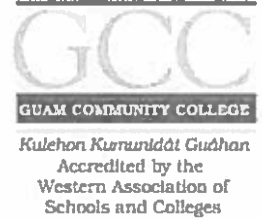




PEACE OFFICER STANDARDS & TRAINING COMMISSION  
P.O. Box 23069 GMF, Barrigada, Guam 96921  
1 Sesame Street, Mangilao, Guam



**P.O.S.T. COMMISSION MEETING MINUTES**  
**Thursday, August 27, 2015**

**I. Called to Order.** The P.O.S.T. (“POST”) Commission meeting of August 27, 2015 was called to order at 9:25 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. Vincent Perez, Major, Guam Customs & Quarantine Agency (CQA);  
Mr. Pedro A. Leon Guerrero, Jr., Director, CQA; and Mr. Raffaele Sgambelluri, Chief, CQA;  
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. J. Basil O’Mallan, Guam Attorney General’s Office;  
Mr. David Afaisen, Superintendent, Department of Youth Affairs; and Mr. Vincent T. Laguana, DYA.

**II. Announcements and Documents Received.**

Document(s)/Packet: 4/30/15 Meeting Minutes and 8/27/15 Agenda (includes a list of notes from subcommittee meetings); Summary of POST Subcommittee meeting for Training and Education (submitted via email from Chief Robert Camacho, August 3, 2015); Email from Chief Robert Camacho to B. Guerrero dated 8/25/15 titled: POST “Training” Meeting (8/20/15) 0900-1200 Thursday; Proposed Guam P.O.S.T Commission forms: Certification Process; Application for Peace Officer Certification; Instructor Certification; Lesson Plan Cover Sheet; and Change of Status.

**III. Approval of Minutes from previous meeting of April 30, 2015.**

**MOTION**

**M/S/C (DOC-J. San Agustin/Customs-P. Leon Guerrero): Move to approve Meeting Minutes of April 30, 2015, with corrections. Unanimously approved, motion adopted.**

**IV. Executive Director – Pending Appointment/Hire Status.** Chief Robert explained that he met with Dr. Mary Okada, President/CEO of Guam Community College regarding the POST Executive Director position.

- There were three applicants but none hired to date.
- Chief Robert understands the urgency and importance of filling this position and will continue pushing for this.
- There will be a follow up meeting with President Okada and will provide the Commission with an update.

Further discussions:

- The AG asked who the hiring authority is now that the POST Commission has been established.
- Chief Robert explained that he was present when Mr. Dennis Santo Tomas was first hired by GCC.
- Mr. Santo Tomas was also involved with other programs such as with the Veterans, the improvement of the firing range and other related programs.
- Marshals asked whether the POST Commission could be involved in the hiring of an Executive Director for POST.
- There were a concern from Customs that there might be a conflict of interest regarding the POST Commission Executive Director being hired by the same agency providing the educational requirement for POST.
- Chief Robert will also discuss these concerns with President Okada and report back to the Commission.

Chief Robert reported that he met with the Criminal Justice Chair, Mr. J. Peter Roberto:

- He informed Mr. Roberto of the additional course subjects that is part of the POST Commission educational requirement for POST training certification.
- Course requirements such as cultural sensitivity, training regarding individuals with disabilities, active shooter, mental health & substance abuse issues, and other academic requirements per the public law for POST.
- The Chief informed the Commission that approximately three (3) years ago, he provided a list of these additional courses to Mr. Joey Munoz, GCC CJ.
- The additional list were not incorporated into the CJ training, however, Mr. Roberto said he will bring this up within his department.
- The Chief will follow up and report the outcome to the Commission.

There was still concern regarding the issue that the current GCC law enforcement program does not meet all of the basic law enforcement training:

- Marshal Masga recommended that the supplemental courses should just be imbedded into one CJ training instead of two, ensuring that the CJ program would already be POST certified.
- This will eliminate going back to enroll in the additional courses required for certification.
- Graduates will then be ready for hire with POST certificates.
- Once hired, they will move on to the "agency requirement training" specific to that agency.

There were further discussions regarding new hires:

- Chief Robert Camacho noted the POST public law regarding pre-employment requirements under Section 3004, such as the driver's license, psychiatric evaluation, etc.
- There was a concern that even if there are law enforcement graduates and lack the POST certification requirement, recruits would have to be hired.
- Recruits would have to take the supplemental courses.
- This will take time but would still have to be done to be in compliance.
- Chief Bob reiterated that members should inform its Directors of this pre-employment certification in Public Law 32-232.

- A recommendation was made to maybe include giving points for applicants who has attended a law enforcement training such as BALEA.
- Individuals will be given credit, for example, preference points are given to Veterans on an employment application.
- This is an issue that may be brought up with DOA.

## **V. Old Business**

## **VI. New Business**

### **1. POST Subcommittee- Training and Education**

- Chief Bob reported there were three subcommittee meetings.
- Members were provided with a list of recommendations from these meetings.
- The list included educational requirements for supervisors, managers and executives; hiring certified instructors; lesson plans and criteria for trainers; acceptable training institutions/organizations; and lesson plans for all agencies.
- Chief Bob asked members to discuss these recommendations with their senior management and colleagues.
- All recommendations will be considered and voted on at the next POST Commission meeting.

### **2. POST Forms.**

- Marshal T. Masga conducted extensive research and came up with proposed forms for POST certification.
- Members were provided with copies of said forms for their review and to provide the same to their representatives, supervisors and training officers to make recommendations before they are finalized.
- Chief Bob will meet with the Training and Education Committee to further review and provide its recommendation to the members for consideration during the next meeting.
- A recommendation was made to include a footer on each form such as the established date and dates as they are updated (different versions).
- T. Masga recommended to upload forms on the POST webpage to include an F&Q in processing per the forms.
- The forms should also include the POST Commission logo with the Guam seal.
- All recommendations will be considered during the next POST meeting and anticipate voting to finalize the forms.

### **3. Voting for New Chairman and Vice.** Chief Bob informed the members that the Commission is due for another election for a new Chairman and Vice Chairman.

- Members expressed they are happy with the leadership of Chief Bob as its Chairman and wish for the Chief to continue this role.
- Members were concerned about continuity of what the POST has done and mentioned Chief Bob was key in meeting the POST goals.
- Chief Bob encouraged the members to consider nominating others to fill these positions and to vote during the next POST meeting.

**VII. Announcements** – The members expressed their appreciation to Marshal Tom Masga by thanking him for a job well done in researching and developing the proposed forms for POST.

## **VIII. Round Table Discussion**

**IX. Next Meeting Scheduled-9AM, Thursday, September 24, 2015.**


**X. Adjournment.**

**MOTION**

**M/S/C (AG-B. O'Mallan/Judiciary-Marshal-T. Masga): Move to adjourn meeting of August 27, 2015. Unanimously approved, motion adopted.**

There being no further discussions, the meeting adjourned at approximately 10:20 a.m.

Dated this 24th day of September 2015.

  
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Bertha M. Guerrero  
Recording Secretary