



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

(671) 735-5636 | P.O. Box 23069 GMF, Barrigada, Guam 96921

**POST COMMISSION MEETING MINUTES**

**Friday, April 5, 2024**

**I. Called to Order.** The P.O.S.T. (“POST”) Commission meeting of April 5, 2024, was called to order in the Guam Community College Learning Resource Center, Room 112, at 10:41 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 with 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 Customs & Quarantine Agency, Guam Department of Corrections; Div. of Aquatic & Wildlife Resources; Guam Office of the Attorney General; Unified Courts of Guam, Office of Probation; Unified Courts of Guam, Office of Marshals; Guam Fire Department; Aircraft Rescue & Fire Fighting (ARFF); Department of Parks & Recreation; Guam Airport Police, Guam Port Authority Police.

**Documents Received.** Document(s)/Packet: April 5, 2024 Agenda; Jan. 26, 2024 P.O.S.T. Minutes; Mental Health First Aid flyer.

**II. Review & Approval of Minutes – January 26, 2024.**

**MOTION**

**M/S/C: (DOC/AG): Motion was made to approve the Guam P.O.S.T. Commission Meeting Minutes of January 26, 2024, with corrections. Unanimously approved, motion adopted.**

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

The Chairman mentioned he wanted to thank Mr. John Lizama for being very proactive and aggressive in trying to close the gaps facing the POST Commission, and is an individual that will take the POST Commission to the next level.

Understands that even as the Executive Director, he has some challenges that he is facing. The Guam Community College continues to provide support staff and a venue for the POST meetings to include other items needed for the Commission in moving forward such as office space. establishing a firm grasp on our budgetary needs and budgetary requirements, and that in itself, is a lengthy process. Thanking Mr. Lizama’s leadership, he’s been able to bring us to the next level. Brought up the issue with Police One in which a letter was issued during the past week requesting everybody to ensure that their law enforcement members are enrolled to identify the number of

members. Requesting everyone to cross check officers who have either retired or resigned from your agency.

This information is required for the Executive Director to appropriately identify the true number inputted into PoliceOne.

That with new recruits being hired such as with Customs, that would mean more people to be inputted into the system. Want to ensure of the true number.

Vice Chairman Chief Ray Mantanona commented that the consistency of showing up for the POST Commission meetings are very important so that each department is represented.

That an absence could cause a setback on decisions without each department's vote. That the Commission wants to hear everyone's concerns and opinions in moving forward and that everyone is informed of issues discussed.

The Chair informed the Commission that the POST Commission Chair and the Vice Chair terms will expire in July 2024 and were asked to consider nominations.

-Further mentioned that since Mr. Lizama came on board as the Executive Director, he has been pushing some of the issues forward especially addressing some of the older issues and has been solidifying protocols.

-That there is a lot of work to be done and Mr. Lizama is the right person for the job.

-There are about two or three other positions that are needed to help in moving forward.

**IV. Old Business.** Mr. Lizama reported that Items 3, 4 and 5 under Old Business still require some work and advised the Chairman to table these items. The following motion was then made:

**MOTION**

**M/S/C: (DOC/AG): Motion was made to table Items 3, 4 and 5 under Old Business.**

**Unanimously approved, motion adopted.**

1. General Force Leadership Structure Tier.

The Executive Director reported that he is currently working with the Department of Administration's Human Resources section.

-Has received all the entry level position descriptions, as well as the requirements for those positions within the general structure tier.

-That the best way to approach the General Force Leadership Structure Tier is to start at the entry level positions and work from there going up.

-That because as you look at the law enforcement structure and all the different levels, the Commission would need to start with the basics.

-The basics is already at our entry level which the Exec.Dir. has already received from DOA for all those within the Executive branch.

-Now requesting for members of the Judiciary, the Court, to speak with their HR, their AOC, whether or not the Exec.Dir. can start receiving that so the Commission can establish a baseline for everybody.

-The Exec.Dir. observed that the recruits, the trainees, and the entry level positions, are all coming in on different levels.

-So with this, one of the issues that will come up during the next meeting and to vote on is the curriculum, the entry level curriculum for all of Category 1 and Category 2. This will establish the baseline for everybody.

-This will actually be easier when looking at the force structure tier and can see which would be the next level.

-The Exec.Dir. will continue to work on this.

2. POST Commission Regulations. Peace Officer Certification of Departments/Agency's –Executive Director

The Executive Director explained that within the Agenda, Item 1 actually leads into Item 2, which is the certification process and that he is still certifying based on the current guidance of 17 GCA and the 27 GAR, which are the requirements for POST certification.

-What he has found is that within the statute itself, there are three courses that are not listed as mandatory.

-One of the courses is EVOC which the agencies are actually requiring and are providing instructions on. This is one of the items that is not in the 17 GCA and 27 GAR.

-Another course agency provide instructions as part of agency curriculum is Criminal Investigations for law enforcements and with the Fire Department it would then be Fire Investigations.

-This was a previous requirement by the Commission that may have been omitted from 17 GCA but administratively, agencies are requiring this although it's not within the statute requirement.

-Just trying to make sure that requirements are standardized.

-The last course is Traffic Law Enforcement. Agency also make it part of its curriculum, although not within the statute requirement.

The Exe.Dir. further explained that the POST application has 14 requirements.

-Pointed out that with the First Aid requirement, you're already First Aid certified through First Responder.

-During the next meeting the Exec.Dir. will be recommending to remove First Aid and to add EVOC, Criminal Investigations and Traffic Law Enforcement which the academies are already providing instructions on.

-He has done a spot check on the Guam Police Department's police officer training cycle and these courses are in their curriculum, and it is in all of the other curriculums but just not documented somewhere, which is one of the things the Exec.Dir. is looking at.

The Executive Director also mentioned that the Commission needs to ensure that everyone is certified and that this is the law and the reason the Commission was established.

3. Discussion on how to Incentivize the Physical Fitness Test (*Tabled*)
4. Discussion on Implementation of INTERIM RECRUITMENT PROCESS to provide sworn LEO's more expediently to LE Agencies (*Tabled*)
5. Medical Program/Medical Profiles/POST Decertification (*Tabled*)
  - i. Medical Profiles – Further discussion on how to deal with extended medical profiles moving forward. Plan of action to address these concerns moving forward.
  - ii. POST Standard on Comprehensive Occupational Medical Program (Refer to presentation by POST Vice Chair)
  - iii. POST Development of Rules and Process for Peace Officer Decertification (Formalize a committee to establish plan of action to be developed moving forward. POST Vice Chair)

**V. New Business**

1. Executive Director's Report. The Executive Director reported the following:

i. Administration

-The POST Commission actually has an office now and is located on the Guam Community College campus at the Forensic Building on the west side entering from Sesame Street as you pass the Crime Lab is on the next building on the right, which is the Annex in Room 104.

-He is currently by himself but can be contacted via email at [john.lizama@guam.gov](mailto:john.lizama@guam.gov) or via phone at 671-735-5550, extension, 5610.

-Informed the Commission it is best to email and if requesting for an appointment. He can make it easier by meeting at your office, which is what he has been doing. Wants to make it convenient for everyone and noticed everyone appreciated this.

-The Exec.Dir. also reported he does spot checks on the training cycles to verify trainings are taking place such as the Park Patrol Reserve program that he has visited twice this week; also spot checks the shooting range, which he has done four times. He visits and observes to ensure agencies are following the training standards.

-The Exec.Dir. is still waiting on processing of additional staff.

The Exec.Dir. had a meeting with Senator Barnett, who is the Commission's Committee Chair and is requesting for a POST update.

-Has mentioned to the Chair that he wants to be able to present something that is tangible.

-Thinking of using PoliceOne to get the information, the data for a presentation and does not think that any of the members will have to be there.

-Probably will include himself, the Chair and the Vice Chair.

-Just informing the Commission to be prepared in the event of you are notified to attend.

ii. PoliceOne Update

The Executive Director reiterated what the Chairman said in his remarks earlier that we need to make sure everybody is on PoliceOne.

-The POST Commission paid for the subscription for February 2024 and this subscription is all good until next year, so there's no need to worry about paying for it and is also budgeted for Fiscal Year 2025.

-Mentioned conversation with the POST Chair and Vice Chair to include within our subscription, Fire Rescue One for the Fire Department, ARFF and Forestry.

-With PoliceOne, you have all the law enforcement training available online, which also includes the Corrections Academy online and as a Commission, it needs to ensure all agencies are covered and has looked into this to include Fire Rescue One as part of the subscription for the Guam POST Commission.

-The Exec.Dir. further reported he is trying to make sure that every position, no matter which but if there is a learning management system that will benefit your officers that your agency is looking into or know of, to inform the Exec.Dir. and he will look into it.

-The PoliceOne is very important because our subscription is only for 1,400 members and as of today's meeting it currently has 1256 but will expand with the current Police Officer training cycle happening now, all the CVPRs, SROs, and Park Patrol Reserves would have to be included in PoliceOne.

-The Commission is currently managing and maintaining PoliceOne and it is critical that agencies accept the invitations and if there are any issues with the invite, to go ahead and contact the Exec.Dir.

- The Exec.Dir. needs to ensure that everybody is POST certified and how he does this is when agencies accept the invite for their active members, he will upload their POST approved applications.
  - The Exec.Dir. reported that there are approximately 30% of our members overall that still has to accept the invitation. We're at 70% right now, and we just need to be 100%.
  - To date, those uploaded are the Attorney General's Office, Park Patrol, Probation, Marshal's, Airport, GPD and DOC.
  - Do not want to upload an application for individuals no longer with your agency.
  - If there is a transfer, inform the Exec.Dir. and he will transfer them to the current agency.
  - The Exec.Dir.'s intent is for all POST members, all the chiefs, all the directors, and administrators to have access to it, other than the training staff or individuals who are designated as an administrator to be able to see what's happening in PoliceOne and believes this is critical that this is done.
  - Should an agency not have an administrator, inform the Exec.Dir with a name, the official email address, the official title, date of birth and badge number. It is easier to upload when these are provided. All who have retired or transferred would have to be especially provided.
  - If an individual is no longer deployed, the POST Commission would need to be notified because that's part of having to maintain POST certification.
- There was an issue whether certifications expire after three years or ten years per the statute, which the Exec.Dir. will research on and inform the Commission and anticipate to do so at the next meeting regarding the actual decertification time frame.
- The Exec.Dir. reported that of all the POST approval applications on PoliceOne, to date, he uploaded 586 out of the 1,200 and the first agency uploaded was the Airport with Lt. Ray Reyes, which was easy because they already have been using PoliceOne and responded right away when additional information was needed. He reiterated that this is important and to just contact him.
  - Provide him with a list of all the active employees and will upload it and then those who are no longer in your agency will be removed.
  - Some agencies are 95% complete.

The Executive Director mentioned that with the PFQT, by statute, the POST Commission is supposed to get a copy of your results. The Commission is supposed to track it and is requesting to send it directly to him or to Bertha Guerrero and will start tracking it again.

iii. Proposed Legislation

1. Bill 250-37 Multi-Agency Law Enforcement Group (MAULEG)
2. Bill 251-37 Multi-Agency Law Enforcement Group (MAULEG)

The Executive Director sent copies of these Bills to all the members. Which was introduced by Senator Chris Duenas which is the reestablishment of the Mauleg Task Force.

-Members should look at the legislation, because if it affects your agency, then you need to make sure that you're aware of what it is.

This Bill also includes the establishment of a system where people can go and look at all the warrants and the Exec.Dir. pointed out that this is where everybody needs to look at that legislation, and determine how this affects your agency.

If you haven't received it, send an email and the Exec.Dir. will forward it to you.

iv. Upcoming Training Opportunity. POST Curriculum.

The Exec. Director mentioned that as previously reported he is looking at Category 1, and already seeing that apprenticeship programs already have Criminal Investigations, EVOC and traffic law enforcement and suggest to solidify that and make that part of the statute.

-He will go research through the records to make sure that it wasn't already adopted, however, if it was adopted, then it's good.

The issue is with adoptions of previous meetings, research has been done by the Exec. Dir. and that everything that was voted on is being noted and will speak with the Compiler of Law to be included into GAR for the last fourteen months of meetings.

-Will find out how do we make the amendment to 27 GAR because that's authorized within the Guam Administrative Rules and Regulations. The Commission has the authority to change that.

-If this changes anything in 17 GCA, then we would have to go to the Commission's Committee Chair and Co-Chair at the Guam Legislature but anything with 27 GAR will be done by contacting the Compiler of Law so that it is done correctly.

The Exec. Dir. further mentioned that is what he is looking at for Category 1 and will put this out to the agencies.

-Has already started to develop specific curriculum for that and will make sure that this is part of your curriculum.

-The Exec. Dir. mentioned the next thing to do is to call for a training subcommittee meeting, and have the training subcommittee meeting that's appointed and by statute review the trainings. Prior to this the Exec. Dir. will be requesting to meet with the agencies and specifically the training staff.

-Meeting with training individuals to offer support such as what specific training is needed for each agency, recommendations, etc.

-He is currently speaking to the Guam Community College, the Criminal Justice Academy, and asking when you teach a Fire Apprenticeship program, what is it you teach or offer with the Corrections program, and what is it about?

-The Exec. Dir. is just ensuring it matches up with 17 GCA, the statute, that states what classes are required and is currently working with Mr. Joey Munoz as far as the curriculum. That as you go through the Criminal Justice Academy, the Commission has already decided you will be POST certified.

-That there's nothing wrong with us taking a look at the training requirements and seeing if we need to improve on your training requirements, because we don't want to be stagnant for 10-15, years and not review what is needed as a requirement. Things can change as far as requirements.

v. Disability Sensitivity and Awareness Training – April 25, 2024

The Executive Director mentioned he has been sending out information regarding training for Disability Sensitivity Awareness.

-The Exe.Dir. informed the Commission that if you have individual members that need to take this training he will continue to send it out but have to register with the Guam Developmental Disabilities Council, or you can check DISID, and they will give you the class dates.

-There's also the Cultural and Linguistically Appropriate Service Class, class offered by Mr. Alex Severino. For those who did not take the cultural sensitivity and awareness portion of the POST requirement, you can send them to this class. The Exec.Dir. will continue to send this information out to everybody.

-With the Mental Health First Aid, the Exec.Dir. received an email from Ms. Jamie Pangelinan from the Guam Behavioral Health and Wellness Center, and that Mental Health First Aid is going to be offered. Their Director informed the Exec.Dir. that this is now mandatory for all law enforcement.

-All 1,200 members have to attend this and complete it. It's a 7-1/2 hours course and will get more information as to when it's being offered, and then you can coordinate with them directly and be aware that that's going to be a requirement for everyone.

-The Exec.Dir. further reported that he has met with the GCC President to utilize one of the rooms for training and to make it available for everyone as their training center or training room, conference rooms, and anticipate to also have it available as a POST training room or as a POST classroom.

-With the Juvenile Justice Reform Act formerly OJJDP, there are some individuals that may need it and have already received a curriculum from Director Brennan from DYA and the Exec.Dir. is currently reviewing it.

-He will make this available via email to all the members that need to take OJJDP, which is now Juvenile Justice, Delinquency Prevention Act. However, if there are individuals within the agencies that are not law enforcement officers, they can also attend these trainings such as the Cultural and Linguistically Appropriate Service Class, the Disability Sensitivity Awareness training class, the Mental Health First Aid class, and the Juvenile Justice Reform training.

-Priorities will be First Responders but can also refer others and these are four classes less than they have to take other than going to GCC or somewhere else. These classes are currently available for free for future LEOs. Just contact the Exec.Dir. and he will provide information.

**VI. Open Discussion/Announcements.** DOC Director mentioned that Mr. Dave Flores from Homeland Security Intelligence informed him that he will be coming up with a training opportunity the he will be sending information regarding intelligence training for individuals and agencies that might be interested.

-Further mentioned that yesterday while he was attending the Criminal Justice Reform Commission, Attorney Cunliffe mentioned something about the conflict on the definition of Peace Officers. That this was not televised but does know that Judge Quan has a recording of this and recommend that the Executive Director or the Chair obtain a copy of this recording.

That Attorney Cunliffe was pointing this out to the Port Authority and Airport Authority and it may have to do with limited jurisdiction. That he was puzzled about what the attorney was saying because DOC Director has passed by Polaris several times and can see the great job that the Port Authority are doing such as conducting traffic stops to include the Piti area assuming it's on their way to the Hagatna or Agat boat basins. That DOC Director does not want to see anything challenged in Court

because of what Attorney Cunliffe is saying in pointing out limited jurisdiction especially with legislation that is coming out regarding multi law enforcement groups that may be counting on the Port Authority and Airport Authority to have more than a limited jurisdiction especially with their police officers. This is what he heard during discussions at this meeting.

DOC Director wanted to point out that DOA used to have training at the DOA training rooms such as leadership trainings, etc., and can be a way for DOA to reach out to experts to provide training opportunities for public safety and homeland security trainings.

The Chairman mentioned that this is a great idea and the Commission will try to reach out to Mr. Francis Flisco regarding this for the possibility of any leadership although has not seen any recent updates to the DOA training calendar.

Lt. Ray Reyes from Airport will bring the issue up with the Airport Chief regarding comments from Attorney Cunliffe and said that the reason why this is concerning for him is because the Airport Criminal Investigation has been very active relative to school complaints and sometimes people are looking at the Airport Police outside of their primary area. That it was also concerning but as complaints stem from the Airport and Airport are just conducting a follow up from their respective areas or related facilities. So this was brought up with the Airport Police going out but will bring this issue up to the Airport Chief that it was discussed in that meeting and hopefully the Airport is not impeding by performing its duties to help the community.

Lt. Reyes also wanted to add on regarding PoliceOne and brought up regarding Cadets, new cadets for each agency can utilize.

-What the Airport does is when guys come in, the Airport can do their login and have the Cadets not necessarily have their own login but are given dispatch duties, public relations, customer service, etc. and when they pass the trainings, a certificate is given for their efforts something tangible for their files that they passed as a new hire in PoliceOne. Once their probationary period is over, they can be given their individual login. Cadets at the Airport are called Airport Security to man certain posts.

The Exec.Dir. mentioned this can help with their records and reduces the number of classes that they are required to complete in the future and that he has been approached by other agencies that want to be considered for POST certification but have been informed they would still have to complete the requirements and any changes to be a member of the POST Commission, agencies would still have to go through the Guam Legislature for said change.

Any training cycles outside of GCC have to have a curriculum submitted and reviewed and approved by the POST Commission to include training instructors, would have to be approved by the POST Commission.

The Commission will provide an updated copy of this Training Instructor Application from the POST Commission and further reiterated to check their email for the invitation for the PoliceOne. That should the Commission go over the PoliceOne subscription, this will be brought up for approval to increase the subscription. Just need agencies to also submit their list of active and inactive employees.



**VII.** The next scheduled meeting is tentatively scheduled on Fri., June 21, 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 April 5, 2024. Unanimously approved.**

There being no further discussions, the meeting was adjourned at approximately 11:41 a.m.

/s/

Dated this 1<sup>st</sup> day of August 2024.

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Bertha M. Guerrero  
Recording Secretary