



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

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**P.O.S.T. COMMISSION MEETING MINUTES
Thursday, August 31, 2017**

I. Called to Order. The P.O.S.T. ("POST") Commission meeting of August 31, 2017 was called to order at 9:16 a.m. by Lt. Vincent Perez, Vice 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. Acknowledging Senator Telena Nelson and Mr. Pete Mesa, Chief of Staff, who were in attendance.

Documents Received. Document(s)/Packet: 8/31/17 Agenda; Minutes of August 3, 2017; Guam Fire Department submitted a document: "Fire Ground Work Performance Evaluation (FGWPE) AKA: GFD 10-47 Performance Evaluation;" Senator Telena Nelson's office submitted a copy of status of Bill No. 154-34(LS), "AN ACT TO ADD NEW §§ 3103(b)(4) and 3115 AND TO AMEND § 3105, ALL OF CHAPTER 3, TITLE 27, GUAM ADMINISTRATION RULES AND REGULATIONS, RELATIVE TO THE INCLUSION OF THE AIRCRAFT RESCUE AND FIREFIGHTING UNIT UNDER CATEGORY 2 PEACE OFFICERS AND THE MODIFICATION OR ADOPTION OF THE PEACE OFFICER STANDARDS AND TRAINING (P.O.S.T.) COMMISSION'S PHYSICAL FITNESS QUALIFICATION TEST (PFQT)."

III. Review and Approval of Minutes from August 3, 2017. At this time the following motion was made.

MOTION

M/S/C (Attorney General's Office/Guam Fire Department): Motion was made to approve the POST Commission meeting minutes of August 3, 2017, with corrections. Unanimously approved, motion adopted.

IV. Chairman Remarks. The Vice Chairman mentioned that Chair Chief Joe Cruz is hosting the Pacific Islands Chief of Police 2017 Conference and also mentioned Mr. Art Paulino is representing Chief Joe Cruz at this time. The Vice Chairman, also mentioned that during the last meeting there was an election and GPD Chief Joe I. Cruz was elected as the new Chairman for the

Guam P.O.S.T. Commission and Lt. Vincent Perez was re-elected as the Vice Chairman for the Guam P.O.S.T. Commission.

V. Executive Director Remarks.

a. The Executive Director also informed the Commission that there are now currently three (3) concurrent academies ongoing: Department of Corrections Academy, Guam Police Department and the new academy, the Marine Terrestrial Conservation Enforcement Academy.

b. Planning for GFD Academy ongoing. Currently working with the Guam Fire Department on this. GCC can work with any agency should it want to set up an academy either with an MOU/MOA or through an apprenticeship program. GFD has collaborated with GCC in the past with a grant/MOU.

c. Agency Research and Development Teams tasking due July 1, 2018. The Executive Director reiterated what Lt. Mark Torre is requesting in providing points of contacts for each agencies' primary/secondary PFQT coordinators. That it is important to work together and meet the deadline of July 2018 to develop and submit an acceptable PFQT standards for the Guam POST Commission. This would have to be submitted to the office of Senator Nelson.

Updates from departments/agencies:

GUAM POLICE DEPARTMENT PRESENTATION. Lt. Art Paulino provided an update as follows:

-Explained the Police Chief Joe Cruz is attending the Pacific Islands Chief of Police 2017 Conference.

-Lt. Paulino further explained he is the Division Chief that oversees the training and staff and Lt. Torre is the point of contact for the PFQT sub-committee.

-He was requested by Lt. Torre to ask each department/agency heads to appoint a primary and secondary PFQT coordinator. The information should include all phone numbers and email addresses.

-Can provide this information via arthur.paulino@gpd.guam.gov

-An email will be issued to the points of contacts with further information regarding the PFQT sub-committee, including its first meeting.

-He informed the Commission that GPD Chief Cruz may provide additional comments relative to the proposed Bill herein.

-That the Commission will be moving forward to continue testing personnel with the interim PFQT standards through December 2017.

-Lt. Paulino then explained he has a GPD Discussion Paper to read to the Commission and will also email the same to the members, which the Executive Director requested can also forward to all.

-Email for Lt. Torre is mark.torre@gpd.guam.gov

-Lt. Paulino then read the whole document to the members.

GFD Chief Manibusan had a question with the last paragraph Lt. Paulino read to the Commission regarding the extension dates and whether these are referring to the extension in the proposed Bill introduced by Senator Nelson.

-Lt. Paulino confirmed it is referring to it, however, Senator Nelson asked if these are for implementation.

- Senator Nelson asked if the deadlines mentioned are the dates to be considered for proposal into the Bill. Lt. Paulino confirmed that they are the deadlines proposed.
- Senator Nelson asked that any amendments can be submitted and will try to do as much as they can in introducing them.
- Senator Nelson also informed the Commission that DYA will be included as a voting member in a separate bill.

GUAM FIRE DEPARTMENT PRESENTATION. A document was submitted by the Guam Fire Department entitled, “Fire Ground Work Performance Evaluation (FGWPE) AKA: GFD 10-47 Performance Evaluation” which was presented by GFD.

- That this document is “a test of an individual’s ability to perform essential functions required in the occupation of firefighting.”
- That it has always been the Guam Fire Department’s position that each agency should develop its PFQT relative to their particular mission and job requirements.
- That it has become a serious issue for GFD as to how to handle employees who do not meet the standards or the job description.
- Explained there are 10 events designed to measure the performance demands of a firefighter to operate effectively at a scene.
- That there is a concern for a firefighter if he is not fit for duty.
- That there is a video clip in the GFD’s website that shows this.
- The concern also is when a firefighter is on some type of light duty and suddenly reports back to duty, the firefighter would still need to pass the test even with a doctor’s clearance.
- This evaluation does not discriminate an individual’s gender. It’s a matter of whether you can do the job or not.
- This test will be for 10 minutes and 47 seconds.
- Further information are on the document.

VI. New Business

- Judicial Education Center (JEC) 3 day course on Law Enforcement and persons with Disabilities, September 27-29, 2017 (5 trainers from each agency invited to attend).
- The Executive Director informed the members that the JEC is hosting this event.
 - This is a trainer’s course and there is no fee to attend and encourage everyone to take advantage of this.
 - Dr. Richard W. Fee is the instructor and may be contacted at rfee@guamcourts.org.

VII. Senator Nelson reported the status of the proposed bill for the POST Commission recently introduced to the Guam Legislature as Bill No. 154-34 (LS). Copies of the status were provided to the POST members.

The Senator explained the following:

- The proposed Bill addresses some of the concerns regarding the Guam P.O.S.T. Commission requirements for its PT standards.
- The Interim Standards that the POST voted on was included in the Bill.
- Wanted to make sure there was an accountability in place and that by next year, each agency will submit a copy of its proposed PT Plan and then adopt it.
- Once this is in place, will move forward from there.
- Said there were issues such as retirement and the health of individuals that are unable to perform with the standards.

- The Senator further mentioned she would like to work with the POST Commission in giving it authority to address issues such as these as soon as a PT plan is adopted.
- A public hearing on this Bill is scheduled for September 8, 2017, at 9:00 a.m., at the Guam Legislature.
- The Bill can be amended.
- Wants to work with everyone to ensure all are acting in the best interest of the public safety officers and the community.
- She gave opportunity for the members to bring up any concerns at this time.
- Concerns may also be brought up during the public hearing.
- Written testimonies are also accepted or attendance during the public hearing.

At this time, the Vice Chairman also mentioned that the Bill will include all fire fighter personnel of the Aircraft Rescue and Firefighting Unit as part of the Guam P.O.S.T. Commission as Category 2 Peace Officers.

-Senator Nelson mentioned that she did inquire as to why the Aircraft Rescue and Firefighting Unit was not initially included and said those she asked did not know the reason.

At this time, there were some discussions regarding having the POST Commission establish standards for Internal Affairs. This is something to conduct research on and discussion for law enforcement department heads.

The Attorney General's office offered its training room for members that might need with a capacity of fifty-sixty (50-60) people. Can contact Mr. Anthony Blas at ablas@guamag.org.

VIII. Next Meeting Scheduled. September 28, 2017 at 9:00 a.m.

IX. Adjournment.

MOTION

M/S/C (AG's/GFD): A motion was made to adjourn the meeting of August 31, 2017. Unanimously approved.

There being no further discussions, the meeting adjourned at approximately 10:33 a.m.

/s/

Dated this 28th day of September 2017.

Bertha M. Guerrero
Recording Secretary