentioned that GPD was awarded a new Federal grant to obtain a shoot, no shoot simulators.
- DOC further mentioned that with this technology it can provide different scenarios of situations such as an active shooter and this is something that could be utilized also even without a firing range.

The Exec.Dir. mentioned that Camp Blaz was provided with the total number of Peace Officers estimated at 1,200 to 1,500 that will be utilizing the firing ranges.

- Intent is to start with the larger agencies.
- With GPD starting first, they already have things in place and have also already did a site visit.
- With the Commission, need to identify who will be the point of contact for each agency to familiarize and be trained with the Camp Blaz operations and the range control procedures.
- Anticipate utilizing all of the different ranges available such as a Mason and Scag firing ranges.
- Did advise the Camp Blaz POC that that for some of the special operations & tactics and special enforcement teams, the need for their mount courses is vital for the training needs for the POST Commission.
- That the site visit is critical to know the capabilities and requirements before finalizing the agreement with Camp Blaz.

1. POST Chairman's Letter to the Governor. The Chairman explained that a letter that was written to Governor Lou Leon Guerrero. As a result, a meeting was held with the Governor, and she is supportive of some of the initiatives for the Commission, and part of the initiative will be discussed. The Chairman called upon the Executive Director to provide further details. The Exec.Dir. referred to Item #1, namely, the General Force Leadership Structure Tier, and explained the following:

- A meeting was held with the Chairman, Exec.Dir., Chief Ignacio and Chief Peredo myself, Chief with the Governor, the Lieutenant Governor, including representative from Department of Administration
- That there's been a long-standing issue that the Commission is required to do, which is to develop law enforcement, pay structure, leadership structure.
- Unfortunately, as a Commission, we only have one full time person, which is the Exec.Dir.
- In discussion with the Governor and Lt. Governor, we requested that the Commission be able to hire a Personnel Specialist.
- The Personnel Specialist is going to look at the law enforcement structure tier, its requirements, and where everybody is in this structure.
- The Exec.Dir. further explained that he advised the Governor and Lt. Governor that a Personnel Specialist is needed because one of the things needed as an organization is to ensure that all of the position descriptions are updated.
- The Personnel Specialist will work with agencies that need to update their position descriptions.
- Referring to the Hay Study for law enforcement, that is the intent.

- Will work with the Personnel Specialist, the Department of Administration and the Exec.Dir. with each of the agencies individually to make sure each of the agencies update their position descriptions .
- Updating the position descriptions should be done before positioning individuals based on the tier structure.
- Need to make sure individuals are well informed of their basic duties and responsibilities.
- This will be difficult if position descriptions with duties and responsibilities are not updated.
- Because there are a lot of agencies, there are numerous positions within those agencies.
- The Exec.Dir. advised everyone to look into this with their agency heads.

**Next on the Agenda is under Old Business regarding the medical, medical programs and medical profiles, including the decertification process.**

The Exec.Dir. explained the following that has to be done:

- In working with DOA personnel, discussions to be addressed is looking at solidifying the medical profile program with the possibility of standing up a comprehensive occupational medical program.
- Would have to develop the Rules & Regulations for the POST Commission's Decertification process.
- That there is a lot of things that has to be done by the Commission and although will not happen right away but is a work in progress.
- Once the Commission moves forward on these there will be meetings such as with DOA, with agencies, and with individual Peace Officers.
- The Exec.Dir. reiterated getting position descriptions updated and that the qualifications are important such as what is the current minimum qualifications for each position, and what is projected it to be.

2. Administrative Support. The Exec.Dir. informed the Commission that the Commission is anticipating to hire support staff.

- As mentioned earlier herein, the Commission would need a Program Specialist.
- A Program Coordinator III will be recruited as a training coordinator to assist the Exec.Dir. and to work with the training and staff from each agency to develop the training standards and curriculums, etc.
- Hire a full time Administrative Assistant to handle all of the administrative duties.
- To date, it is challenging for one person to handle all four positions.
- GCC has been providing administrative support and between the Exec. Dir. and Bertha Guerrero, have been able to move forward and continue reviewing and processing applications at least within 72 hours, provided all required documents are also submitted.
- Currently working with what we have now to ensure applications are processed accordingly and individuals certified.

At this time, DOC had a question regarding the general force leadership structure. Where did the Post Commission get the authorization to do this and asked for confirmation as he did a research and found it under a budget law with Public Law 36-54 but does not recall a senator introducing this and found it inserted on page 150.

- That normally there is a public hearing and stakeholders are given an opportunity to provide input.
- That there are processes when the Commission is given authority with this such as a pay scale in comparison to training and standards.

For clarification purposes, the Exec. Dir. explained the process of this.

- The Commission develops, votes as a Commission and forwards what was approved to the Department of Administration.

- The Department of Administration does what it needs to do before it makes any recommendations, including to the Governor of Guam.
- That this is the process. It is not a matter of what you will get paid but that it also has to go through an administrative review process as well.

There were further discussions:

Conservation mentioned that as a smaller law enforcement agency with five (5) personnel, he appreciates Mr. John Lizama on board as the Exec. Dir. as a voice for all the other law enforcement agencies.

- That as issues come up, the Exec. Dir. is there to represent the Commission as a whole as law enforcement entities before the administration and the Guam Legislature.
- Again, as one of the smaller law enforcement agencies, they need help and can see what the Exec. Dir. had done so far such as trying to recruit a Personnel Specialist to move forward.

The Chairman added in regards to the law enforcement officer force structure (General Force Leadership Structure Tier).

- That each entity is going to be responsible to ensure in looking at the force structure, where your personnel is at on the tier.
- That not all of your personnel will make it all the way up to the top tier.
- Personnel would either be in the supervisory tier or tactical operators on the ground.
- One of the important things to do is to take the position job specifications and the position description questionnaire and look at the force structure and find out where your positions lies/is at and whether or not there is room for growth.
- That agencies should work on this in moving forward and not wait for the Personnel Specialist to be on board. Plan on working on this now.
- Start looking at your positions, and although you may be short, need to also plan for retention, continuity and institutional knowledge.
- Planning should be done when someone leaves the agency, plan to have somebody take over for you when you leave otherwise the agency will always be short.
- It is all a matter of funding and the Chairman suggested to keep fighting for your personnel.
- Should not run a government operation on behalf of the entire island with only five people, and expected to do your jurisdiction all over the island. This creates many challenges for the agency.

Conservation further explained the agency's position.

That the Governor and Lieutenant Governor has provided funding for its Apprenticeship program for fifteen (15) slots.

- That there are movements within the agency such as assisting with Task Forces and that all contribute to this and with assisting other law enforcement agencies to include assisting with DOC.

At this point and to continue with the current items on the Agenda, this matter will be discussed further when placed on the Agenda.

The Chairman then mentioned to stay on the topic, this all ties in with administrative support when there is a Personnel Specialist on Board.

- The Chairman recommended to Conservation and as a reminder to the agencies to take a look at your job specification and personnel as to how it would fit on the force structure,
- As with the Apprentices, towards the bottom of the force structure is the Journeyman with the Craftsman and Master, Journeyman and Apprentice, which are areas for Conservation to expand their positions.

The Exec. Dir. announced to agencies that a copy of the LEO Force Structure can be provided to the.

3. Amendment to Title 27, Chapter 3, Section 3106(b)(1) Category I (Minimum Training Program) ADD: EVOC, Dynamics of Substance Abuse, Traffic Law Enforcement, and Criminal Investigations

The Exec. Dir. explained the following:

- The current academic requirements under the POST Commission are nine (9) courses.
- As for the Apprenticeships for the Guam Police Department, Department of Corrections, Customs & Quarantine and Conservation, there are classes that, in his opinion as a former law enforcement officer that needs to be included as our mandatory training requirement.
- The Exec. Dir. recommends for the Commission, or the amendment to include the adoption of CJ104, Dynamics of Substance Abuse; CJ132, Emergency Vehicle Operator Court (EVOC); CJ148, Traffic Law Enforcement/Investigation; and CJ225, Criminal Investigations.
- Referring to the Law Enforcement Certificate required for GCC, it is for 31 credit hours and the POST standards only require 25, which is a huge disconnect.
- There is also a huge disconnect with all the Apprenticeship Programs, because between some of the agencies, through the Apprenticeship Programs, the credits are 46 to 49 credits.
- The question is what is the base method? What are the mandatory classes needed to ensure that all applicants will be certified when done.
- The Exec. Dir. further explained that it is frustrating when he receives an application with a Certificate in Law Enforcement from GCC and finding out that according to the POST requirements the applicant is lacking some courses such as the Juvenile Justice Process and the applicant cannot be certified.
- As a Commission, we need to ensure that we establish the basic minimum standards for training for all applicants.
- The Exec. Dir. provided a spreadsheet that show with the Apprenticeship Program, included are courses such as Effective Tactics, Physical Development, Social Values, CJ Process and Interpersonal Relations, which are not part of the POST requirements.
- To standardize and depending on what the Commission approves, an applicant will have to obtain a minimum of 37 credit hours in order to be POST certified rather than the existing 25 credit hours based on the original mandatory training requirements.
- This is the requirement when the POST Commission was first established.
- The Exec. Dir. conducted a research and found that the meeting records show that the Commission did vote to include EVOC and Criminal Investigation and what did not occur is to go through the AAA (Triple A) process, which is the Administrative Adjudication Act. We need to follow that process.
- Although the EVOC and Criminal Investigation was included, that process was not completed.
- The Exec. Dir. made mentioned his intent is very clear. The Commission will decide what are the minimum mandatory classes and he will work on the AAA process.
- The Exec. Dir. further explained that with the AAA process, he will hold a public hearing and after the public hearing, the findings will be forwarded to the Governor of Guam and the Attorney General of Guam, after they've signed off from that, then it will go to the Guam Legislature. Should the Legislature not address it on the floor, he believes that after 90 days it is locked but that this is the proper way to Amend Title 27, The Administrative Rules.

The Executive Director further explained the following:

- With any previous amendments made by the Commission, he may have to bring it back and present it to ensure that any amendments previously made are followed through with the AAA process.
- The Exec. Dir. conduct all the work then present it to the Commission and decide what to do in moving forward.
- Also, in moving forward, once the Commission votes, it would have to host a public hearing and would have to be present for the public hearing to be available for those who testify for or against the amendments.
- After the public hearing, the findings will be packaged and moved forward.

There was a question from DYA if there was an alternative such as proposing a Bill to the Legislature and have them amend certain sections in addition to the current minimum requirements.

- The Exec. Director confirmed yes, other than the AAA process, the Commission should it decide, can go through the oversight chair and request that a bill be introduced, and then we go through the public hearing process and legislative process to do it.
- The Exec. Dir. further mentioned that looking at the Administrative Rules, the Commission has the authority as long as it follows the AAA process.

The GPD Chief mentioned that in 2019, he was approached to certify an individual who went to the Air Force Security Forces training and was deemed qualified after going through this training that it was equivalent to the POST requirement however, he did not find this in the GAR.

- The point is regarding these other classes that supposedly were added to the requirement for the POST Commission training, but there's no amendment to the GAR, the Administrative Rules for POST, because it did not go through the proper process.
- The GPD Chief requested the Exec. Dir. to find out historically, what were the amendments, supposed amendments, to GAR for the POST commission, and take a look at these as Commission members.
- That the Commission has been around for a long time, and has been voting on issues and adding without formal hearings with the AAA process
- The Chief further mentioned he has communicated with the Guam Compiler of Laws, and they have actually reached out to the POST Commission regarding any amendments to the POST Administrative Rules to ensure it is in the GAR.

The Exec. Dir. thanked Chief Ignacio for bringing this up. He then mentioned that he has consulted with the Guam Compiler of Laws regarding the processes and how to proceed.

- The Exec. Dir. also inquired with the Compiler, like Chief Ignacio did, regarding any previous amendments that the Commission has made, and whether or not it amended 27 GAR, or even Title 17.
- Per this communication, unfortunately, the Compiler said she is not aware of any.
- At this point, the Exec. Dir. said he is reviewing all the previous amendments based on the Minutes, anything that was voted as a Commission.
- This issue would have to be addressed and placed on the Agenda in moving forward as the Commission continues to make amendments ensuring it is within the statutes.

The Exec. Dir. further mentioned that while reviewing POST Certification applications, there are individuals who graduated with a Law Enforcement Certificate, that as a Commission has voted the individual can be POST certified.

Questions come up such as while reviewing their academic classes and in comparison to the POST requirement, it is not meeting the requirements.

- That as an Executive Director, should this individual be certified with just the Certificate and without the others classes ?

-However, if the Commission voted on this and is in the GAR then there is no question and will be certified because it is in the Administrative Rules.

-What has been helpful are the applicants have actually been responsive. Because if they have not taken a specific class such as the Cultural and Linguistic Mental Health, and First Aid, they are taking these classes just to ensure they meet the POST requirements.

-The Exec. Dir. has communicated with the Department Chair for Criminal Justice, Mr. Joey Munoz, to inform him that there will be new requirements and once it becomes law, this would be the requirement and if adjustments have to be made with the curriculum, would have to do so in order to be POST certified. Said he is willing to do so.

-Want to ensure anybody who receives a certificate in law enforcement is also meeting the post standards without being denied certification due to lack of certain classes.

-The Exec. Dir. will also research whether the Commission voted on with regards to security forces, military police, from the Army, Navy, security and others, to see if this did happen.

-GPD Chief also mentioned that a bill was introduced by Senator Telena Nelson that addresses some of the authority for the Post Commission for rule making and the Exec. Dir. will also conduct a research on this and anticipate placing this on the Agenda for the next meeting.

The Executive Director further mentioned his recommendation is to add EVOC, Dynamics of Substance Abuse, Traffic Law Enforcement, and Criminal Investigations to the mandatory training requirements and within the Apprenticeship Programs, to add Tactical, Defensive Tactics, Physical Development, Social Values & CJ Process, Interpersonal Relationship, and Active Shooter.

GPD Chief mentioned that the current Apprenticeship Program is in line with the U.S. Department of Labor. There were further discussions on this, issues such as the effect on this with the Apprenticeship Programs already happening, will this apply to all agencies, requirements should be agency specific and issues when transferring from one agency to another does an individual begin as a recruit with the current category.

The Exec. Dir. explained that we would have to look at the agencies for agency specifics. As of now there are only standard for Category 1. This is the current certification process.

-As for Category 2 and 3, would have to go through the AAA process or via the Legislature because there is currently no standards by law for these 2.

-After working with the requirements for Category 1, it is the intent of the Exec. Director to work on the other 2 categories.

-Issues to discuss is to maybe revamp the categories to be agency specific and provide a better definition of what the different categories are and the requirements.

-There were further discussions and with the Exec. Dir. on board this can be researched further. That there are some positions that does not fit into law enforcement, but yet are classified under Category 1.

### **MOTION**

**M/S/C: (PORT/DOC) A motion was made to table items 3 and 4 under New Business with today's Agenda. Unanimously approved.**



4. Amendment to Title 27 Guam Administrative Rules, Chapter 3, Section 3106(b)(1) ADD (F) Temporary Certification. An individual may upon application obtain temporary certification while completing specific courses specified by the Commission.  
*(Tabled)*

5. PoliceOne and Fire/Rescue1 Update. The Exe. Dir. informed the Commission he added Fire Rescue One for the subscription with Lexipol.

-That Fire and Forestry will be able to they register, if they accept the invite from Police One they will be able to go to the Fire and Rescue library to do the courses.

-For those in the Law Enforcement, you have Police One library and those in Corrections, will be able to access the Corrections library.

-Now ARFF and the Fire Department are able to access the Fire Rescue One library. available for our aircraft, rescue firefighters, one fire department.

-Still require the assistance of agencies to inform the Exec.Dir. of individuals that left their agencies to another so the Exec. Dir. can transfer them to the transfer agency and new hires so they can be added and Mr. Blake Smith will give those individuals an invite.

-Invitations have to be accepted so their POST approved applications can be uploaded by the Exec.Dir.

-The subscription for Police One initially was for 1400 members, however, with the addition of Fire Rescue One, the subscription has increased to 1650. That is 250 subscriptions for Fire Rescue One and 1400 Police One.

-These online classes should be taken advantage of especially by those who are unable to attend an in-person classroom.

-The subscription with Lexipol is being funded under the POST Commission at no cost to the agencies, which is approximately \$74,000 for the renewal.

6. Election of POST Chairman and Vice-Chairman. The terms for the current POST Chairman and Vice Chairman expired. Nominations were made and voted on as follows:

#### **MOTION**

**M/S/C: (DYA/PORT) A motion was made to nominate Chief Stephen Ignacio as the POST Chairman. Unanimously approved.**

#### **MOTION**

**M/S/C: (GPD/DYA) A motion was made to nominate Assistant Port Police Roseanna Castro as the POST Vice Chairperson. Unanimously approved.**

Congratulations were expressed.

DOC asked if there were any feedback from DOA regarding training opportunities in the future by DOA for the POST Commission.

Mr. Francis Flisco from DOA explained that when COVID happened, the training room was being used for other purposes and that once the training room is available then training courses will become available.

The Exec. Dir. will place this as a standing item on the Agenda and when there is a new update regarding the DOA training room, it will be discussed.

DYA mentioned that there was a training by DOA yesterday with Mr. Patrick Artero, with the training branch. That since COVID, a lot of their training has diminished. Individuals conducting trainings have either stopped it or has not reengaged with DOA.

DYA further reported that DOA no longer has a training room and is being utilized for other programs. Trainings are being conducted at various locations depending on the training. DYA's training session was hosted at GPD's in Hakubotan.

DYA did inquire about other trainings and was informed DOA is working on trying to rebuild their training but are currently focusing on personnel grievances such as adverse actions and Work, Planning and Performance evaluation trainings and are still trying to rebuild their training program again.

DOC commended DOA for the trainings they have been providing.

## **VI. Open Discussion/Announcements**

GPD sent out two invitations to all law enforcement agencies for an in-house Leadership Academy because of its recent promotions with GPD Sergeants. They will be going through internal general orders and internal affairs, and mentioned it would be good for other agencies to see things that can be discovered as management, such as missteps in supervision and where supervision can have a more active role with their employees while out in the field.

The second day of training will be Employee Grievance and Adverse Actions conducted by Kathy Diaz. The third day will be from the Attorney General's perspective associated with things missing in police reports and problems that arise in criminal trials and how to prepare for jury.

Then day four and five is Leadership and Supervision by Doctor John Rivera. Dr. Rivera is a long-time adjunct faculty at the University of Guam. Invites were given to all departments. There are 50 seats. We have 19 Sergeants with GPD.

GPD also coordinated with FLETC in Georgia, and will be here for a two-day Leadership Academy for 90 people at the School of Business in Public Administration at the IT&e Lecture Hall and this is another opportunity. This is a condensed version of a two- week course.

DYA announced that Summer Youth Employment Program ended. The last payroll for the summer interns are tomorrow and can inform their participants check may be picked up at the Agana Shopping Center from 10:00am to 6:00pm. Agencies were thanked for for whoever hosted the Summer Interns.

GPD gave appreciation to those who assisted during the Liberation Day carnival especially all struggling with the resources to include the election this Saturday, and again, appreciate everyone's support in providing assistance with this. Thank you for that. And then we have the General Election during Super Tuesday and look forward to all for their support.

In closing, Chiefs Vince Perez and Ray Mantonona were both thanked for their past years of leadership with the Guam POST Commission and look forward to a continued partnership.

The Mr. John Lizama was also thanked for taking this job on as the executive director and for moving things along. That with the short time he has been on board there is more focus on the POST Commission.

DOC announced that they will have an after-action event with a five-day lockdown at Department of Corrections and will send an email regarding this. Invites will be sent out to Federal and other law enforcement agencies. That this will be a learning opportunity and invite feedbacks. During the event all are asked not to record.

**VII.** The next scheduled meeting is tentatively scheduled on Thursday, October 3, 2024, 10:30 a.m., in the LRC, however, is subject to change.

**VIII. Adjournment**

**MOTION**

**M/S/C: A motion was made to adjourn the meeting of August 1, 2024. Unanimously approved.**

There being no further discussions, the meeting was adjourned at approximately 11:46 a.m.

/s/

Dated this 13<sup>th</sup> day of February 2025.

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Bertha M. Guerrero  
Recording Secretary