



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

*P.O. Box 23069 GMF, Barrigada, Guam 96921  
1 Sesame Street, Mangilao, Guam*



**P.O.S.T. COMMISSION MEETING MINUTES  
Thursday, September 28, 2017**

**I. Called to Order.** The P.O.S.T. (“POST”) Commission meeting of September 28, 2017 was called to order at 9:01 a.m. by Chief Joseph I. Cruz, Chairman, held in the Guam Community College Learning Resource Center (Library) Room 112 in Mangilao, Guam.

**Roll Call by Agency/Department:**

Member-agencies/other agencies: Please refer to the sign-in sheet.

**II.** Acknowledge Pete Mesa, Chief of Staff for Senator Telena Nelson-*no representation at this time.*

**Documents Received.** Document(s)/Packet: 9/28/17 Agenda; Minutes of August 31, 2017; PowerPoint presentation by Dr. Richard Fee with course curriculum.

**III. Review and Approval of Minutes from August 31, 2017.** At this time the following motion was made.

A correction that the rank for the Vice Chair is now a Chief.

**MOTION**

**M/S/C (Attorney General’s Office/Guam Fire Department): Motion was made to approve the POST Commission Meeting Minutes of August 31, 2017, with corrections. Unanimously approved, motion adopted.**

**IV. Chairman Remarks.** Chief Cruz apologized for non-attendance during the last meeting. Guam Police Department was hosting an annual regional conference, the 43rd Pacific Islands Conference for Chiefs of Police and Commissioners in the Pacific.

- a. The Vice Chairman is at the Guam Legislature and the Executive Director is on leave.
- b. Other Business Matters.

At this time the Chair welcomed Dr. Richard Fee, who will later provide a presentation; and Mr. Ben Servino from the office of Guam DISID.

**V.** Chief of Staff Pete Mesa from the office of Senator Telena Nelson was unavailable.  
a. Status on P.O.S.T. Commission bill by Senator Nelson- *no update at this time.*

## **VI. Old Business**

- a. Agency Updates on PFQT Research & Development Collaboration. The Chairman asked that each agency continue with its testing especially since the proposed Bill has not been signed into law and to continue to work with Lt. Torre who is assigned to take the lead on this.
  - For each agency to develop an agency specific PFQT.
  - The Chairman mentioned he anticipates the POST Commission to meet the Legislature's deadline of July 1, 2018.
  - Should the Guam Legislature approve the proposed Bill, the POST Commission should have developed the PFQT sixty (60) days prior to the deadline before submission to the Guam Legislature. This will allow time for any changes.

## **VII. New Business**

- a. Dr. Richard Fee, Judicial Education Center (JEC) – Request for P.O.S.T. Certification of a new 3 day course for Law Enforcement & Persons with Disabilities planned for October, November & December (5 trainers from each agency invited to attend).

Dr. Fee provided a PowerPoint presentation, including a hard copy.

- He explained that there are certain training requirements by the Guam POST Commission in several different areas.
  - Approximately 170 Marshals and Probation Officers from the Judiciary of Guam need to meet these requirements as specified in the law.
  - He explained the list of these requirements and courses that can cover areas such as cultural sensitivity dealing with physically challenged individuals such as autism, Alzheimer's, dementia, ADHD, hearing and visually impaired individuals, down syndrome, communication disorders, etc.
  - Proposing a three-day course approved by DISID that would meet these requirements.
  - He further explained that his background is in special education.
  - Officers would need a basic knowledge and awareness of how to deal with individuals with certain disabilities, such as identifying an individual's disability to better deal with said individual.
  - Three levels aware there is a problem, basic knowledge of the variety of the major disabilities and how to respond to this in the field, how it is applied.
  - That there are reports involving officers in the mainland that have killed individuals with disabilities who are not aware that they have disabilities.
  - Example given was last week when an officer shot a deaf man because he was not responding properly that made national news.
  - Another was a 14 year old teenager who was being roughed up by police officers even after the teen told officers he was "stimming" a type of repetitive motion when an individual is nervous, like a blind person rocking back and forth, which made news in the New York Times.
  - Offering a three (3) day course, twenty-four (24) hours.
  - Under Guam law any course offered by the Government must be approved by DISID.
  - Created course and worked with Mr. Ben Servino to obtain approval.
  - That this has not been done on Guam.
  - Course syllabus also explained models used and where courses were adopted from such as the U.S. Department of Justice, from the Florida and Tennessee law enforcement agencies, ARC, etc., on how to deal with individuals with disabilities.
  - ARC (formerly Association Retarded Citizens) has a criminal justice division that is strictly devoted to educating people in the justice system, law enforcement on how to deal with people with disabilities.
  - Sort of the model Dr. Fee wants to use and something officers can identify with such as with first contact, investigation, jail, trial plea, transition, immunity and all of the problems that can happen with people with disabilities.
  - That using this model and applying it is a good start.

- Will offer training first to the Judiciary of Guam.
- Offering four (4) sessions before the end of December 2017.
- Want to also offer this to all the agencies with the POST Commission who are involved in education and “train the trainers.”
- Have had discussions with Mr. Pete Roberto from Guam Community College for approximately two (2) years regarding making this part of a Criminal Justice Certificate and as a forty-five (45) hour course.
- This will be offered as a standard 3-credit course.
- Will continue to collaborate with DISID and other community leaders in the field of disability.
- Different expertise will be brought in as needed.
- Venue for now is at the Judicial Center by the Law Library in Hagatna.
- Will begin in October 2017 with twenty-five (25) law enforcement officers from the Judiciary and five (5) outside of Judiciary.
- Course might end up with more than the four (4) sessions.
- At this time, there is no fee to attend.
- Would need the POST Commission’s final approval.

There were further discussions:

- There was a question regarding time sessions are offered and can be offered in the morning or afternoon to accommodate the agencies such as shift workers.
- If trainers receive certification, will there be re-certification offered later on, however, at this time there will be annual refreshers, such as informing officers of the latest development.
- Will set up to also receive updates.
- This is not a GCC certificate but is considered as a professional development.
- In the future, anticipate GCC to include this as part of its Criminal Justice Certificate program.
- That there are concerns from parents as to what will happen when their child is “pulled over” by the police, or is in a situation when an officer is involved.

Dr. Richard Fee and “Michelle “Nikki” Cruz, both specializing in special education, explained that this is a starting point for Guam’s law enforcement officers to be made aware of the different types of disabilities an individual has and the knowledge on how to handle the individual’s specific disability.

- That it is hard to deal with, if not properly trained.
- It was further explained that this movement is not something new but has been around for awhile.
- There has been a movement nationally since 2003 on how to train people on how to handle people with disabilities.

At this time, the Chairman Dr. Fee and Ms. Cruz were thanked for their presentation. -A copy of the curriculum was provided.

- The Chairman then asked that all representatives report to their agency
- Inform department heads to review the curriculum of the course being offered.
- After reviewing, anticipate voting on how to move forward on this at the next POST Commission meeting.

There was a concern from Mr. O’Mallan from the Office of the Attorney General that the first session will begin in October and if voting during the next POST Commission meeting, which is scheduled on October 26, 2017.

- That the session should begin as scheduled because whether this is certified or not, it appears to be a very good training.

-The Chairman agrees that should Judiciary go forward on this training and should the POST Commission approve this curriculum, approval will be made retroactive to that first session in October 2017.

b. **Succession Planning/Leadership Development.** The Chairman mentioned that succession planning and leadership development is a topic that has been discussed before since he came on board.

- Discussions were how to move forward with this but has been put aside.
- That as a Commission it is all about standards and training and that succession planning and leadership development was a big thing but still continue to be put aside.
- Believes he shares the same concern as the other department heads.
- That this should be addressed and mentioned he will put something together within a couple of months to synchronize it with the Department of Administration because this is important.
- The Chairman then asked that should the agencies have something they have already implemented to share so as not to “reinvent the wheel.”
- The Chairman further mentioned that he has something from the Pacific Islands Chief of Police conference that works for the GPD.
- That there are other jurisdictions such as the Fire Department, DOC, etc.
- Would really want to move forward on this.

c. P.O.S.T. Certification for all Peace Officers in GovGuam. The Chairman explained that what Dr. Richard Fee has is part of the POST Certification.

- That no one during today’s meeting, including the Chairman, is POST certified because the law was implemented after being sworn in.
- Need to ensure all peace officers as POST certified within each agencies.
- Would have to check everyone’s record and to maybe collaborate with GCC on this.
- To find out what training has been completed and need to complete to be in compliant with Guam Public Law 32-232 to getting everyone POST certified.
- That the 6th, 7th and the ongoing 8th Cycles are the only peace officers in GPD that are POST certified.

The Chairman provided opportunity for each member to discuss issues:

The Port Police mentioned it is looking forward to working with GPD’s maritime team.

- Will do a “train the trainer” so it can become a regional training site due to budgeting.

GFD mentioned that it basically adopted in terms of professional development, standards based out of the National Fire Protection Association and also approved and endorsed by the International Association of Fire Chiefs, endorsed by the National Fire Academy, a standardization for Fire Officer’s professional development.

- Starts with Fire Officer I to Fire Officer IV.
- Starting with Fire Officer I as a supervisor; to a manager; and to a chief officer to executive chief officer.
- Certification are recognized in the United Kingdom and the United States.
- Said this is a very good program and has previously provided information to the former Chairman and the Executive Director.
- Basically has a pyramid that shows the training and how you move up on the pyramid.
- The model is good and constantly under improvement.
- That he is also an instructor and that this is recognized nationwide.
- If interested, see Chief Joey Manibusan.

Marshal's currently have a succession program.

GPD Lt. Torre thanked the Research & Development team and planned a working session on 9:00 a.m., Thursday, October 5, 2017, in the LRC Room 112, or GPD Conference Room. Lt. Torre will send an email.

**VIII. Next Meeting Scheduled.** October 26, 2017 at 9:00 a.m., in the LRC Room 112.

**IX. Adjournment.**

**MOTION**

**M/S/C (AG/GFD): A motion was made to adjourn the meeting of September 28, 2017. Unanimously approved.**

There being no further discussions, the meeting adjourned at approximately 10:09 a.m.

/s/

Dated this 26th day of October 2017.

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Bertha M. Guerrero  
Recording Secretary