



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

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**POST COMMISSION MEETING MINUTES
Friday, September 15, 2023**

I. Called to Order. The P.O.S.T. (“POST”) Commission meeting of September 15, 2023, was called to order in the Guam Community College Learning Resource Center, Room 112, at 10:45 a.m. by the Guam Customs & Quarantine Agency Chief Vince Perez, the POST Commission Chairman and assisted by the Vice Chairman, ARFF Chief Raymond Mantanona.

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 Customs & Quarantine Agency; Guam Department of Corrections; Div. of Aquatic & Wildlife Resources; Guam Office of the Attorney General; Guam Department of Agriculture; Unified Courts of Guam, Office of Probation; Unified Courts of Guam, Office of Marshals; Guam Fire Department; Guam Department of Administration; Aircraft Rescue & Fire Fighting (ARFF); DYA; Park Patrol.

Documents Received. Document(s)/Packet: Sept. 15, 2023 Agenda; Feb. 9, 2023 P.O.S.T. Minutes.

II. Review & Approval of Minutes - February 9, 2023.

MOTION

M/S/C: (DYA/GFD): Motion was made to approve the Guam P.O.S.T. Commission Meeting Minutes of February 9, 2023, with corrections. Unanimously approved, motion adopted.

III. Chairman/Vice Chairman Remarks

Chairman informed Commission will be provided updates on the Agenda and asking for everyone’s patience in getting to the items.

Vice Chairman welcomed everyone. Hope can go through the Agenda and cover items on Agenda in moving forward.

IV. *Interim Executive Director-Moment of silence for the late Robert D. Camacho.* At this time, the Commission took a moment of silence for the late Robert "Bob" Camacho, who passed away earlier this year on March 23, 2023.

V. Old Business

1. General Force Leadership Structure Tier – update.

The Chairman reported the following:

- Since this was voted on, the Chairman has been working with the Lt. Governor's Office to try and help the Commission in moving forward with the General Force Leadership Structure Tier.
- Once this is implemented into all the position descriptions, this would give some kind of incentive for law enforcement officers to be able to receive some type of compensation.
- This will start with an entry level going into an apprenticeship program.
- Then from an Apprenticeship into Journey to Craft and Master Craftsmen.
- Each of the levels will entail receiving some kind of compensation increase.
- This will then be based on the ability to complete core courses and time requirements for the Apprentice program.
- Anticipate this will create an environment as an incentive for officers to stay within their agency rather than looking for another opportunity and leave.
- Also, does not anticipate this will be implemented anytime soon but as an incentive for incoming LEOs similar to the military.
- Similar that you will be serving in a different branch and you do not lose your enlisted rank status.
- As an example, if you are an E4, you can transfer as an E4 and all you will be required to do is to take the core competency training and specialized training, if necessary.
- There is a strong foundation as far as the Force Leadership Structure Tier and reiterated that the Chairman has been working closely with the Lt. Governor's Office.
- That the Lt. Governor is very keen on trying to incorporate this and does realize there are some stumping blocks along the way but if this is done as a unified effort it won't be hard to incorporate.
- The Chairman further explained that each entity should keep in mind that they will probably have to make sure that they have their SMEs on the ground to ensure that at each level of the force structure that they identify the core competencies, specialized training, education and credits that may be necessary or certifications that are necessary in order to be proficient at that level.

There was a question with the SMEs. With reference to the general force structure, would it be the training officer?

The Chairman mentioned it could be the training officer or the decision is with the agency.

- That we're not rigid as far as who is going to be identifying the requirements.
- It could be someone other than a training officer such as someone with years of experience in collaboration with the agency's Human Resources (HR).
- Still would have to be signed off by the appointing authority.
- If an agency does not have a HR personnel, then would have to work with DOA's personnel specialist.
- That this is one of the issues, if there is no HR specialist then would have to at least develop core competencies and work with the law enforcement entities.
- The Chairman explained that he does not think it will be that difficult as some are already doing the job that can be then considered such as an Apprentice at a certain level, or a Journeyman or Craftsman, etc.
- That DOA HR can start creating the "skeleton" format.
- Such as when an agency is working on a position description questionnaire, there could be room for one more position.
- As an example, the Chairman explained that this is something he can see within their agency.

- That this is a very good opportunity for their agency to develop additional levels for promotion.
 - That some entities might have one or two levels and a supervisor and no one else is overseeing a certain section other than a Sergeant or a Lieutenant and might actually need somebody at the higher tier.
 - These are the things that gives agencies the opportunity to create the opportunities for officers to want to stay.
 - To help officers get promotions, such as non-competitive promotions for Apprentices.
- There were no other questions.

2. **POST endeavor with POLICEONE – Implementation-update.** The Chairman explained that the Commission has been working with Lt. Ray Reyes with the Airport Authority to help facilitate this. Lt. Reyes' group has been very kind and trying to continue to help in moving forward.

Lt. Reyes reported the following:

- He was asked to assist in the implementation of the PoliceOne.com training program.
- Had initially had a meeting with some of the agencies as to how to go online with this training program.
- The off-island contact is Mr. Blaine Smith, the Guam Liaison for support with Lexipol.
- Said that Mr. Smith understands that the Commission does need help especially with registering the agencies.
- Some agencies at this point should have received an email from Mr. Smith as to how to log in.
- Once logged in, it will ask for an Administrator, one who could be a training officer or administrator who can identify training programs that will be advantageous to your particular agency and provide this to the users.
- That although there is a time difference, Mr. Smith is willing to assist the agencies in logging in.
- Agencies can just contact Lt. Reyes should they need help registering and will put them in contact with Mr. Smith.
- Earlier this year, Lt. Reyes provided Mr. Smith with the email address for the point of contact for each agency.
- This is a list of the agency Administrators who will coordinate and manage each agency's training program under PoliceOne.com.
- This program has been procured and paid and ready for each agency to implement.

Lt. Reyes further explained that Administrators are given a tutorial to sign in and should go ahead and not be hesitant to do so.

- That should Administrators have difficulties maneuvering with the tutorial to go ahead and contact Lt. Reyes and he will assist.

The Chairman mentioned that he was approached by one of the officers and thought the email he received could be Spam or a junk mail.

- Explained that agencies should be looking out for an email from Mr. Blaine Smith and that it is not a Spam or junk email.
- That each agency should also inform their officers to be expecting an email from Mr. Smith relating to PoliceOne.
- That he has personally gone online and is safe to proceed to register.

The Chairman mentioned that as a Commission, we are trying to standardize a lot of the different types of trainings but the Commission currently is developing the foundation to get where it needs to be as a Commission.

- He further mentioned as in previous meetings, it is kind of difficult when the Commission does not have an individual who is working full-time and 100% dedicated to being present.
- That in this case, everyone has a regular job to do.
- This issue of having a person full-time will be addressed with the hiring of an Executive Director full-time.
- That as with the implementation of the PoliceOne, it can help in developing each agency's training requirements, to include annual computer-based trainings.
- This will be in line in going towards a core structure type of environment.
- The PoliceOne initiative will help in keeping track of everybody's training and certification.
- There is currently budget that paid for this and anticipate there will be budget to renew.
- Does not want to see having agencies paying for this initiative but should that happen anticipate each agency's support from their budget.
- If agencies don't use this, it becomes useless.

DYA thanked Lt. Reyes for placing DYA online. DYA also asked if the whole idea behind the learning management system is so that the POST Commission has an accurate accounting of all the courses that are required and suggested from each different law enforcement agencies.

-Lt. Ray concurred that it is.

He was also asked if he is the overall Administrator.

The Chairman explained that when the PoliceOne was approved, Lt. Ray Reyes was highly recommended to begin its implementation and was asked to help.

DYA mentioned that she has gone into the site and has registered and took the juvenile corrections courses. She asked if she is able to set the curriculum and look into who has complied with the POST requirements and the juvenile corrections courses.

Lt. Ray Reyes further explained that each agency has the autonomy to identify what training would be advantageous for its personnel.

-He is the liaison for the Guam POST Commission to provide an update of the progress of each agency.

-Lt. Reyes explained that he is not there to dictate policy or training but be the liaison with Lexipol (vendor for PoliceOne) and can obtain answers to questions for the agencies.

DYA further asked if those that are POST certified, then someone needs to enter this into the PoliceOne learning management system so that in addition to the POST, agencies also have these trainings that "professionalizes" us even more and it does address who is POST certified. DYA then thanked Lt. Reyes for his volunteerism for the PoliceOne initiative and giving access to the agencies to a great program especially for the shift workers.

Lt. Reyes also mentioned there are challenges for shift personnel and encourages to push them to do the trainings for professional growth. That this program is advantageous to all law enforcement agencies and is there to help.

A question was raised as to when will agencies start funding part of the PoliceOne and the Chairman explained it remains to be seen if it is covered under the current budget.

-Will check into this year's budget. If it is not covered then anticipate each agency to support the funding.

-The total is approximately \$70,000 to cover all the agencies and it has been brought to the front office that PoliceOne should remain under the POST Commission.

- In the event the individual agencies have to cover the costs for this program to continue then the POST Commission would have to start developing a fee structure.
- This cannot happen until the POST Commission has someone full-time in order to move forward.

GFD commented that should each agency fund its PoliceOne program, they will not be able to fund it individually.

- That this is a good learning management system that is affiliated with all the different types of agencies and should be under one funding.
- That the option for each agency to provide funding will not work.

The Vice Chairman explained that the \$70,000 is from Lexipol and currently covers all the agencies. That recommended trainings will come from the department heads or directors.

The Chairman also explained that we have the system and we should utilize it.

- As far as sharing the funding for this program, the budget remains to be seen.
- When a full-time Executive Director is on board then that person can start developing what needs to be done with the Commission in moving things forward.

3. Park Patrol Training Program – PENDING. The Chairman explained that approximately a year ago the Commission was approached to develop a Park Patrol Training program.

- Has not seen updates since that time.
- That one of things that the Commission should see is for the Park Patrol to start standardizing its training requirements for the entry levels.
- The Park Patrol representative reported there are no updates provided at this time.
- The Chairman explained to Park Patrol that what was submitted is not a training program for their recruits.
- The Chairman recommended Park Patrol to compare its submission with GPD's program and can see the difference that it is very sparse and still need to be developed.
- To look further into its curriculum, educational training and firearms training.
- The Chairman offered the help of his personnel to assist Park Patrol, if needed.
- Understands it is not easy to develop but once Park Patrol starts it will all fall into place.

Chief Fred Bordallo from DOC mentioned that while he was a GPD Chief in April 2015, he submitted an Advance Police Officers training program for GPD to the Commission, which was a reciprocity for the POST Commission and it was a unanimous vote at that time.

- That Park Patrol can look into this as a model for their training program.

4. Guam POST Commission Regulations. Peace Officer Certification of Departments: Operational Requirements-PENDING. The Chairman mentioned that there is an issue with when POST meetings conclude and administrative rules have to be updated, an individual is needed to actually submit any updates.

- This issue has not been addressed but anticipate one of the things the Executive Director could do with a full-time staff is to go through the old files and identifying things one by one and provide updates for submission for the Administrative Rules.
- That this should be one of the functions of the Commission is to be able to provide updates for the Administrative Rules.
- Asking for any recommendations as to another way of looking into this.

Chief Bordallo mentioned he is currently involved with the Criminal Justice Review of the Criminal Codes headed by the Magistrate Judge Jonathan Quan.

- They review all the criminal codes such as Title IX.

- That the AG's Office has provided good insights into this.

- Asked if the representative from the Attorney General's Office could look into having one of the AG Investigators check into the POST Commission law and regulations.

- For the AG's Office to check with AG Moylan if someone from their office could help with this process.

VI. New Business

1. Guam P.O.S.T. Executive Director-update/recommendation for Interim-(POST Chair).

After the passing of Robert Camacho, Chief Stephen Ignacio was elected as the Interim POST Executive Director.

- Have been working with the front office and the Department of Administration on the hiring process for Mr. John Lizama, whose nomination was adopted earlier this year.

- That Mr. Lizama has passed the first stage of this process which is the urinalysis testing.

- Now waiting on his availability date and when available, the Chairman and Vice Chairman as well as the recording secretary will meet with him to discuss some of the issues with the POST.

- This position is a full-time job from 8am-5pm and has been since the time of Mr. Dennis Santo Tomas (former POST Executive Director).

- Anticipate the Commission to have a complete support staff.

Mr. Weakly mentioned that based on the enabling legislation for the POST Commission, GCC is designated as the state agency for the POST Commission and is supposed to provide the administrative and professional services to the POST.

- Thinks that if the POST is going to consider additional staff, that consideration should be given to amend the legislation to give the POST the ability to hire.

- The current legislation only allows to appoint an Executive Director.

The Chairman mentioned that he is working with the front office on this and are aware that the Commission should move outside the reliance of GCC.

- Discussions included making amendments to the law so that the Commission can truly be independent.

- To include having a separate office.

- That this could happen within the year or next year.

- Nothing is yet confirmed.

Chief Fred Bordallo informed the Commission that he heard from the media that Senator Chris Barnett is considering a round table for a bill to include the Director of Parks and Recreation as a member of the POST Commission.

- That he saw the Senator at an event and said it might not be a round table discussion on his but one on the relationship of GCC with the POST Commission.

2. DISCUSSION on HOW to INCENTIVIZE the PHYSICAL FITNESS TEST. The

Chairman mentioned that this has been brought up during previous meetings.

- With the annual law enforcement officer physical fitness testing, there were issues such as waivers or long-term excuses not to participate.

- Then one of the things that happened was the late Bob Camacho passing away because of what he was trying to accomplish during a physical fitness test.
- That maybe instead of looking at it as a punitive thing there could be a change of paradigm so to speak.
- As law enforcement officers, it is up to us and there are some cases that are long-term illnesses that should be considered.
- That Chief Ray Mantanona has brought up the issue of an external body being able to do a medical review.
- This medical review will be unbiased to help decide as to where a person stands with their physical fitness.
- The Chairman then asked for input as to what kinds of ideas the Commission can also look at.
- He gave an example what some counties in the States do such as a financial incentive to stay physically fit such as a stipend.
- With our officers, there are groups that pass and not pass the physical test.
- That he is hearing that for those that pass, they question why those that don't are exempted.
- That this is human nature and that everybody is different but they do bring up a point.
- Suggestion is maybe qualification for a promotion or qualifications for certain things.
- If a person does not qualify for physical fitness then that person cannot compete for a promotion.
- These are just examples and don't know what the situation would be if this is done.
- The Commission has to start looking at the physical fitness program and what we can do to either enhance it or to make some changes if we continue.
- That within his agency, year after year, they say they are unable to do it.
- Maybe we can modify the program to at least show the individual is trying should be taken into consideration and asked for input.

DYA mentioned that she thinks all the agencies are experiencing the same issues and is very sensitive and agrees with the idea of providing incentivizing such as a Merit bonus.

- That if you pass your test you get a certain percent and is agreeable to this.
- Also, agree to the idea of the POST Commission on it own and removing the Commission from GCC and to maybe consider hiring our own healthcare providers to do those medical certifications.
- That there are employees that say they can do the testing but with limitations and we have to accept it and cannot argue that.
- That if we have our own that is tasked at looking at specifics and the four competency and look at the rules, our existing policies, we make amendments based on what it says and we align ourselves.
- That it is a decision that is hard to make when not everyone is here, having all these ideas but once an Executive Director is on board he can push forward with these things.
- That one person alone is unable to do this and would have to build his staff.

The Chairman brought up this issue so that by the time the Executive Director is fully on board we can start discussions again and come up with a committee to help.

- One of the issues is if you are unable to meet the physical fitness, or are on a long-term profile, and you were receiving hazardous pay, for example placed on desk duty, then the individual should not be receiving hazardous pay. Said individual is no longer in a "threat" area.
- These are one of the issues to look into.
- That it is frustrating because if you inform an individual you need to meet the physical fitness requirements, that person will say you have no consideration regarding their illness.
- If we proactively provide the individual with small steps to achieve and show they are willing to do so instead of just refusing to do anything.
- If you look at the trainings for the end of the year, it is like circuit trainings and is not too difficult.

-Just feels that the Commission needs to do something to be able to bridge that gap to ensure those that actually do take the test each year feel that they are important at the same time and understand where they are coming from.

-We also have a responsibility to have people who are fit to work.

-These issues will be brought up with the Executive Director once he is on board.

GFD mentioned that when it comes to physical fitness instruments, one of the things for consideration that can be done amongst agencies are alternatives means of testing that is acceptable.

-As an alternative, for example, an individual with bad knees is provided an alternative means of testing that allows us for greater successful outcomes.

-Just because someone cannot perform a certain physical fitness does not mean you can use that to predict that they cannot be successful in whatever they are doing.

-The intent of the instrument is to predict success.

-Chief Manibusan explained that with the Firefighter fitness agility test, it is a good predictor of success based on the job that we do but there are other jobs where we are getting these testing requirements but are they really going to use that level of fitness for what they are doing.

-This is something to think about as to what is the original intent of having a physical agility test but to be used as a predictor of success.

-So we should consider alternatives.

-Alternatives are also used by the Federal.

-It is not meant to be easier but these alternatives are developed to make everybody more successful in the organization.

- Chief Manibusan is also retired from the Air Force and further mentioned that the Air Force does this.

The Chairman then informed the Commission that all recommendations will be passed on to Mr. John Lizama, the POST Executive Director, once he is on board.

3. DISCUSSION on IMPLEMENTATION of INTERIM RECRUITMENT PROCESS to provide sworn LEO's much more expediently to LE Agencies.

-The Chairman explained that it has been challenging to hire recruits.

-It seems that DOA is short on personnel and resources but takes a long time for individuals to become recruits and by the time they go through the process and training it could be a year or longer than a year.

-The late Bob Camacho tried to come up with an idea to help facilitate this process.

-Mentioned that GPD was working in collaboration with DOA to expedite the process.

-The Chairman asked Mr. Francis Flisco what can be done at this point with this facilitation.

Mr. Flisco explained that DOA is getting someone on board and is a staffing issue.

The Vice Chairman explained that the late Bob Camacho discussed an idea to lower the impact of applications at DOA at once.

-The idea was that instead of all agencies submitting applications at any time, they get together and discuss to prioritize who should submit applications first. This way it lowers the impact at DOA with too many to process.

-It will be controlled, agencies to be in lined, just an idea to control the flow of applicants.

-GFD mentioned that this is a very good idea but the real issue is staffing. DOA needs staffing.

-The Chairman mentioned maybe to be delegated to the training staff, agencies can delegate someone to help facilitate such as the physical testing such as a quarter mile, etc.

- Another agency mentioned that they are in this situation right now, being prioritized but they all share the same burden of DOA's processing due to lack of personnel and that they are doing their best.
- The issue is not prioritizing and will still be that DOA needs help with assistance from Admin. Officers or other administrative support.
- Recommends that DOA, POST and the Executive Director has to get together and come up with a solution with the higher ups as these are not just for recruitments but also for promotions.

Chief Bordallo brought up the issue of psychological examination that agencies have to pay which is about \$400 plus, per individual.

- He made recommendation for DOA to maybe bring it up to the Director.
- To hire a vendor to conduct an assessment with a group and weed out those that have a certain personality disorder just within the group.
- It will be conducted by a licensed psychologist to give the test to all the applicants rather than individually, one by one that amounts to \$400 each and can save the government money this way.
- This is very expedient so that we can move groups of 30 to 60 applicants that can fit into the DOA classroom or at a larger venue.
- You accomplish the same thing and still save the government money.

The Chairman mentioned this is good as his agency spends approximately \$400-\$500 per person for this testing.

DOC, Major Antone Aguon mentioned it can run up to \$700 depending on what is required.

- It does not say what shall be in the test.
- This issue came up when getting quotes from two doctors.
- One of the doctors said these are the things your officers should have and its costs.
- Another doctor said they don't really need certain things.
- The problem then is what do we ask for because it does not say in the law what type of test of testing is required because there are different types of tests.
- Another issue is DOC does not have a polygraph.
- How the law was intended was all of these are to be done prior to starting the job.
- DOC is now is getting all of these done during the Academy level.
- Also mentioned that Senator Parkinson is trying to introduce a Bill that says they can do all this while they are recruits or while going through the Academy prior to their one (1) year anniversary.
- That after one (1) year and this is not done, what happens, it can become a Civil Service issue and are just some things that needs to be resolved and how do we address it.

GFD mentioned that DOC brought up a good point of how long it takes to get through an Academy. DOC also mentioned it is just a lot of process and further mentioned that the late Bob Camacho recommended that some of this process can be handled at an agency's level at the same time preserving the integrity of this process for DOA but also helping DOA but did not come into fruition. Recommend to even send one of DOC's personnel to assist.

- These issues did come up when the Commission was in the process of standardizing things.

The Chairman recommended that a meeting with DOA with these issues should be done. All getting together as a unified group to address these issues and will be discussed with the Executive Director.

A GFD representative mentioned that EMTs are certified every 2 years but are still under a doctor's medical direction.

- Recommends hiring a psychologist for the POST for all the LEOs other than just a POST Executive Director.
- Also recommended a collaboration with the Guam Behavioral & Wellness Center for all LEOs to cut down on costs.
- A panel is used to conduct the certification still under the direction of a medical doctor from GMH.
- GFD Chief Manibusan mentioned that GCC has a medical director that maybe can be collaborated with but not sure if that person is also a psychologist.
- Mentioned this can save some money and something to look into.

4. **Medical Program/Medical Profiles/POST Decertification:**

- a. **Medical Profiles. Further Discussion on how to deal with extended medical profiles-moving forward.**

Plan of action to address these concerns-**moving forward.**

The Chairman mentioned that this issue is not something new and have been bringing up some of the points in today's Agenda.

- Does recognize there is a need for an in-depth discussion.
- Would have to set up committee meetings and come up with a draft to address this.
- Have had previous discussions with the Vice Chairman Chief Ray Mantanona.
- That we should formulate a committee and then report out to the Commission.
- That at the next meeting the Executive Director can be briefed regarding this issue.

- b. **POST Standard on Comprehensive Occupational Medical Program – further discussions moving forward to upkeep certification annually (refer to presentation by POST Vice Chair)**

- Vice Chairman Chief Ray Mantanona explained that this is something used by Department of Defense.
- ARFF hired a certified Occupational Doctor and believes ARFF is the only agency that has one on board.
- POST Commission is not to punish our Peace Officers but rather to help them.
- The doctor helps the Fire Chief to ensure employees are fit to do their job and not punish them.
- The doctor will report if the employee is fit to work or not, can even suggest for employee to consider retirement.
- The doctor will always be on the employee's side for the employee's best interest.
- That this is a win-win for everyone.
- Does not recommend going to a personal physician and obtaining an excuse notice.
- That is the difference between a private clinical physician and an occupational doctor.
- The occupational doctor can make a specific determination as to what the employee is capable of doing and or not do within the employee's job duties.
- That this process works for both employer and employees.

There were discussions that this is something that can be considered as an amendment to the POST Rules for an Occupational Doctor to do maybe an annual physical requirement.

GFD Chief Manibusan also brought up an important issue that everyone is facing such as shortages and because of the new 25-year plan for retirement that will soon go into effect in 2024.

- That succession planning and education planning is critical.
- That this has to be considered as a Commission and that it is very important.
- That we need to look within our agencies because with GFD, it will have an effect with succession.

-That this will also have a great impact by way of operations and services to our community.

The Chairman commented that it is also going to happen within his agency with the 1st and 2nd cycles considering retirement which will be 30-40 percent.

-The impact will be institutional knowledge or lack of and this would be opportunities for many employees.

-The Chairman and Vice Chairman both mentioned they agreed with Chief Manibusan.

- c. POST Development of Rules and Process for Peace Officer decertification. Formalize committee and establish plan of action to be developed-**moving forward.**
(POST Vice Chair)

The Vice Chairman mentioned that we should focus on Peace Officers being certified.

-Does not agree with the five (5) stripes within twelve (12) months and then an additional in three (3) months.

-That when an individual is under a doctor's care, does not agree that it is fair to try and decertify an employee that has health issues.

-That an employee could be decertified if the employee separates from an agency.

There were discussions as to how many years an employee can return to an agency and some believed it could be four (4) years and could also be a temporary employment.

-Issue was brought up as to how long before someone returns to an agency and what is the requirement as far as the status of the individual's POST Certification after retirement.

-Does the "grand-fathered" POST Certification still hold if there is a break in dates from when it was in effect.

-Suggestion is for the Commission to look into this issue.

The Chairman mentioned that at the next meeting, the Commission would need to formalize a committee to look into issues that are pending and would need volunteers to assist.

-That if we could get a medical professional and SMEs on board to address issues such as failures, decertification and developing other polices and/or provide advice to employees with their careers.

-Chief Bordallo agreed that this is important.

-Chief Manibusan agrees with a Medical Review Board instead of just one person making the decision for an individual's status with certification, etc.

-To also look at hazardous pay and create some type of policy across the board.

-That these are sensitive issues.

The Chairman reiterated that with these issues, a Committee would still need to be formalized.

There was a question about testing and the Chairman confirmed that agencies are still mandated to conduct testing.

-If someone has a waiver, there is a need as to how long a waiver is for an individual.

-Some have other medical issues and come back and gets tested.

-Still need to look into this.

There is a recommendation to start looking at the FY2025 budget with GCC.

-The Chairman mentioned that the POST is looking at the direction to sustain itself as a truly independent body to certify.

-The Chairman also mentioned that a budget for salaries and office space was submitted.

-The Vice Chairman recommended to maybe go through the Legislature for additional funding for an annual physical for LEOs to be included in the plan with Healthcare providers.

VII. Next Scheduled Meeting: Fri., October 20, 2023, 10:30 a.m. (subject to change)

VIII. Open Discussion/Announcements

The Chairman also asked members to please update their agency emails.
Chief Bordallo informed the Commission that DOC is currently hiring recruits for their reservist program.

IX. Adjournment

MOTION

M/S/C: (DYA/DOC): A motion was made to adjourn the meeting of September 15, 2023. Unanimously approved.

There being no further discussions, the meeting was adjourned at approximately 12:15 p.m.

/s/

Dated this 26th day of January 2024.

Bertha M. Guerrero
Recording Secretary