

I MINA 'TRENTAI KUÅTTRO NA LIHESLATURAN GUÅHAN

Informational Briefing

REPORT	STANDING COMMITTEE / SENATOR	DATE	DATE FILED	NOTES
Informational Briefing	Committee on Housing, Utilities, Public Safety, and Homeland Security	5/19/17 9:30 a.m.	6/14/17 2:10 p.m.	Committee Report on the P.O.S.T. (Peace Officer Standards and Training) Commission.



OFFICE OF SENATOR TELENA CRUZ NELSON

CHAIRPERSON OF THE COMMITTEE ON HOUSING, UTILITIES, PUBLIC SAFETY & HOMELAND SECURITY
I MINA'TRENTAI KUÁTTRO NA LIHESLATURAN GUAHAN | 34th GUAM LEGISLATURE

June 9, 2017

The Honorable Benjamin J.F. Cruz
Speaker
I Mina'trentai Kuáttro na Liheslaturan Guahan
163 Chalan Santa Papa
Hagátña, Guam 96910

VIA: The Honorable Michael F.Q. San Nicolas
Chairperson, Committee on Rules

RE: Committee Report on the P.O.S.T. (Peace Officer Standards and Training) Commission on Friday, May 19, 2017 at 9:30 a.m.

Dear Speaker Cruz:

Transmitted herewith is the Committee Report on an Informational Briefing on Friday, May 19, 2017 at 9:30 a.m. on the P.O.S.T. (Peace Officer Standards and Training) Commission to get an Update on current Physical Fitness Qualification Test (PFQT) results and percentages, Impact Analysis based on PFQT results, and any and all recommendations in reference to modifications for the P.O.S.T. Commission

Sincerely,

Senator Telena Cruz Nelson

2017 JUN 14 PM 2:10





OFFICE OF SENATOR TELENA CRUZ NELSON

CHAIRPERSON OF THE COMMITTEE ON HOUSING, UTILITIES, PUBLIC SAFETY & HOMELAND SECURITY
I MINA'TRENTAI KUÁTTRO NA LIHESLATURAN GUAHAN | 34th GUAM LEGISLATURE

COMMITTEE REPORT

ON

P.O.S.T.

COMMISSION

(PEACE OFFICER STANDARDS AND TRAINING)




OFFICE OF SENATOR TELENA CRUZ NELSON

CHAIRPERSON OF THE COMMITTEE ON HOUSING, UTILITIES, PUBLIC SAFETY & HOMELAND SECURITY
I MINA'TRENTAI KUATTRO NA LIHESLATURAN GUAHAN | 34th GUAM LEGISLATURE

June 9, 2017

MEMORANDUM

To: All Members
Committee on Housing, Utilities, Public Safety, and Homeland Security

From: Senator Telena Cruz Nelson 
Committee Chairperson

Subject: Committee Report on the Informational Briefing with the P.O.S.T. (Peace Officer Standards and Training) Commission

Transmitted herewith for your consideration is the Committee Report on an Informational Briefing with the P.O.S.T. (Peace Officer Standards and Training) Commission that was held on May 19, 2017 at 9:30 a.m.

This report includes the following:

- Notices of Informational Briefing
- Copy of the Informational Briefing Hearing Agenda
- Public Hearing Sign-in Sheet
- Copies of Submitted Testimony & Supporting Documents
- Related News Reports
- Committee Report Digest

Please take the appropriate action on the attached vote sheet. Your attention to this matter is greatly appreciated. Should you have any questions or concerns, please do not hesitate to contact me.

Si Yu'os ma'åse'!



Telena Cruz Nelson <senatortcnelson@gmail.com>

First Notice of Informational Briefing: Friday, May 19, 2017

Office of Senator Telena C. Nelson <senatortcnelson@gmail.com>

Fri, May 12, 2017 at 7:38 AM

To: phnotice@guamlegislature.org, james.mcdonald@cqa.guam.gov, philip.taijeron@cqa.guam.gov, dennis.santotomas@guamcc.edu
Bcc: joey.sannicolas@gfd.guam.gov, law@guamag.org, matt.sablan@agriculture.guam.gov, mark aguon <aguon_mark@yahoo.com>, alberto.lamorena@doc.guam.gov, Adonis MENDIOLA <adonis.mendiola@dya.guam.gov>, Mary Okada <mary.okada@guamcc.edu>, etoves@guamcourts.org, Jenna Gaminde <jenna.gaminde@ghs.guam.gov>, christine.baleta@doa.guam.gov

May 12, 2017

MEMORANDUM

To: All Senators, Media, and Stakeholders
From: Senator Telena Cruz Nelson, *Chairperson*
Subject: First Notice of Informational Briefing: Friday, May 19, 2017

Buenas yan Háfa Adai! Please be advised that the Committee on Housing, Utilities, Public Safety, and Homeland Security will be conducting an informational hearing on Friday, May 19, 2017 in the Legislature's Public Hearing Room on the following:

9:30 a.m. Informational Briefing

P.O.S.T. (Peace Officer Standards and Training) Commission:

- Update on current Physical Fitness Qualification Test (PFQT) results and percentages
- Impact Analysis based on PFQT results
- Any and all recommendations in reference to modifications for the P.O.S.T. Commission

3:30 p.m. Informational Briefing

Guam Customs and Quarantine Agency:

- Personnel
- Overtime
- Budget Request
- Service Fees Updates

In compliance with the Americans with Disabilities Act, individuals requiring special accommodations or services or for more information on this briefing, please contact the Office of Senator Telena Cruz Nelson via email senatortcnelson@gmail.com or call 989-7696 or 969-7679

--

The Office of Senator Telena Cruz Nelson

Committee on Housing, Utilities, Public Safety & Homeland Security

*I Mina'trentai Kuáttro na Liheslaturan Guáhan*34th Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam 96910

T: (671) 989-4678/7696

F: (671) 969-7679

senatortcnelson@gmail.comsenatortcnelson@guamlegislature.org **C&Q _ POST FIRST NOTICE.pdf**
200K



Telena Cruz Nelson <senatortcnelson@gmail.com>

Second Notice of Informational Briefing: Friday, May 19, 2017

Office of Senator Telena C. Nelson <senatortcnelson@gmail.com>

Tue, May 16, 2017 at 5:52 AM

To: phnotice@guamlegislature.org, dennis.santotomas@guamcc.edu, james.mcdonald@cqa.guam.gov, philip.taijeron@cqa.guam.gov
Bcc: Adonis MENDIOLA <adonis.mendiola@dya.guam.gov>, joseph i cruz <joseph.i.cruz@gpd.guam.gov>, joey.sannicolas@gfd.guam.gov, law@guamag.org, matt.sablan@agriculture.guam.gov, mark aguon <aguon_mark@yahoo.com>, alberto.lamorena@doc.guam.gov, Mary Okada <mary.okada@guamcc.edu>, etoves@guamcourts.org, Jenna Gaminde <jenna.gaminde@ghs.guam.gov>, christine.baleto@doa.guam.gov

May 16, 2017

MEMORANDUM

To: All Senators, Media, and Stakeholders
From: Senator Telena Cruz Nelson, *Chairperson*
Subject: Second Notice of Informational Briefing: Friday, May 19, 2017

Buenas yan Háfa Adai! Please be advised that the Committee on Housing, Utilities, Public Safety, and Homeland Security will be conducting an informational hearing on Friday, May 19, 2017 in the Legislature's Public Hearing Room on the following:

9:30 a.m. Informational Briefing

P.O.S.T. (Peace Officer Standards and Training) Commission:

- Update on current Physical Fitness Qualification Test (PFQT) results and percentages
- Impact Analysis based on PFQT results
- Any and all recommendations in reference to modifications for the P.O.S.T. Commission

3:30 p.m. Informational Briefing

Guam Customs and Quarantine Agency:

- Personnel
- Overtime
- Budget Request
- Service Fees Updates

In compliance with the Americans with Disabilities Act, individuals requiring special accommodations or services or for more information on this briefing, please contact the Office of Senator Telena Cruz Nelson via email senatortcnelson@gmail.com or call 989-7696 or 969-7679.

--

The Office of Senator Telena Cruz Nelson

Committee on Housing, Utilities, Public Safety & Homeland Security

I Mina'trentai Kuâttro na Liheslaturan Guåhan

34th Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam 96910

T: (671) 989-4678/7696

F: (671) 969-7679

senatortcnelson@gmail.com

senatortcnelson@guamlegislature.org

 **C&Q post Second NOTICE.pdf**
200K



OFFICE OF SENATOR TELENA CRUZ NELSON

CHAIRPERSON OF THE COMMITTEE ON HOUSING, UTILITIES, PUBLIC SAFETY & HOMELAND SECURITY
I MINA'TRENTAI KUATTRO NA LIHESLATURAN GUAHAN | 34th GUAM LEGISLATURE

Committee on Housing, Utilities, Public Safety and Homeland Security Informational Briefing

Friday, May 19, 2017

AGENDA

9:30 a.m. Informational Briefing

P.O.S.T. (Peace Officer Standards and Training) Commission:

- Update on current Physical Fitness Qualification Test (PFQT) results and percentages
- Impact Analysis based on PFQT results
- Any and all recommendations in reference to modifications for the P.O.S.T. Commission

3:30 p.m. Informational Briefing

Guam Customs and Quarantine Agency:

- Personnel
- Overtime
- Budget Request
- Service Fees Updates

GUAM CONGRESS BLDG 163 CHALAN SANTO PAPA HAGÁTÑA, GUAM 96910
Tel: (671) 989-7696/4678 | Email: senatortcnelson@guamlegislature.org



OFFICE OF SENATOR TELENA CRUZ NELSON

CHAIRPERSON OF THE COMMITTEE ON HOUSING, UTILITIES, PUBLIC SAFETY & HOMELAND SECURITY
I MINA'TRENTAI KUATTRO NA LIHESLATURAN GUAHAN | 34th GUAM LEGISLATURE

Informational Briefing
May 19, 2017 9:30 a.m.
P.O.S.T. Commission

NAME	AGENCY OR ORGANIZATION (IF ANY)	CONTACT NUMBER	EMAIL ADDRESS
Larry Villagomez	GPD	787-3632	larry.villagomez@gpd.guam.gov
GLEIF S. TORRESA	ERD	777-6837	
Eddie B. Tamzon	GPD	487-0877	
John J. Balbin	GPD	687-8904	john.balbin@gpd.guam.gov
RAY C. ALCANTARA	GPD	482-1381	rayalcantara@YANEX
Michael J. Lender	GPD		Mike.Lender@gpd.guam.gov
Joey Manibusan	GFD	642 8342	joey.manibusan@gfd-guam.gov
Kate G. Baltazar	Dept. of Corrections	735-5170	kate.baltazar@doc.guam.gov
Steve Ignacio	GPD	475-8544	



OFFICE OF SENATOR TELENA CRUZ NELSON

CHAIRPERSON OF THE COMMITTEE ON HOUSING, UTILITIES, PUBLIC SAFETY & HOMELAND SECURITY
I MINA'TRENTAI KUÅTTRO NA LIHESLATURAN GUAHAN | 34th GUAM LEGISLATURE

Informational Briefing
May 19, 2017 9:30 a.m.
P.O.S.T. Commission

NAME	AGENCY OR ORGANIZATION (IF ANY)	CONTACT NUMBER	EMAIL ADDRESS
SOPHIA DIAZ	JUDICIARY	475-3330	sdiaz@guamcourts.org
ROY HANES	JUDICIARY	475-3422	rhanes@guamcourts.org
Anthony Cancho	DIAG	475-3406	avcancho@guamag.org
Paul v. Sagan	GPD	475-8508	paul.sagan@gpd.guam.gov
Donald R. Fickelwiser	GPD	475-8616	donald.fickelwiser@gpd.guam.gov
Darrell Cabreza	GPD	864-1034	darrell.Cabreza@gpd.guam.gov
Wade Williams	GPD	988-0760	nopatablood471@hotmail.com
Felix Camacho Jr.	Guam Police	488-0075	felix.camacho@gpd.guam.gov
Erwin Aquino	Guam Police	487-0800	erwin.aquino@gpd.guam.gov
Anthony A. Borja	Guam Police	688-5598	anthony.borja@gpd.guam.gov

GUAM CONGRESS BLDG. 163 CHALAN SANTO PAPA HAGÁTÑA, GUAM 96910
Tel: (671) 989-4678/7689 | Email: senatortcnelson@guamlegislature.org



OFFICE OF SENATOR TELENA CRUZ NELSON

CHAIRPERSON OF THE COMMITTEE ON HOUSING, UTILITIES, PUBLIC SAFETY & HOMELAND SECURITY
I MINA'TRENTAI KUATTRO NA LIHESLATURAN GUAHAN | 34th GUAM LEGISLATURE

Informational Briefing
May 19, 2017 9:30 a.m.
P.O.S.T. Commission

NAME	AGENCY OR ORGANIZATION (IF ANY)	CONTACT NUMBER	EMAIL ADDRESS
Joseph I. Cruz	GPD	685-4567	joseph.i.cruz@gpd.guam.gov
Keith J. Corpuz	GPD	788-4723	keith.corpuz@gpd.guam.gov
Tim Santos	GPD	988-1338	timothy.santos@gpd.guam.gov
Chris Roberts	PAG	482-5415	carobert@portguam.com
Richard Cress	GPD	475-8538	richard.cress@gpd.guam.gov
Manny Chan	GPD	727-6427	manny.chan@gpd.guam.gov
VINCE NAPUTI	JOG	487-9095	vnaputi@guamcourts.org
SAUBRENNAR	JOG	482-7265	sbrennar@guamcourts.org
ANDREW QUINTANA	GPD	898-3245	andrew.quintana@gpd.guam.gov

GUAM CONGRESS BLDG. 163 CHALAN SANTO PAPA HAGÁTÑA, GUAM 96910

Tel: (671) 989-4678/7689 | Email: senatortcnelson@guamlegislature.org



Telena Cruz Nelson <senatortcnelson@gmail.com>

Fwd: POST Commission PFQT Test

2 messages

Maryhelen Lizama <maryhelen.lizama@doc.guam.gov>

Wed, May 3, 2017 at 12:50 PM

To: senatortcnelson@gmail.com

May 3, 2017

Memorandum

To: Honorable Telena C. Nelson

From: Lt. M.S. Lizama,

----- Forwarded message -----

From: **Maryhelen Lizama** <maryhelen.lizama@doc.guam.gov>

Date: Tue, Mar 22, 2016 at 12:24 AM

Subject: POST Commission PFQT Test

To: "Frank Aguon, Jr." <aguon4guam@gmail.com>

Dear Senator Aguon,

I am writing to you today in regards to the Post Physical Fitness Qualification Test Score for Law Enforcement. I believe that it is not fair. So far, I took the test twice and failed. And so did many others. The reason why it is not fair is because we are currently on twelve hour shifts and then we are required to run at 0530 hours in the morning. I get off with my platoon at 0100 hrs. We start our shift at 1200 hrs. five days a week. When do we find time to work out? Not so often. I am hearing that only about 80% are passing the PFQT from all LE Agencies. So, what happens when we all failed the test that they keep making us take every three months? Likewise, the ones who are taking our scores are not really being fair about the scores or they are doing scores wrong. But, I did not argue my score because I am exhausted and tired but the one who took my score was wrong. I also feel sad because they have not compensated us with our overtime which is owed ten pay periods from FY2015 and FY2016. We heard they are working on the Overtime from the ASO but she said she could not say when? I am really tired of asking and I apologize for asking you for your assistance on this matter. The morale is low and the Officers on platoons are working very hard. I could see the sadness in their face when they come to work and I could see how exhausted they are from pulling twelve sometimes twenty hours because of no relief. It is really sad. We all deserve to get our overtime pay and in a timely manner.

I was looking at the requirements and the chart wants our waistline to be about 32 inches and below. Well, Just to let you know, most of the prisoners here at DOC or new confinees are over 200 pounds to 300 pounds and they are way taller than us. So, do they want a petite body frame to respond during an emergency or a crisis? It's gonna take time to subdue a prisoner that is way heavier and a larger body frame. Also, the requirements at DOA is not consistent with the POST requirements. DOA requires to run 1/4 mile in two minutes and an obstacle course up til now this is still the physical agility test. Also, Other Corrections in the mainland does not require a 1.5 mile run/walk. It does not require Body Composition. What it does require is a 1/4 mile run in five minutes in Texas, lifting 50 lbs, stair climbing, stretching, sit ups and push ups. We don't run as much here at Corrections. We only

walk throughout the shift. The only time we run is during an emergency to a Post which is not even 1.5 miles. It's about 1/4 mile to get to another post or less. It is not right to be adopting the Air Force PFQT Requirements because they have a reason why they made those requirement besides downsizing the military for early retirement. Military prepares for War and Law Enforcement Agencies only enforces the law. We are not going to war but we are just maintaining Public Safety. They are currently trying to reform the Use of Force Policy and taking it to the Supreme Court. A lot of LEOs are changing their professions back in the mainland because of what is happening now? There is an increase of violence and against LEOs back in the U.S.A. We are fortunate here on Guam that we did not experience any kind of Ferguson Incident or Chicago Incident and the Public are not showing any disrespect to our Law Enforcement Officers.

We have been working twelve hour shifts for twenty some years. The Officers who are on eight hour shifts with weekends and holidays off are fortunate to pass the test because their body is rested unlike most of us who work long hours and have not been compensated our overtime which is ten pay periods that is overdue for FY2015 and FY2016. I still exercise but that is only on my day off or if I get enough rest. It's hard to make time on a twelve hour shift with two days off.

Lastly, I am asking if you could just keep this letter anonymous because I just don't want any retaliation from anyone who would be objecting what I wrote on this letter?

CA



Facebook Twitter YouTube
Contact News Public Notices

CDCR to resume accepting applications for Correctional Officer on May 1, 2016

Correctional Peace Officer Careers Selection Components

Thank you for considering a career opportunity as a Correctional Peace Officer with the California Department of Corrections and Rehabilitation (CDCR). To be eligible for appointment a candidate must be successful in each of the following selection components:

Written Examination

Once your application has been received you will be notified within four to six months of the date of your Written Examination.

Candidates must contact their designated testing center by the day of their original test date to reschedule. Failure to reschedule or successfully complete the Written Examination will result in removal from the selection process and an inability to reapply for a period of twelve months from the disqualification date. Candidates that successfully complete the Written Examination will be scheduled to attend the Physical Fitness Test (PFT) in the following month.

To learn more about the types of questions asked on the Written Examination, click here a [Sample Test](#).

Physical Fitness Test (PFT) (Pass/Fail)

Correctional Officers (COs) must be able to respond to a variety of physically demanding activities to maintain the safety and security within a prison environment. The CDCR's Physical Fitness Test (PFT) evaluates each candidate's strength, endurance, and agility required to satisfactorily perform the essential duties and functions expected of a CO. The PFT administered is modeled after and tests for the same abilities as those required of peace officer cadets to graduate from the 12-week CO Academy. This test is designed to assess the probability of success expected in performing various physical functions at both the Academy, and then later once cadets have graduated and have reported to their assigned institution.

To assess these abilities, you will need to:

- Run a 500-yard course (approximately) on a variety of different surfaces
- Run up and down one flight of stairs
- Complete a mini obstacle course
- Carry two (2) 45-pound hand-held weights over a distance of 50 yards and set them down;
- Then, carry one (1) 45-pound weight over 75-yards and then set it down; and,
- Lastly, carry one (1) 30-pound weight over a final distance of 110-yards and then set down

To successfully pass the PFT portion of the selection process, candidates must complete the course in the required time of 5 minutes and 5 seconds.

Please view the PFT VIDEO to watch an example of the nature of the course you may encounter.

PLEASE NOTE: If you do not appear for the PFT, and have not made contact with our office, you will be disqualified and will not be able to reapply for one (1) year from the disqualification date.

Personal History Statement (PHS)

The Personal History Statement (PHS) is an extensive document used to collect information regarding applicants past residences, acquaintances, and employment histories. All candidates must submit their PHS, along with the notarized release (page 2), and other original documents upon check-in at the PFT. Candidates who are unable to provide a complete PHS and related documents will not be allowed to participate in the PFT and must contact their designated testing center to reschedule for a future date.

The PHS can be found at:

http://www.cdcr.ca.gov/career_opportunities/por/document.html

All responses to questions answered within the submitted PHS will be verified through the background investigation and Computerized Voice Stress

Analyzer (CVSA) examination.

BACKGROUND INVESTIGATION

The background investigation is a very thorough investigation into applicant's past and current employment, residences history, relationships, credit responsibility, and criminality. All candidates are expected to provide their investigator with needed documentation in a timely and complete manner. Dishonesty or omissions of information will be cause for disqualification. The background investigation includes a face-to-face interview with an investigator and on average takes approximately 90 days to complete from the date that the file is assigned

CVSA EXAMINATION

As part of the background investigation process, all candidates will be required to submit to a CVSA examination. The CVSA examination is used to verify the veracity and accuracy of information submitted by applicants regarding, but not necessarily limited to: use of controlled substances, driving, criminal history, employment histories, and other suitability factors.

Fingerprinting (LiveScan)

Candidates will be fingerprinted by Live Scan after they pass the PFT. Each finger is scanned into a computer database and checked against criminal records nationwide. Information received may include charges that have been dismissed.

Pre-Investigatory Interview (Pass/Fail)

The Pre-Investigatory Interview (PII) is the beginning of the Background Investigation (BI) process. The purpose of this recorded interview is to provide the opportunity to clarify information submitted by the candidate for the position applied. The PII provides the opportunity to ensure the candidate's background can be initiated with complete and accurate information and concluded in the shortest time frame possible.

Pre-Investigatory Interview

- Candidates that pass the PFT will be contacted by a Background Investigator and scheduled for a pre-investigatory interview.
- Candidates that do not keep the scheduled pre-investigatory interview will be disqualified and will not be able to reapply for one (1) year from the disqualification date.
- Pre-Investigatory Interview date and time cannot be rescheduled.
- Candidates that are disqualified/withheld as a result of information obtained during the pre-investigatory interview will not be able to reapply for one (1) year from the disqualification/withhold date.

Background Investigation (Clearance/Withhold)

As a minimum requirement, a thorough background investigation must be conducted prior to a candidate's appointment or training as a Correctional Peace Officer. Relevant information concerning a candidate's integrity, past behavior, unlawful activities, job performance and other topics are explored during the investigation. Information obtained during the background investigation is relevant because a candidate's conduct reflects his/her character, credibility and moral values.

It takes approximately 90 days to complete the background investigation. A complex background investigation, or a background investigation with serious issues, may exceed this 90-day timeframe. For further detail please see the Personal History Statement (PHS) at this link:

http://www.cdcr.ca.gov/career_opportunities/por/document.html

Written Peace Officer Psychological Evaluation (POPE)

This evaluation consists of a series of questions candidates respond to based upon their personal preferences. The information will be used in the Oral POPE.

The Written POPE is available by scheduled appointment only. Candidates that do not appear for their Written POPE must contact the Office of Peace Officer Selection (OPOS) to reschedule. OPOS can be contacted at (916) 255-2500

Candidates that do not appear for their Written POPE must contact the Office of Peace Officer Selection (OPOS) within 60 days of their original test date to reschedule. OPOS can be contacted at (916) 255-2500

Failure to reschedule may result in removal from the selection process and an inability to reapply for a period of twelve months from the disqualification date.

Candidates that complete the Written POPE return in the afternoon for the Vision Test

Vision Test (Pass/Fail)

This test checks a candidate's visual acuity and color vision. If the candidate does not have 20/20 vision in each eye, a written certification is required from an optometrist or ophthalmologist indicating that vision is correctable to 20/20 in each eye.

Note: (1) If your vision is NOT 20/20 or better in each eye, or (2) if you use any type of corrective lenses, you need to print out the Peace Officer Vision Verification (OPOS 201) form by clicking this link and have it filled out by your eye doctor. Bring the completed form with you on your scheduled vision test date.

For further details please see our Vision Requirements Fact Sheet by clicking this link.

Oral Peace Officer Psychological Evaluation (POPE) (Pass/Fail)

Once a candidate's background investigation has been cleared, the information is sent to the Psychological Screening Unit. Candidates will be contacted by a member of the Psychological Screening Unit, to schedule an oral POPE interview.

Oral Peace Officer Psychological Evaluation(POPE)

- Oral Peace Officer Psychological Evaluation (POPE) interviews are administered by appointment only.
- Candidates that do not appear for the oral POPE will be disqualified and will not be able to reapply for one (1) year from the disqualification date.
- POPE date and time cannot be rescheduled.

- Candidates that do not provide requested information by the due date will be disqualified and will not be able to reapply for one (1) year from the disqualification date.
 - Candidates who are disapproved in the POPE will not be able to reapply for one (1) year from the disqualification date.
-

Pre-Employment Medical Examination (PEM) (Pass/Fail)

This is a comprehensive physical examination conducted by licensed physicians under contract with the CDCR to evaluate a candidate's overall physical health. All candidates going through PEM will undergo a visual genitourinary system examination. Candidates 50 years of age or older are required to undergo a rectal examination.

Pre-Employment Medical Examination Process

- The Pre-Employment Medical Examination (PEM) is administered by appointment only.
 - The PEM date and time cannot be rescheduled. Candidates that do not appear for the PEM will be eliminated and will not be able to reapply for 1 year from the elimination date.
 - Candidates that do not provide requested information by the due date will be eliminated and will not be able to reapply for one (1) year from the elimination date.
 - Candidates who are disqualified in the PEM will not be able to reapply for 1 year from the disqualification date.
-

Tuberculosis Screening

Prior to reporting to the Basic Correctional Officer Academy (BOCA), candidates are responsible for ensuring they are free from tuberculosis with a certification from their physician.

Appointment Process

After successfully completing all of the selection components, candidates are placed on the certification list, which gives them eligibility to be appointed as a Correctional Peace Officer.

This is for the State of Hawaii:

How to Become a Correctional Officer in Oahu, Hawaii

Minimum Requirements for Employment

The Department of Public Safety, Corrections Division sets forth the requirements for State correctional officer jobs. Therefore, individuals who want to become correctional officers in Oahu must be able to meet the Division's minimum requirements for employment, which include:

- Must possess a high school diploma or the equivalent (one year of work experience requiring the ability to read, write, comprehend and apply written directions may be substituted for a high school diploma)
- Must possess at least one year of work experience that clearly displays the applicant's ability to relate with people, provide instructions, and/or effectively give or exchange information
- Must possess a valid driver's license

Candidates who have completed a course of post-secondary education may enjoy a competitive advantage over candidates without a college degree. As such, individuals seeking a career in corrections often choose to pursue a degree directly related to the profession:

- Criminal justice
- Criminology
- Justice administration
- Sociology
- Psychology

The Testing/Employment Process

Each phase of the employment process involves passing "successive hurdles." In other words, applicants must pass each phase of the employment process before moving onto the next. The test phases are as follows:

- Interview with the Department of Public Safety
- Criminal history check and background investigation
- Medical/physical examination
- Pre-employment drug test
- Basic Correctional Training program
- Nine-month probationary period
- Physical Ability Test (PAT): A continuous, timed event involving the completion of the following:
 - Sprinting 125 yards
 - Dragging a 178-pound dummy 20 feet
 - Carrying a 25-pound backpack 85 feet, including up and down a flight of steps
 - Pushing a 138-pound object 25 feet
 - Sprinting 25 feet across the finish line

This is in Florida:

8) The Physical Requirements (PAT)

OK you may be surprised to know (or maybe not after seeing some of my fellow police officers on the streets) that there is no physical fitness statewide requirement. There are no test or program you have to meet to meet state standards (I will cover the academy in a few minutes). Many departments have their own physical requirements and many do not have any. Our local Sheriff's office has a program that rewards you for being fit and passing the physical fitness course in a certain time but its not mandatory and its not punitive (they don't punish you) for not being able to make the time. Now thats not to say that if you are unable to walk up a flight of stairs without being winded you would be OK.

Think about the reality of it. You have to be physically fit to do this job, and the more fit you are the more likely you are not to die in a physical struggle or even after being shot or injured. Being physically fit will save your life and maybe that of your fellow cops / police officers and the citizens you serve.

Imagine chasing a bad guy on foot for a few hundred yards and once you catch them you to tired to fight? You may end up dead. SO being physically fit is almost a requirement for self survival.

But the State of Florida actually has no requirement for physical fitness. Now some academies have an entry physical test you must pass, and that is up to each individual academy. And each one is slightly different. Our academy physical course is 440 yards long and has fences, low crawls, sprints and cone weaves, pistol trigger pull, a door and window, and last a heavy (150 lb) dummy drag. Its hard but not impossible if you half way in shape.

The State of Florida does have a physical requirement once your in the academy. The Physical Fitness course is 60 mandatory hours of your academy time. How that time is spent is again up to each academy and the programs vary widely. We follow a Crossfit style PT program.

The State of Florida requires that recruits be tested twice while in the Police and Corrections academy. Once in the first two weeks, and once in the last two weeks of the academy (or at the end of 60 hours of PT training. The test consist of:

- 1.5 mile run
- 300 yard sprint
- maximum without stopping push-ups
- sit-ups in 1 minute
- vertical leap

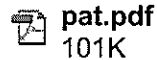
There is no required number or standard to pass according to the state. The only requirement in the State rules are that you "show improvement" between the first test and the last test. And that you participate while taking PT. So as long as you try, and you show improvement you will pass. Now academies may set their own standards that are tougher than those, but you would have to check with the training academy to find out if they have any other requirements.

Also you should consider what this physical fitness is for, your safety and that of others. Try holding a half gallon jug half full of water up in front of you at shoulder height. How long can you hold it? How long can you hold a firearm up like that? Work on your endurance (cardio) and upper body strength. Run, do sit ups, push-ups, work on your vertical leaps, and sprints. You will be fine.

Some departments have physical fitness requirements of their own. You would need to contact them to find out what they are, but not many have any kind at all, and thats a shame.

The physical abilities test, PAT or Agility Course or whatever your area or departmental specific test are called are not that hard, they usually involve a run (ours is 1.5 miles) and a obstacle course of some design, and maybe some basics like push-ups or sit ups and such. If you are truly out of shape a terribly over weight I suggest starting to get in shape well before you have to try and take this. It is not for athletes only, but it is not for the couch potato either.

Do about 4-6 months of regular exercise before you attempt this test. Oh and please do not show up looking like your trying to get a date. Men and women included. Show up in proper clothing for running a physical course. Don't show up in jeans and a tee shirt and dress shoes! Also do not show up in your old military uniform and boots. Just wear gym shorts or long sweat pants, and a tee shirt (that does not have profanity or sexual writing on it!) I mention these things because I have seen them at the testing!



pat.pdf
101K

Maryhelen Lizama <maryhelen.lizama@doc.guam.gov>
To: senatortcnelson@gmail.com

Wed, May 3, 2017 at 1:52 PM

----- Forwarded message -----

From: **Maryhelen Lizama** <maryhelen.lizama@doc.guam.gov>
Date: Wed, May 3, 2017 at 3:50 PM
Subject: Fwd: POST Commission PFQT Test
To: senatortcnelson@gmail.com

May 3, 2017

Memorandum

To: Honorable Telena C. Nelson
From: Maryhelen S. Lizama
Email: maryhelen.lizama@doc.guam.gov
CP: 858-4434/WP:734-3981
Subject: POST PFQT Test
Reference: Request for Amendment to the current law.

Hafa Adai Maam, I am requesting that they amend the law regarding the POST PFQT which is scheduled for this year December 2017. I wrote to Senator Aguon regarding this matter last year, but, I did not get a response. Attached are the documents I sent last year.

I just heard on the news that the News Reporter said that the Officers will be facing Disciplinary Actions or Termination. This is very negative on all Law Enforcement Officers. POST is supposed to certify Officers to pass not only the Physical Test but also the Educational part to be POST Certified. Now, I am hearing that there will be a mass exodus of law enforcement officers this year because they are tired of this POST Requirement and the reduction of funding to support the Law Enforcement Agencies. My colleague said he scheduled an appointment with retirement last week and they scheduled to meet with him in August. This means Retirement is booked with LE Officers who are trying to retire this year. I have been working for DOC for 27 years and this is the worse I seen of the treatment of Law Enforcement Officers. The main point is we all went through some kind of training and we were all sworn in and took an oath to serve, enforce the law and perform our duties and responsibilities. PUBLIC SAFETY. I have an Associates Degree in CJ and I have been a supervisor for eleven years. The requirement to be a Corrections Officer I as of now on DOA is to be 18 years old and High School Diploma/GED. The DOA Test is still the 1/4 mile and the Obstacle Course and of course take a written Exam.

First they said, all Government Employees are suppose to exercise for Health and Wellness. Ok that's good. Then, we have this POST Commission that implemented the U.S. Air Force Standards for the PFQT. These are the amendments I would like to happen and I pray to God it does happen:

1. 1 mile no time.
 2. Push Ups and Sit Ups no time.
 3. No BC Taping or measurement of the waist.
 4. Pulling a 50lb or 100lb bag.
 5. Annual Firearms Qualification for handguns and rifles for all LE Officers.
 6. Keep whatever Educational Courses/training that is required.
 7. There should be no Fees for the POST Certification. The Government of Guam could afford a piece of paper to print out a POST Certificate. The Fee now is \$50. This is Costly. I don't think the price of the ink or paper went up. Back when I first started the Government paid \$17,000 and for everything to go to GCC for the Corrections Academy and I received 30 college credits for free. Now, you have to pay just to attend the CJ Academy. They even paid for a set of uniforms and equipment for me. I did not pay for this. I completed the Academy and I was sworn in by two Judges.
 8. The requirement to be promoted is to pass the PFQT Test. This should be deleted. This is not fair due to it was not done in the past.
- This would be perfect for the POST Certification for both the Physical and Training part.

I am asking to be treated fairly as a Government of Guam Employee so this is the reason I am requesting that they delete/remove the U.S. Air Force Standards from the POST PFQT requirement and implement our own Standards. It is so bad that now I have lost 20lbs in a month because of high demands to meet the POST Standards. The thing is all Law Enforcement Officers who retired are lucky that they don't have to go through all of this rigorous training and physical test requirement before they retire. The morale was way better when I first started DOC. There were more Officers, population was only 200 prisoners, more equipment, more vehicles, more civilian staff, more ranks, an abundance of everything. Like I said to Ms. Bernice who works with you, We are not trained to be Special Forces, DEA, FBI or Navy Seals that we have to run 1.5 miles in less time, timed to do push ups and sit ups. Our body is not as young as before. If this was the case, I would join the FBI Academy or the Military because they do require them to prepare for War.

I feel like we are being harassed about all of this POST PFQT Requirement. Then, when the need arises and they need to respond, Who do they call? who do they depend on for Public Safety? Priority is Recruitment(Continuous), New Equipment, New Vehicles, and hopefully one day a New Facility soon this is to accommodate the increase of Crime in our Island, Daily Arrests and Incarceration. The other Priority is to Campaign against the increase of Drug Offense (Methamphetamines) which is the cause of all of these crimes and violence on island. They only have a priority about no smoking Tobacco/Vape everywhere in the public. Why don't they Post No smoking METH or Drugs? Tobacco is legal but yet there are more signs about Tobacco than there is about Controlled Substances. They should also have commercials about No to Drugs(METH) or Drug Abuse. Alcohol and Tobacco are both Legal. They should worry about the Illegal and Post signs about it. Just speaking my mind.


6/14/2017

Gmail - Fwd: POST Commission PFQT Test

I apologize if I did not attend the oversight hearing but I am a single parent and I am really drained out from both Work and the Home front. Our schedule now is 3 1/2 On and 3 1/2 off due to curbing of OT. However, I look forward to seeing you soon in any upcoming meetings or hearings. I am hoping that the POST Commission does make the changes so that everyone could pass the test and not fail. We don't need to hear that we will be facing Disciplinary Actions or Termination. The morale is low. Please do not say I wrote to you regarding this matter. I want to thank you for your support and I really believe that you could help us Law Enforcement Officers.

Sincerely,
Maryhelen Lizama

[Quoted text hidden]

 **pat.pdf**
101K

P.O.S.T. Commission

(Peace Officer Standards & Training)



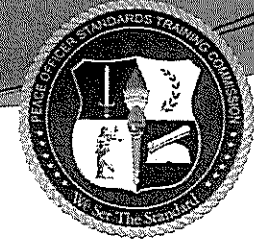
P.O.S.T. Commission Chair
Airport Police Chief Bob Camacho

P.O.S.T. Commission Vice Chair
Customs Major Vincent Perez

P.O.S.T. Executive Director
Dennis J. Santo Tomas, COL, USA (Ret)

P.O.S.T. Commission

(Peace Officer Standards & Training)



MEMBERSHIP

Guam Police Department

Guam Fire Department

Department of Corrections

Customs & Quarantine Agency

Judiciary of Guam

Airport Police

Port Police

Department of Youth Affairs

Department of Agriculture, DAWR

Attorney General of Guam

Department of Administration

Guam Community College

University of Guam

Police Chief Joseph I. Cruz

Fire Chief Joey San Nicolas

Corrections Chief Alberto Lamorena IV

Customs Director James T. McDonald

Administrator Robert S. Cruz

Police Chief Robert Camacho

Police Chief Roberto

Director Adonis Mendiola

Director Matthew Sablan

Attorney General Elizabeth Barrett-Anderson

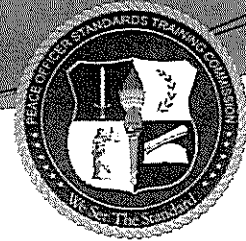
Director Christine Baletto

Dennis J. Santo Tomas

Frank Ishizaki

P.O.S.T. Commission

(Peace Officer Standards & Training)

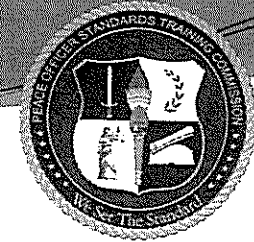


HISTORY

- **17GCA, Chapter 32, Article 3 (PL 24-145:2 dated Feb 27, 1998)
Amended & moved to Chapter 51 by PL 29-012:2 dated Sept 7, 2007**
- **17GCA, Chapter 32, Article 3 (PL 30-89)
Change membership composition of P.O.S.T. Commission**
- **17GCA, Chapter 51 (PL31-099:16 dated Sept 30, 2011)
GCC designated training agency for the P.O.S.T. Commission**
- **Amended 17GCA, Chapter 51 (PL32-232 – December 2012)
Established academic and physical fitness standards for P.O.S.T.**

P.O.S.T. Commission

(Peace Officer Standards & Training)

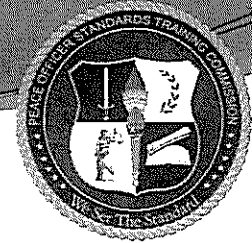


P.O.S.T. UPDATE

- **P.O.S.T. Commission has successfully established academic, training and physical fitness standards per PL 32-232**
- **Department of Administration and law enforcement agencies are complying with P.O.S.T. academic standards per PL 32-232**
- **P.O.S.T. Commission has established Supervisory, Management and Executive eligibility criteria**
- **Law Enforcement Agencies have been working hard to implement physical fitness into their program; officers are undergoing medical evaluations; agencies continue to administer diagnostic physical fitness tests**

P.O.S.T. Commission

(Peace Officer Standards & Training)

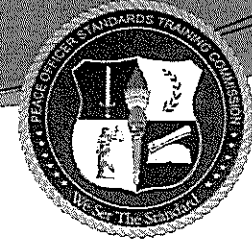


CHALLENGES

- **P.O.S.T. Commission Physical Fitness Qualification Test (PFQT) is equivalent to the U.S. Air Force Physical Fitness Test per PL 32-232**
- **P.O.S.T. Commission does not have the legal authority to implement changes to the PFQT in response to law enforcement agencies' demanding missions and the need to maintain an effective and available force**
- **Law Enforcement agencies are requesting for an additional two years to prepare and condition peace officers for the annual administration of the; agencies are experiencing a high failure rate of the U.S. Air Force Physical Fitness Test.**

P.O.S.T. Commission

(Peace Officer Standards & Training)

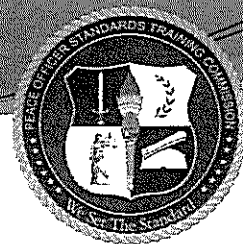


REQUESTED CHANGES TO PUBLIC LAW

- **P.O.S.T. Commission PFQT be modeled similarly, but not be equivalent, to the U.S. Air Force Physical Fitness Test**
- **P.O.S.T. Commission be granted the authority to make legitimate changes to the PFQT, as deemed necessary and approved by the Commission, in order to be able to support the law enforcement agencies' demanding mission requirements and the need to maintain an effective force at all times**
- **P.O.S.T. Commission be granted an additional two years for full PFQT implementation (2019 versus 2017) and peace officers will continue to be administered the PFQT by their respective agencies.**
- **P.O.S.T. Commission PFQT fitness standards be exempted from the AAL or Administrative Adjudication Law**

P.O.S.T. Commission

(Peace Officer Standards & Training)



QUESTIONS ?



GPD PFQT REVIEW

PHYSICAL FITNESS QUALIFICATIONS TEST (PFQT)

DIPATTAMENTON
POLISIAN GUAHAN
JOSEPH I. CRUZ, CHIEF OF POLICE



DIPATTAMENTON
POLISIAN GUAHAN
JOSEPH I. CRUZ, CHIEF OF POLICE

INTRODUCTION

- Dec 30, 2014, Guam POST Commission's mandatory standards for the Physical Fitness Qualifications Test went into effect—Pursuant to Chapter 3, Section 3003, Guam POST Administrative Rules.
- January 15, 2015, GPD initiated roll-call training and classes to educate and familiarize its officers (324 full-time police officers, Detention Officers, 129 CVPRS) with the new POST PFQT requirements, as delineated in the standard Air Force Instruction (AFI) 36-2905.
- 3 Diagnostic PFQTs in January, April and July 2016 showed a 30% Passing Rate and a 70% Failure Rate, particularly with our full-time force.
- Our CVPR Officers only registered an 20% pass rate.

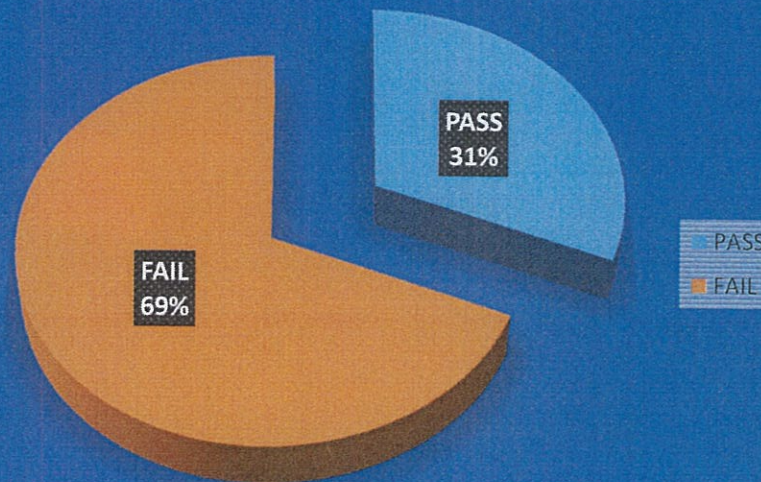


DIPATTAMENTON
POLISIAN GUAHAN
JOSEPH I. CRUZ, CHIEF OF POLICE

PHYSICAL FITNESS QUALIFICATIONS TEST

- AFI STANDARD POST PFQT RATE FOR 317 FULL TIME CATEGORY I OFFICERS
- PFQT ADMINISTERED IN JANUARY, APRIL & JULY 2016
- TOTAL RESULTS AFTER THREE (3) ATTEMPTS
- 317 TOTAL
- 99 PASSED
- 218 FAILED

AFI STANDARD SUCCESS RATE

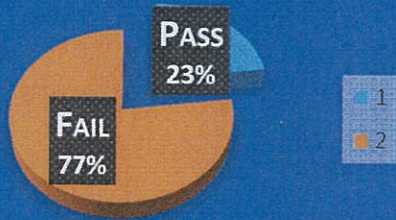




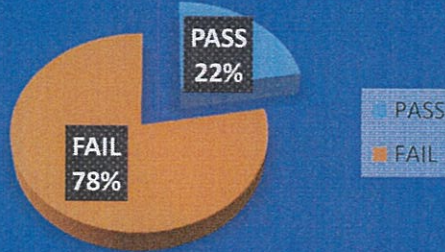
DIPATTAMENTON
 POLISIAN GUAHAN
 JOSEPH I. CRUZ, CHIEF OF POLICE

CVPR EVENT CATEGORY RESULTS

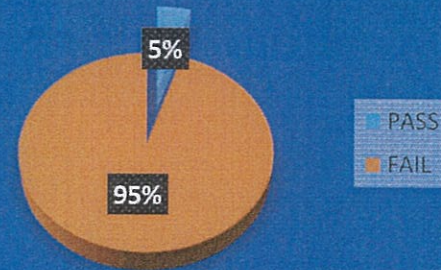
COMPLETE PFQT



COMPLETE PFQT



COMPLETE PFQT



JANUARY 2016	APRIL 2016	JULY 2016
Complete PFQT administered to 61 CVPR Category 1 Peace Officers in GPD.	Complete PFQT administered to 27 CVPR Category 1 Peace Officers in GPD.	Complete PFQT administered to 21 CVPR Category 1 Peace Officers in GPD.
61 TESTED	27 TESTED	21 TESTED
14 PASSED / 47 FAILED	6 PASSED / 21 FAILED	1 PASSED / 20 FAILED



DIPATTAMENTON
POLISIAN GUAHAN

JOSEPH I. CRUZ, CHIEF OF POLICE

JOSEPH I. CRUZ, CHIEF OF POLICE

MODIFIED PFQT OVERVIEW
POST COMMISSION CONSIDERATIONS



DIPATTAMENTON
POLISIAN GUAHAN
JOSEPH I. CRUZ, CHIEF OF POLICE

PFQT MODIFICATIONS

- July 01, 2016, the POST Commission requested a new “Modified” PFQT be administered which exempted the Abdominal Circumference event and added 1 minute more to the run, push-ups and sit-ups events.
- August 30, 2016, GPD conducts the Modified PFQT Version 1 derived from a 10% random sample of those who did not pass the “Standard” PFQT in July, this test proved no more beneficial as only 10% passed and the other 90% failed.
- October 18, 2016, the POST Commission agreed to attempt a 2nd Modified PFQT “Version 2” this version removes the abdominal circumference event, reduces the run to 1 mile, push-ups and sit-ups were moved back to 1 minute.
- GPD administered Version 2 of the Modified PFQT in January this year to the entire department. We saw a 50% pass rate—an improvement from the AFI Standard PFQT, and the 1st Modified PFQT version.
- Should the PFQT standard (AFI 36-2905) remain as it is, GPD could stand to see a 70% loss of its full-time force through decertification.



DIPATTAMENTON
POLISIAN GUAHAN
JOSEPH I. CRUZ, CHIEF OF POLICE

MODIFIED PFQT OVERVIEW

- Select personnel participated in two “modified” Diagnostic Physical Fitness Tests which consisted of three events in accordance with the AFI 36-2905, but based on the composite scoring with exemptions formula.
- Version 1
 - The Diagnostic Physical Fitness Qualification Test will consist of a 1.5 Mile Run, Sit-Ups and Push-Ups.
 - The Abdominal Circumference Event will be exempted and (1) minute shall be added to each of the three other events.
 - The Scoring Charts based on each members age and gender shall be used as scoring reference, based on the composite exemption scoring system located within the AFI 36-2905.
- Version 2
 - The Diagnostic Physical Fitness Qualification Test will consist of a 1 Mile Run, Sit-Ups and Push-Ups. The time standards mirror those of the Standard AFI 36-2905.
 - The Abdominal Circumference Event will be exempted.
 - The Scoring Charts from the AFI 36-2905 based on each individuals age and gender shall be used as scoring reference. Individuals only have to attain the “target component value” for each event.
 - Individuals will be required to complete the 1.0 mile run or 2k walk in the time allowed for a 1.5 mile distance.



DIPATTAMENTON
POLISIAN GUAHAN
JOSEPH I. CRUZ, CHIEF OF POLICE

MODIFIED PFQT VERSION#1 OVERVIEW

- Must pass the Physical Fitness Qualification Test (PFT) with a minimum composite score of 75
- 3 Events will be evaluated- 1.5 Mile Run Time Shown with (1) minute added to total time.

Event	Male <30	Male 30-39	Male 40-49	Male 50-59	Male 60+	Event	Female <30	Female 30-39	Female 40-49	Female 50-59	Female 60+
1.5 Mile Run (Minimum)	14:14	14:14	15:25	16:50	18:34	1.5 Mile Run (Minimum)	16:50	16:50	19:14	20:43	22:28
Push Ups (Minimum) 2 Minutes	44	36	29	24	22	Push Ups (Minimum) 2 Minutes	27	19	16	14	13
Sit Ups (Minimum) 2 Minutes	46	42	37	33	28	Sit Ups (Minimum) 2 Minutes	42	33	28	23	15



DIPATTAMENTON
 POLISIAN GUAHAN
 JOSEPH I. CRUZ, CHIEF OF POLICE

MODIFIED PFQT VERSION#2 OVERVIEW

- 3 Events will be evaluated- 1.0 Mile Run/ 2k walk (medical waiver required), Push ups and Sit ups.

Event	Male <30	Male 30-39	Male 40-49	Male 50-59	Male 60+
1.0 Mile Run (Minimum)	13:15	13:15	14:25	15:50	17:34
Push Ups (Minimum) 1 Minute	44	36	29	24	22
Sit Ups (Minimum) 1 Minute	46	42	37	33	28

Event	Female <30	Female 30-39	Female 40-49	Female 50-59	Female 60+
1.0 Mile Run (Minimum)	15:50	15:50	18:14	19:43	21:28
Push Ups (Minimum) 1 Minute	27	19	16	14	13
Sit Ups (Minimum) 1 Minute	42	33	28	23	15



DIPATTAMENTON

POLISIAN GUAHAN

JOSEPH I. CRUZ, CHIEF OF POLICE

JOSEPH I. CRUZ, CHIEF OF POLICE

POLISIAN GUAHAN

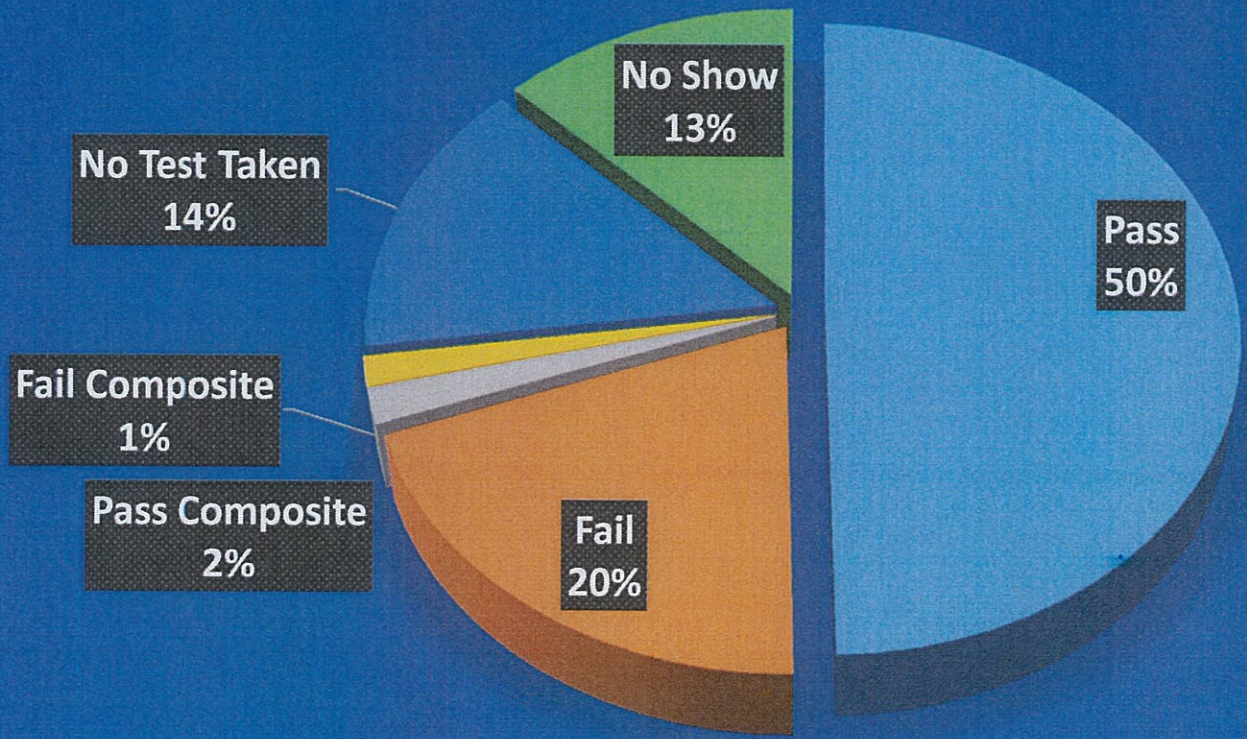
UPDATED MODIFIED PFQT RESULTS

JANUARY 2017



DIPATTAMENTON
POLISIAN GUAHAN
JOSEPH I. CRUZ, CHIEF OF POLICE

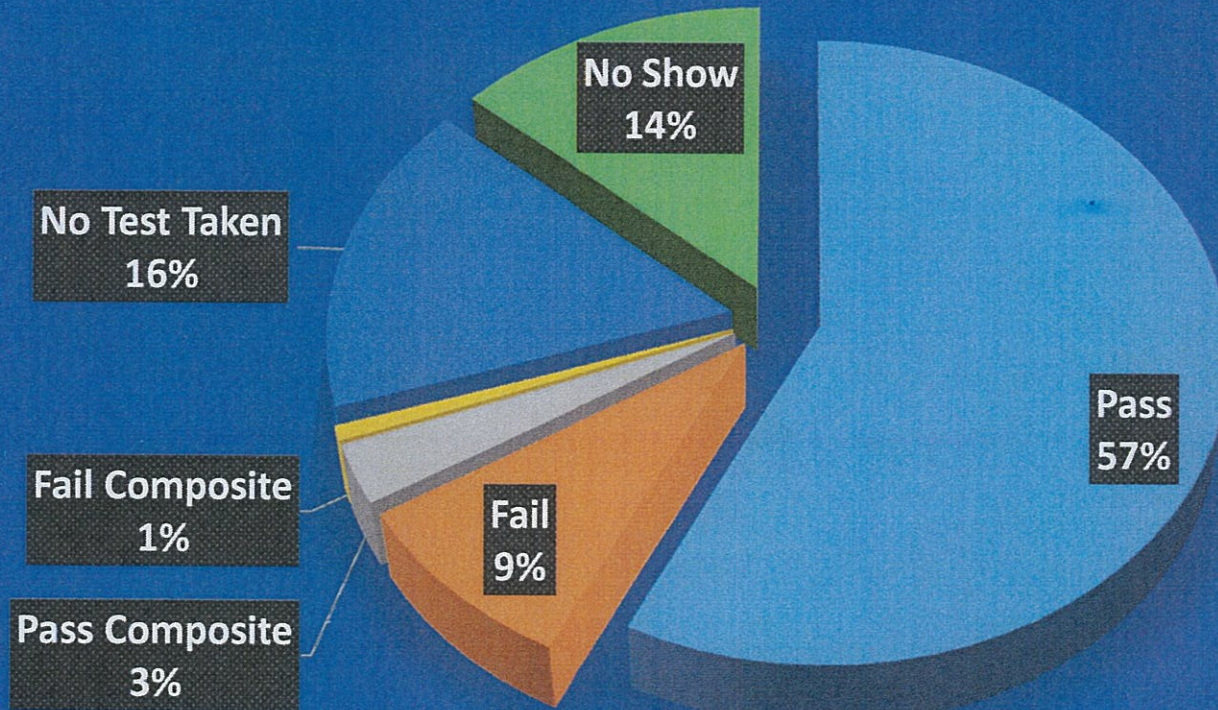
MODIFIED PFQT VERSION#2 – JANUARY 2017 – 1ST QUARTER





DIPATTAMENTON
POLISIAN GUAHAN
JOSEPH I. CRUZ, CHIEF OF POLICE

MODIFIED PFQT VERSION#2 – MAY 2017 – 2ND QUARTER





DIPATTAMENTON
POLISIAN GUAHAN
JOSEPH I. CRUZ, CHIEF OF POLICE

AIR FORCE INSTRUCTION (AFI) 36-2905

- The AFI 36-2905 Physical Fitness Standards may undoubtedly be an excellent policy with scientific backing; however, the 10 Chapter, 147 page document is much too comprehensive to be followed and enforced.
- The current fitness assessment adopted by the POST Commission is only a small portion of the full AFI 36-2905 and lacks a great deal of information which could prove invaluable to an officer's physical fitness growth.
- Only adopting a small part of the AFI 36-2905 leaves the Department at a liability.
- Subjecting an employee to perform tasks without properly educating and/or equipping that employee may cause unintended consequences for the employer.



DIPATTAMENTON
POLISIAN GUAHAN
JOSEPH I. CRUZ, CHIEF OF POLICE

AIR FORCE INSTRUCTION (AFI) 36-2905

AFI36-2905 21 OCTOBER 2013

3

Chapter 1—COMMANDER'S INTENT 7

- 1.1. It is every Airman's responsibility to maintain the standards set forth in this AFI 365 days a year. 7

Chapter 2—RESPONSIBILITIES 8

- 2.1. US Air Force Chief of Staff (CSAF). 8
- 2.2. US Air Force Deputy Chief of Staff for Manpower, Personnel, and Services (AF/A1). 8
- 2.3. US Air Force Surgeon General (AF/SG). 8
- 2.4. Military Force Policy Division (AF/AFPP). 8
- 2.5. Air Force Personnel Center (AFPC/DPSIM). 8
- 2.6. Assistant Surgeon General, Healthcare Operations (AF/SG3). 9
- 2.7. Air Force Personnel Center Services Directorate (AFPC/SV). 9
- 2.8. Air Force Medical Operations Agency (AFMOA). 9
- 2.9. MAJCOM, National Guard Bureau (NGB), and Direct Reporting Unit (DRU) Commanders or Equivalent (Field Operating Agency (FOA) where applicable). 9
- 2.10. MAJCOM(A1, DRU/A1) or Equivalent. 10
- 2.11. AFRC Fitness Program Manager (FPM). 10
- 2.12. Installation Commander, ANG WG/CC, or Equivalent. 10
- 2.13. Medical Group Commander (MDG/CC). 11
- 2.14. ARC Medical Unit Commander Responsible for Health Service Support to the Wing Group. 11
- 2.15. Chief, Aerospace Medicine (MDG/SGP) or Equivalent. 11
- 2.16. Health Promotion Flight Commander/Element Chief. 12
- 2.17. . 12
- 2.18. AFRC Installation EP Fitness Program Manager. 13
- 2.19. Fitness Program Manager (FPM) for ARC units. 13
- 2.20. ARC Fitness Program Medical Liaison Officer (MLO). 14
- 2.21. MTF Provider. 14
- 2.22. Force Support Squadron Commander/Director (FSS/CC/CL). 14
- 2.23. Fitness Assessment Cell (FAC) Augmentee. 15
- 2.24. Fitness Assessment Cell (FAC) Manager. 16
- 2.25. Unit Squadron Commander (CC) or equivalent. 17
- 2.26. Air Reserve Component (ARC) Commander. 19

4

AFI36-2905 21 OCTOBER 2013

- 2.27. Deployed Unit Commander. 19
- 2.28. Unit Fitness Program Manager (UFPM). 19
- 2.29. Physical Training Leader-Basic (PTL-B). 20
- 2.30. Physical Training Leader-Advanced (PTL-A). 21
- 2.31. Member. 21

Chapter 3—FITNESS ASSESSMENT 24

- 3.1. General. 24
- 3.2. Fitness Assessment Components. 24
- 3.3. Fitness Assessment Requirements. 24
- 3.4. Assessment Procedures. 25
- 3.5. Body Composition Assessment. 27
- 3.6. Body Composition Assessment Procedures. 27
- Figure 3.1. Measuring Tape Position for Abdominal Circumference. 28
- 3.7. Aerobic Fitness Assessment. 29
- 3.8. Muscular Fitness Assessment. 30
- 3.9. Fitness Categories. 32
- 3.10. Determining Composite Fitness Score. 33
- Figure 3.2. Composite Fitness Score Formula. 33
- 3.11. Scheduling. 34
- 3.12. Currency. 35
- 3.13. Unsatisfactory education and intervention. 37

Chapter 4—FITNESS ASSESSMENT WAIVERS 38

- 4.1. Installations with Extreme Weather Conditions and/or Higher Altitudes. 38

Chapter 5—EXEMPTIONS 39

- 5.1. General. 39
- 5.2. Exemptions. 39
- 5.3. Exemption Categories. 42
- Table 5.1. Exemptions. 43

Chapter 6—PHYSICAL FITNESS AND NUTRITION EDUCATION INTERVENTION 46

- 6.1. Physical Fitness and Nutrition Education. 46
- 6.2. Fitness Improvement Program (FIP). 46

Chapter 7—SPECIAL POPULATIONS 47



DIPATTAMENTON
 POLISIAN GUAHAN
 JOSEPH I. CRUZ, CHIEF OF POLICE

AIR FORCE INSTRUCTION (AFI) 36-2905

AFI36-2905 21 OCTOBER 2013	5
7.1. Students/Accessions	47
7.2. Geographically Separated Units (GSUs) Individuals	48
7.3. Individual Reservists (IR)	48
7.4. Air Reserve Component (ARC) Tenant Support at Active Duty Installations	49
Chapter 8—PROGRAM MANAGEMENT	50
8.1. Fitness Program Software Application	50
8.2. Fitness Program (FP) Case Files	50
8.3. Protected Health Information (PHI)	50
Chapter 9—FITNESS METRICS	51
9.1. Reporting Requirements	51
Chapter 10—ADMINISTRATIVE AND PERSONNEL ACTIONS	52
10.1. Adverse Personnel Actions (for Unsatisfactory Fitness Members)	52
10.2. Failing to Present a Professional Military Image While in Uniform	54
10.3. Education and Training Programs	54
10.4. AF Form 108, Physical Fitness Education and Intervention Processing	54
10.5. Removing FA Scores from AFFMS II	55
Figure 10.1. Fitness Assessment Appeals Process	56
10.6. Correcting administrative errors on FA Scores in AFFMS II	56
Attachment 1—GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION	57
Attachment 2—PHYSICAL FITNESS GUIDANCE	64
Attachment 3—SAMPLE UNIT PHYSICAL FITNESS PROGRAMS	76
Attachment 4—FITNESS SCREENING QUESTIONNAIRE	73
Attachment 5—FITNESS ASSESSMENT VERBAL INSTRUCTIONS	77
Attachment 6—1.5-MILE RUN AND 2.0-KILOMETER WALK COURSE REQUIREMENTS	80
Attachment 7—DOB WAIVER FROM BODY FAT METHODOLOGY	82
Attachment 8—SAMPLE MEMO FOR TDY/PME	83
Attachment 9—MEDICATIONS AFFECTING AF FITNESS PROGRAM PARTICIPATION	84
Attachment 10—FITNESS ASSESSMENT CHARTS	86
Attachment 11—2.0-KILOMETER TIMED WALK INSTRUCTIONS	96

6	AFI36-2905 21 OCTOBER 2013
Attachment 12—ALTERNATE AEROBIC TEST STANDARDS	97
Attachment 13—TABLE A3.1. MAXIMUM BODY MASS INDEX (BMI) STANDARDS	98
Attachment 14—ADMINISTRATIVE AND PERSONNEL ACTIONS FOR FAILING TO ATTAIN PHYSICAL FITNESS STANDARDS	99
Attachment 15—SAMPLE MEMORANDUM FOR MEDICAL VALIDATION OF FITNESS ASSESSMENT ILLNESS/INJURY	101
Attachment 16—SAMPLE MEMORANDUM FOR MEDICAL EVALUATION FOLLOWING MULTIPLE UNSATISFACTORY FITNESS ASSESSMENTS	102
Attachment 17—ALTITUDE TIME CORRECTION FOR 1.5 MILE RUN	103
Attachment 18—WRITTEN ORDER FOR FAC AUGMENTILES	105
Attachment 19—BODY FAT ASSESSMENT (BFA) INSTRUCTIONS	106
Attachment 20—BODY FAT PERCENT TABLES	119
Attachment 21—BODY FAT PERCENT TABLES	128
Attachment 22—BODY MASS INDEX OR BODY FAT ASSESSMENT EXCEPTION TO POLICY LETTER (TEMPLATE)	147



DIPATTAMENTON
POLISIAN GUAHAN
JOSEPH I. CRUZ, CHIEF OF POLICE

SUMMARY

- GPD has taken the implementation of this PFQT program very seriously.
- We recognize the importance of establishing physical fitness standards and maintaining a physically fit and capable force.
- We took the phase-in requirements a step further, conducting not one, but 2 follow-up Diagnostic PFQT's and 2 Modified PFQT's.
- After investing time and effort in the Air Force Fitness Assessment over the last two years, GPD can say with confidence that more research, time and energy is needed to establish a program that will prove to be beneficial and advantageous to our officers yet meet the spirit of the POST law pertaining to Physical Fitness.



DIPATTAMENTON
POLISIAN GUAHAN
JOSEPH I. CRUZ, CHIEF OF POLICE

RECOMMENDATIONS

- 1) Convene a policy research and development (R&D) team of representatives from each POST Commission member agency to further evaluate the current standards. The R&D team may also explore optional physical fitness programs from other law enforcement agencies across the US for consideration.
- 2) GPD is in favor of the language in item V. b. PROPOSED § 3005, Line 4, which reads, in part:
The Commission retains the authority to implement changes or modifications to the PFQT to ensure law enforcement missions and peace officer readiness are not impacted. The Commission may also consult with P.O.S.T. certified law enforcement fitness trainers to ensure training changes are appropriate for peace officers to adequately perform their duties as required.
- 3) Extension of the current date for another 3 years—from December 30, 2017 to December 30, 2020.



DIPATTAMENTON
POLISIAN GUAHAN
JOSEPH I. CRUZ, CHIEF OF POLICE

JOSEPH I. CRUZ, CHIEF OF POLICE

THE END

PHYSICAL FITNESS QUALIFICATIONS TEST (PFQT)



Telena Cruz Nelson <senatortcnelson@guamlegislature.org>

GFD POST Fitness Results as of May 2017

2 messages

Joey Manibusan <joey.manibusan@gfd.guam.gov>

Thu, Jun 8, 2017 at 8:44 PM

To: "Office of Senator Telena C. Nelson" <senatortcnelson@gmail.com>

Cc: "joey.sannicolas@gfd.guam.gov" <joey.sannicolas@gfd.guam.gov>, Daren Burrier <daren.burrier@gfd.guam.gov>, Michael Uncangco <michael.uncangco@gfd.guam.gov>, "dennis.santotomas@guamcc.edu" <dennis.santotomas@guamcc.edu>, Robert Camacho <bobcamacho@guamairport.net>, Vincent Perez <vincent.perez@cqa.guam.gov>

Hafa Adai Senator Nelson, Colonel Santo Tomas, Chief Camacho, and Major Perez,

Please see attached GFD Stats for the POST fitness testing. Comparisons are provided for the original standard and the modified (AG) proposed standard. Thank you.

Very Respectfully,

//jam//

Joey A. Manibusan, MS, EFO, CFO, FM, MIFireE
Fire Marshal
Assistant Fire Chief
Guam Fire Department



memo to Senator Telena C Nelson POST fitness as of may 2017.pdf
96K

Telena Cruz Nelson <senatortcnelson@guamlegislature.org>

Fri, Jun 9, 2017 at 9:31 AM

To: Bernice Rivera <bernice.rivera@guamlegislature.org>

[Quoted text hidden]

—
Senator Telena Cruz Nelson

Committee on Housing, Utilities, Public Safety & Homeland Security

I Mina'trentai Kuâttro na Liheslaturan Guâhan

34th Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam 96910

senatortcnelson@guamlegislature.org

T: (671) 989-4678/7696

F: (671) 969-7679



Eddie Baza Calvo
Governor
Ray Tenorio
Lt. Governor

GUAM FIRE DEPARTMENT
DIPATTAMENTON GUAFI GUAHAN
*Professionalism * Respect * Integrity * Dedication * Empathy*



Joey San Nicolas
Fire Chief

June 7, 2017

MEMORANDUM

To: Senator Telenia Nelson
 From: Fire Marshal
 Subject: Request for GFD POST Fitness Testing Results

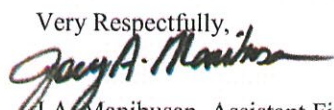
Hafa Adai Senator Nelson,

As of May 17, 2017, GFD has a **53% pass rate under the original POST Fitness Standard**. Under the **Modified AG POST Fitness recommended standard, GFD has an 84% pass rate**.

Original POST Fitness Standard		
Command	Number Tested	Number Passed
Northern A	39	32
Northern B	17	7
Southern A	29	11
Southern B	34	12
Rescue Ops	33	17
FPB	9	7
Training	5	2
Total	166	88
Percentage Passing: 53%		

Modified AG POST Fitness Standard		
Command	Number Tested	Number Passed
Northern A	39	34
Northern B	45	34
Southern A	29	26
Southern B	30	27
Rescue Ops	21	19
FPB	9	8
Training	5	2
Total	178	150
Percentage Passing: 84%		

Note: Members not tested were either sick/injured, leave status, off-island, deployed, etc.

Very Respectfully,

 J.A. Manibusan, Assistant Fire Chief



Telena Cruz Nelson <senatortcnelson@guamlegislature.org>

Judiciary of Guam PFQT Test Results (March 2017)

1 message

Dennis Santo Tomas <dennis.santotomas@guamcc.edu>

Fri, Jun 9, 2017 at 12:24 PM

To: "Office of Senator Telena C. Nelson" <senatortcnelson@gmail.com>, Peter Mesa <pmesa@guamlegislature.org>

Cc: Bob Camacho <bobcamacho@guamairport.net>, Vince Perez-Customs <vincent.perez@cqa.guam.gov>

Hafa Adai Senator Nelson,

The PFQT test results for the Judiciary of Guam is provided as an attachment for your review.

Senseramente,
Dennis

--
Dennis J. Santo Tomas
ExDir, Guam P.O.S.T. Commission



E-mail administered by Guam Community College

 **Judiciary of Guam PFQT TEST Results (March 2017).pdf**
166K

JUDICIARY OF GUAM
PFQT TEST RESULTS

TOTAL TESTED	143
TOTAL PASSED	81
TOTAL FAILED	62
NO SHOW	6
EXEMPT	8
MILITARY LEAVE	4
MATERNITY LEAVE	2
ANNUAL LEAVE	2
OFF ISLAND	1



Eddie Baza Calvo
 Governor
 Ray Tenorio
 Lt. Governor

GUAM FIRE DEPARTMENT
DIPARTAMENTO GUAFI GUAMIN
Professionalism - Respect - Integrity - Dedication - Empathy



Joey Sant Nicolas
 Fire Chief

June 7, 2017

MEMORANDUM

To: Senator Telena Nelson
 From: Fire Marshal
 Subject: Request for GFD POST Fitness Testing Results

Hafa Adai Senator Nelson,

As of May 17, 2017, GFD has a **53% pass rate under the original POST Fitness Standard**. Under the **Modified AG POST Fitness recommended standard, GFD has an 84% pass rate**.



Command	Number Tested	Number Passed
Northern A	39	32
Northern B	17	7
Southern A	29	11
Southern B	34	12
Rescue Ops	33	17
FPB	9	7
Training	5	2
Total	166	88
Percentage Passing: 53%		



Command	Number Tested	Number Passed
Northern A	39	34
Northern B	45	34
Southern A	29	26
Southern B	30	27
Rescue Ops	21	19
FPB	9	8
Training	5	2
Total	178	150
Percentage Passing: 84%		

Note: Members not tested were either sick/injured, leave status, off-island, deployed, etc.

Very Respectfully,

J.A. Manibusan, Assistant Fire Chief



Telena Cruz Nelson <senatortcnelson@gmail.com>

Guam Airport Police PFQT Test Results

vincent perez <vincent.perez@cqa.guam.gov>

Fri, Jun 9, 2017 at 3:54 PM

To: Dennis Santo Tomas <dennis.santotomas@guamcc.edu>, senatortcnelson@gmail.com, pmesa@guamlegislature.org, Bob Camacho <bobcamacho@guamairport.net>, James McDonald <james.mcdonald@cqa.guam.gov>, raymond blas <raymond.blas@cqa.guam.gov>, james cruz <james.cruz@cqa.guam.gov>

Buenas yan Hafa adai

Attached are the Guam Customs Physical Fitness results for the POST. Please note that these results are based on the modified standards NOT the AFI because CQA was not able to coordinate the testings earlier due to personnel shortages and scheduling conflicts.

VR,

MAJ Vincent SN Perez

Acting Chief, Guam Customs & Quarantine Agency

[Quoted text hidden]

--

"The Customs & Quarantine Agency of Guahan

(" hereinafter referred to as CQA") states thus: THAT ANY information contained in this email is confidential and may contain proprietary information. It is meant solely for the intended recipient. Access to this email by anyone other than the recipient is unauthorized. If you are not the intended recipient, any disclosure, copying, distribution or any action taken or omitted in reliance on this, is prohibited and may be unlawful. CQA shall not accept any liability or responsibility if information or data, for whatever reason is corrupted or does not reach its intended recipient. No warranty is given that this email is free of viruses. The views expressed in this email are, unless otherwise stated, those of the author and not those of CQA or its management. CQA reserves the right to monitor, intercept and block emails addressed to its users or take any legal action in accordance with its email usage policy"



2016 PFQT LOG For submission.xlsx

96K

POST PFQT ASSESSMENT

DATE 10/16/2016-12/23/2016

TIME 0600

LOCATION K-9 Unit

MONITORS _____

TRAINING SECTION assisted by LSD and K9 personnel

LT R. Blas, CQII C. McDonald, CQII M. Camacho, CQI M. Quichocho

GENDER	DOB	AGE	GROUP	PUSH UPS	SIT UPS	1 MI. RUN	STATUS	REMARKS	TEST DATE
1 MALE	8/5/1986	31	30-39	45	42	9:38	PASS		12/16/2017
2 MALE	4/8/1975	41	40-49				DID NOT TEST	Medically excused	10/14/2016
3 MALE	10/26/1973	43	40-49	39	40	11:57	PASS		10/28/2016
4 MALE	7/5/1959	57	50-59				DID NOT TEST	Medically excused - all components	10/14/2016
5 MALE	3/6/1968	48	40-49	21	34	10:55	PASS		11/18/2016
6 MALE	6/16/1963	53	50-59	16	28	13:45	PASS		11/18/2016
7 MALE	3/20/1973	43	40-49				DID NOT TEST	MILITARY LEAVE	10/14/2016
8 FEMALE	3/18/1983	33	30-39	20	40	8:26	PASS		11/18/2016
9 FEMALE	12/9/1961	54	50-59	9	20	14:52	PASS		10/21/2016
10 MALE	10/18/1988	27	<30	33	44	7:22	PASS		10/14/2016
11 MALE	12/18/1969	46	40-49	21	34	11:28	PASS		11/18/2016
12 MALE	2/19/1991	25	<30				DID NOT TEST	MILITARY LEAVE	10/14/2016
13 MALE	5/21/1956	60	60+	Exempt	30	10:10	PASS	Medically excused from push-ups	11/10/2016
14 FEMALE	7/17/1973	43	40-49	11	24	12:42	PASS	Medically excused	12/16/2016
15 MALE	12/12/1976	39	30-39	27	40	10:40	PASS		10/14/2016
16 MALE	11/16/1970	45	40-49	55	40	8:14	PASS		11/4/2016
17 MALE	5/5/1974	42	40-49	30	40	8:07	PASS		10/28/2016
18 MALE	10/8/1987	29	<30	33	30	15:44	FAIL		12/16/2016
19 MALE	1/17/1968	48	40-49	32	40	8:43	PASS		10/21/2016
20 MALE	9/20/1978	38	30-39	30	40	13:45	PASS		11/18/2016
21 MALE	6/12/1970	46	40-49	30	35	8:00	PASS		11/10/2016
22 MALE	1/27/1975	41	40-49	21	34	10:56	PASS		11/4/2016
23 MALE	4/12/1961	55	50-59	16	30	13:46	PASS		11/4/2016
24 MALE	5/21/1986	30	30-39	35	45	8:09	PASS		10/21/2016
25 FEMALE	7/27/1975	41	40-49	15	24	15:41	PASS		11/18/2016
26 MALE	1/1/1979	37	30-39	30	40	9:48	PASS		10/21/2016
27 MALE	4/7/1988	28	<30	35	44	6:32	PASS		10/14/2016
28 MALE	2/25/1962	54	50-59	19	30	8:52	PASS		10/21/2016
29 MALE	4/6/1958	58	50-59	21	25	14:49	PASS		10/21/2016
30 MALE	3/1/1969	47	40-49	21	34	8:23	PASS		12/16/2016
31 MALE	12/28/1971	44	40-49	40	34	10:33	PASS		10/28/2016
32 MALE	4/14/1993	23	<30	34	42	7:45	PASS		10/21/2016
33 MALE	5/25/1960	56	50-59	17	28	12:05	PASS		10/28/2016
34 MALE	4/14/1961	55	50-59	15	28	9:40	PASS		12/23/2016
35 FEMALE	3/25/1973	43	40-49	20	24	14:05	PASS		11/10/2016
36 MALE	1/29/1983	33	30-39	38	42	9:52	PASS		12/16/2016
37 MALE	10/9/1968	48	40-49	21	34	13:09	PASS		11/18/2016
38 MALE	7/19/1966	50	50-59				DID NOT TEST	Medically excused - all components	10/14/2016
39 MALE	11/13/1979	36	30-39	30	40	9:50	PASS		10/28/2016
40 MALE	1/7/1976	40	40-49	25	35	9:06	PASS		10/21/2016
41 MALE	9/27/1983	33	30-39	51	50	10:30	PASS		12/16/2016
42 MALE	10/19/1959	57	50-59	15	28	15:50	PASS	Medically excused	12/16/2016

43	MALE	1/13/1973	43	40-49	Exempt	40	10:26	PASS	Medically excused from push-ups	11/18/2016
44	MALE	1/1/1958	58	50-59	Exempt	Exempt	14:14	PASS	Medical Clearance only to walk	10/21/2016
45	FEMALE	8/24/1967	49	40-49				DID NOT TEST	Medically excused - all components	10/14/2016
46	MALE	3/27/1965	51	50-59	59	48	8:45	PASS		10/28/2016
47	MALE	10/7/1972	44	40-49	21	3	13:57	FAIL		11/18/2016
48	MALE	5/2/1974	42	40-49	30	40	7:24	PASS		11/4/2016
49	MALE	12/29/1958	57	50-59	17	28	9:51	PASS		10/21/2016
50	MALE	11/2/1965	51	50-59	30	28	12:05	PASS		11/4/2016
51	MALE	5/26/1976	40	40-49	21	35	8:59	PASS		10/14/2016
52	MALE	8/2/1977	39	30-39				DID NOT TEST	MILITARY LEAVE	10/14/2016
53	MALE	5/2/1973	43	40-49	21	35	9:50	PASS		11/18/2016
54	MALE	7/5/1984	32	30-39	27	40	14:47	FAIL		12/16/2016
55	MALE	6/20/1970	46	40-49	21	9	14:06	FAIL		11/10/2016
56	MALE	1/29/1973	43	40-49				DID NOT TEST	Medically excused	10/14/2016
57	MALE	2/22/1981	35	30-39				DID NOT TEST	Medically excused	10/14/2016
58	MALE	4/27/1963	53	50-59	23	28	11:21	PASS		11/10/2016
59	FEMALE	7/5/1970	46	40-49	11	24	14:18	PASS		10/28/2016
60	MALE	4/23/1973	43	40-49	21	36	11:45	PASS		10/21/2016
61	MALE	11/24/1969	46	40-49	45	40	9:28	PASS		10/21/2016
62	MALE	6/7/1972	44	40-49	14	30	12:18	FAIL		11/10/2016
63	MALE	1/29/1988	28	<30	58	67	7:40	PASS		10/14/2016
64	MALE	12/19/1970	45	40-49	30	38	10:32	PASS		11/18/2016
65	MALE	12/14/1970	45	40-49	32	40	8:50	PASS		10/21/2016
66	MALE	1/9/1964	52	50-59	15	15	13:54	FAIL		11/4/2016
67	MALE	6/10/1971	45	40-49	23	34	9:54	PASS		10/14/2016
68	FEMALE	8/9/1963	53	50-59	4	1	19:38	FAIL		10/21/2016
69	MALE	1/10/1979	37	30-39	27	39	8:36	PASS		10/14/2016
70	MALE	7/12/1973	43	40-49	30	34	11:56	PASS		10/28/2016
71	MALE	3/30/1959	57	50-59	15	28	13:37	PASS		10/21/2016
72	FEMALE	6/5/1979	37	30-39	24	30	12:22	PASS		11/18/2016
73	MALE	10/3/1972	44	40-49	25	34	13:27	PASS		10/28/2016
74	MALE	5/24/1974	42	40-49	31	35	8:18	PASS		10/14/2016
75	FEMALE	3/11/1956	60	60+	10	30	15:33	PASS		10/21/2016
76	FEMALE	12/4/1952	63	60+				DID NOT TEST	Not Required	10/14/2016
77	FEMALE	3/29/1977	39	30-39	15	30	9:55	PASS		10/28/2016
78	MALE	10/18/1974	42	40-49	93	50	6:59	PASS		11/4/2016
79	MALE	4/29/1973	43	40-49				DID NOT TEST	Sick Leave/Paternity Leave	10/14/2016
80	MALE	3/19/1964	52	50-59	21	30	9:52	PASS		10/21/2016
81	MALE	2/11/1972	44	40-49	26	34	11:06	PASS		11/4/2016
82	MALE	4/16/1977	39	30-39	28	39	12:14	PASS		11/4/2016
83	MALE	10/3/1968	48	40-49	1	1	19:02	FAIL		11/10/2016
84	FEMALE	12/13/1988	27	<30	25	45	12:25	PASS		10/21/2016
85	FEMALE	5/28/1977	39	30-39	16	30	13:15	PASS		11/10/2016
86	MALE	8/26/1964	52	50-59	16	28	9:51	PASS		10/21/2016
87	MALE	10/13/1969	47	40-49				DID NOT TEST	MILITARY LEAVE	10/14/2016
88	FEMALE	2/17/1968	48	40-49	11	24	10:10	PASS		10/14/2016
89	MALE	12/29/1975	40	40-49	21	36	13:30	PASS		11/18/2016
90	FEMALE	1/5/1971	45	40-49	Exempt	Exempt	18:07	OTHER	Medically excused - all components; signed medical waiver and opted to participate in 1 mile w	11/18/2016
91	MALE	12/7/1972	43	40-49	25	26	12:33	FAIL		11/10/2016
92	MALE	9/30/1960	56	50-59	20	30	7:58	PASS		11/10/2016

93	MALE	2/20/1982	34	30-39	27	40	8:46	PASS		10/14/2016
94	MALE	3/3/1980	36	30-39	55	40	11:55	PASS		12/16/2016
95	MALE	4/26/1971	45	40-49	30	35	9:18	PASS		10/28/2016
96	MALE	11/4/1971	44	40-49				DID NOT TEST	Medically excused	10/14/2016
97	MALE	8/6/1973	43	40-49	22	29	14:05	FAIL		11/10/2016
98	MALE	8/18/1975	41	40-49				DID NOT TEST	Awaiting Doctors Clearance	10/14/2016
99	MALE	6/26/1978	38	30-39	41	20	19:40	FAIL		10/21/2016
100	FEMALE	5/20/1982	34	30-39	30	25	12:11	PASS		11/18/2016
101	FEMALE	2/10/1969	47	40-49	11	24	13:37	PASS		11/4/2016
102	MALE	9/13/1967	49	40-49	21	35	15:10	FAIL		10/21/2016
103	MALE	2/27/1968	48	40-49	28	36	9:50	PASS		11/18/2016
104	MALE	6/7/1972	44	40-49	26	34	10:56	PASS		11/4/2016
105	MALE	3/23/1967	49	40-49	21	34	9:09	PASS		10/14/2016
106	MALE	11/7/1956	59	50-59				DID NOT TEST	Not Required	10/14/2016
107	MALE	2/13/1976	40	40-49	22	Exempt	13:22	PASS	Medically excused from Sit-ups	10/28/2016
108	MALE	2/13/1984	32	30-39	57	60	7:45	PASS		10/14/2016
109	MALE	4/24/1971	45	40-49	21	35	12:05	PASS		10/28/2016
110	MALE	3/26/1967	49	40-49	40	50	8:38	PASS		11/4/2016
111	MALE	8/4/1979	37	30-39				DID NOT TEST	MILITARY LEAVE	10/14/2016
112	MALE	11/21/1964	51	50-59	Exempt	Exempt	15:29	PASS	Medical Clearance only to walk	11/10/2016
113	FEMALE	12/4/1972	43	40-49	Exempt	37	8:28	PASS	Medically excused from push-ups	10/28/2016
114	MALE	11/24/1974	41	40-49	25	34	13:34	PASS		11/18/2016
115	FEMALE	2/23/1974	42	40-49	12	24	14:35	PASS		11/10/2016
116	FEMALE	3/30/1979	37	30-39	50	57	8:38	PASS		10/21/2016
117	MALE	11/3/1970	46	40-49	50	47	8:29	PASS		11/10/2016



Telena Cruz Nelson <senatortcnelson@guamlegislature.org>

Guam Airport Police PFQT Test Results

1 message

Dennis Santo Tomas <dennis.santotomas@guamcc.edu> Fri, Jun 9, 2017 at 12:02 PM
To: "Office of Senator Telena C. Nelson" <senatortcnelson@gmail.com>, Peter Mesa <pmesa@guamlegislature.org>
Cc: Bob Camacho <bobcamacho@guamairport.net>, Vince Perez-Customs <vincent.perez@cqa.guam.gov>

Hafa Adai Senator Nelson,

Here is the PFQT Submission from the Guam Airport Police for your review.

Senseramente,

Dennis

--
Dennis J. Santo Tomas
ExDir, Guam P.O.S.T. Commission

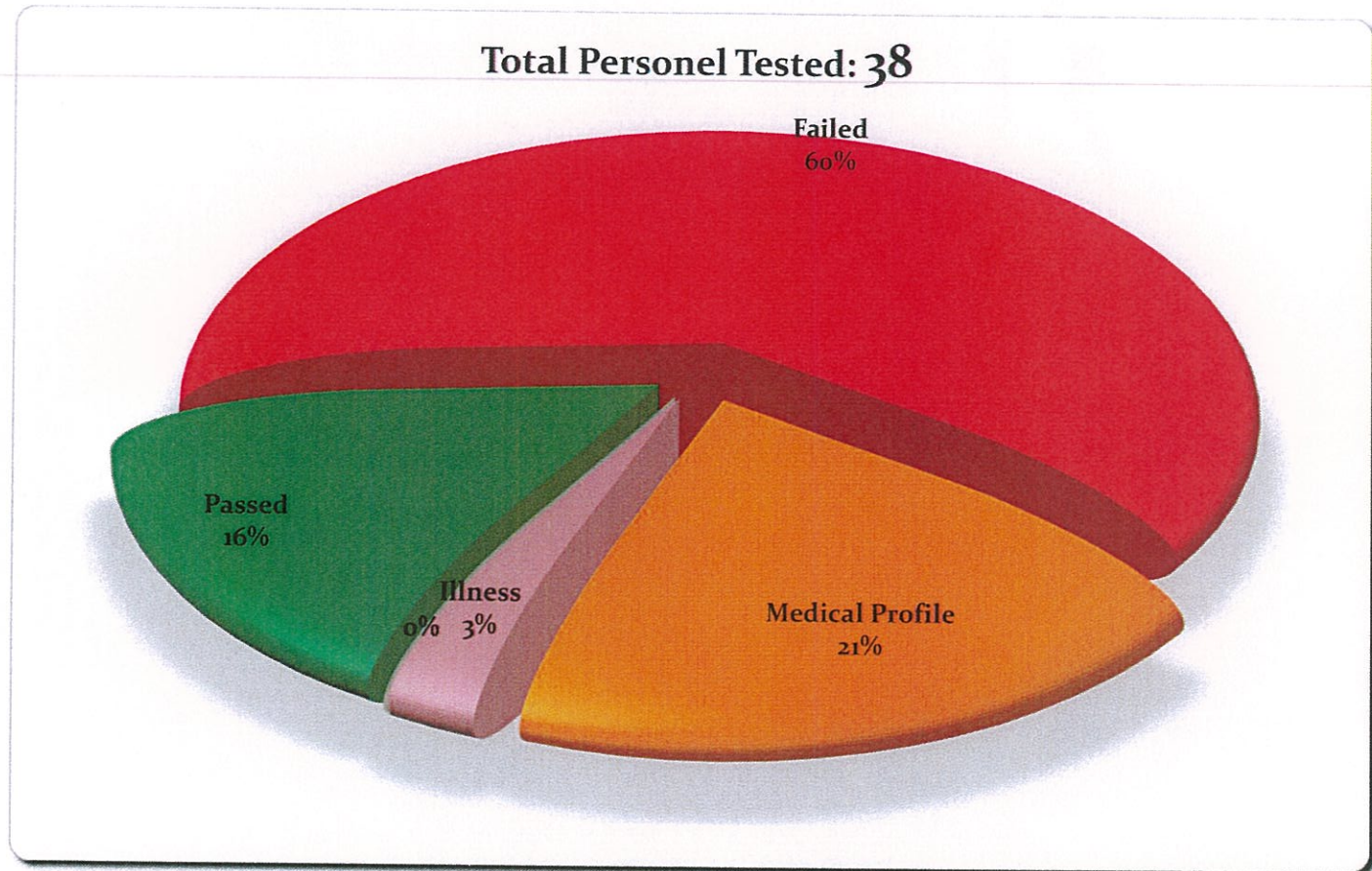


E-mail administered by Guam Community College

 **Airport Police PFQT Test Results.pdf**
204K

Airport Police Diagnostic Physical Fitness Test Results

Passed	6
Failed	23
Medical Profile	8
Illness	1





GUAM POLICE DEPARTMENT
DIPATTAMENTON POLISIAN GUAHAN
Government of Guam



EDDIE BAZA CALVO
Governor

RAY TENORIO
Lieutenant Governor

Bldg. 13-16A Mariner Avenue, Tiyan
Barrigada, Guam 96913
P.O. Box 23909 Barrigada, Guam 96921
Telephone: (671) 475-8473 (Switchboard); (671) 475-8508 / 8509 / 8512
Fax: (671) 475-3222

JOSEPH I. CRUZ
Chief of Police

WRITTEN TESTIMONY

OF

JOSEPH I. CRUZ

Chief of Police, Guam Police Department

RE: Informational Hearing for P.O.S.T. PFQT

Date: May 19, 2017

INTRODUCTION

Manana Si Yu'os yan Hafa Adai! Good morning Madam Chairwoman and members of the Committee on Housing, Utilities, Public Safety, and Homeland Security. I am Joseph Cruz and I am the Chief of Police for the Guam Police Department. I am here in my official capacity along with key members of my staff to provide testimony on the status of the GPD's physical fitness program and the effects of P.L. 32-232 as it applies our program.

Effective December 30, 2014, Public Law 32-232, the Guam Peace Officer Standards and Training (P.O.S.T.) Commission's Administrative Rules were signed into law, defining Category 1 Peace Officers and requiring their successful completion of a Physical Fitness Qualifications Test (PFQT). All sworn officers in the Guam Police Department inclusive of Detention Facility Guards, Police Reservists, and Full Time Officers, are Category 1 Peace Officers subject to participation in the PFQT standards adopted by the Commission; which mirrors the United States (U.S.) Air Force Physical Fitness Standards, otherwise referred to as the Air Force Instruction (AFI) 36-2905.

Throughout calendar year 2015 and pursuant to Public Law 32-232, the Guam Police Department established:

- 1. A Physical Fitness Policy – Captured in General Order 15-001.**
- 2. Identified a Physical Fitness Coordinator.**
- 3. Initiated roll-call training to educate and familiarize its officers of the POST PFQT requirements.**

In the ensuing year GPD administered diagnostic Physical Fitness Qualifications Tests in January, April and July of 2016, with pass rates ranging from 24%, 9%, and 5%

respectively. Civilian Volunteer Police Reserve Officers (CVPRs) have shown significantly lower success rates, with a 20% pass rate overall.

The low pass rates by the Guam Police Department and other GOVGUAM Law Enforcement agencies employing Category 1 Peace Officers have from the onset of diagnostic testing, raised serious concerns over the decertification of well over half of the sworn officers on Guam. In response to these results the P.O.S.T. Commission proposed immediate alternatives ahead of the final rollout year of 2017, to prevent the immense decertification of Category 1 Peace Officers. In this testimony I will discuss:

- 1) The progression made in GPD as a result of modifications to the P.O.S.T. PFQT.
- 2) The training and support gap between the P.O.S.T. PFQT and the US Air Force PFQT guide (AFI 36-2905).
- 3) The factors to consider in addressing the future of a feasible Physical Fitness program for Category 1 Peace Officers.

P.F.Q.T MODIFICATIONS

With regards to the "modification" of the PFQT, on July 1, 2016, the P.O.S.T. Commission held a monthly meeting at the Guam Community College (GCC) during which time the Commission requested that all local law enforcement agencies conduct a "modified" PFQT to be completed by a random sampling of 10% of the agency's sworn force. This modified PFQT, which I refer to as Modified PFQT (Version 1), consisted of adding one (1) minute to the time allotted for the pushup event, the situp event, and the timed 1.5 mile run event, with no measurement of the abdominal circumference. On August 30, 2016, GPD conducted the Modified PFQT (Version 1) from a ten percent (10%) random sample of sworn officers who had yet to pass the P.O.S.T. PFQT. The results of that Modified test proved to be no more beneficial as only ten percent (10%) of those tested passed while the other ninety percent (90%) failed.

On October 18, 2016, the P.O.S.T. Commission met again at the Guam International Airport Authority and the voting-member agencies agreed to attempt a *second* Modified PFQT, which I refer to as Modified PFQT (Version 2). The Modified PFQT (Version 2) kept the same assessment standards for the pushup and situp events from the Modified PFQT Version 1 with no measurement for the Abdominal Circumference event AND the 1.5 Mile run was reduced to one (1) mile with the same time standards. The Guam Police Department administered the Modified PFQT (Version 2) to the *entire* department during the week of January 17-21, 2017. Results from this Modified PFQT showed significant progression with a fifty-percent (50%) pass rate. Because P.L 32-232 allows for an officer to be retested after ninety (90) days if he/she does not pass the test initially, GPD conducted a second Modified PFQT (Version 2) during the week of May 4-6, 2017. The results of that test showed the same significant progression with 55% of those who took the second Modified PFQT (Version 2) passing the test. In sum, the overall pass rate of all the sworn officers in the Guam Police Department who have taken the Modified PFQT (Version 2) to date is at 57%. Now although the results of the Modified PFQT (Version 2)

To: Chairwoman and Members, Committee on Housing, Utilities, Public Safety, and Homeland Security
34th Guam Legislature
Subject: Oral Testimony of Joseph I. Cruz, Chief of Police, Guam Police Department
RE: Informational Hearing for P.O.S.T. PFQT

proved to be more positive, with the issue of *decertification* still threatening a significant number of sworn officers in GPD, we look to a more comprehensive review of the US Air Force AFI 36-2905, to determine what training and support gaps exist which prevent GPD from attaining success rates consistent with that of the US Air Force.

US AIR FORCE AFI 36-2905

With these discussions in mind so far, the Guam Police Department now highlights several issues identified in AFI 36-2905. Prior to the passage of Public Law 32-232 the Guam Police Department established a Physical Fitness Committee on April 22, 2014 that was comprised of six (6) Police Lieutenants and one (1) Police Sergeant, to develop a suitable physical fitness program that addresses the physical fitness needs of the department considering the dynamics that exists in GPD. The feasibility of AFI 36-2905 was considered by the committee and during the initial rollout year, on January 16, 2015, GPD created a Physical Fitness Policy captured in General Order 15-01. The physical fitness policy essentially referenced the P.O.S.T. PFQT that mainly adopted Chapter 3 of AFI 36-2905. GPD's Committee was unable to realize any other Chapter of the AFI due to the lack of the extensive support available only to Airman through US Air Force programs.

The P.O.S.T. PFQT is a segment of AFI 36-2905 and is outlined in: Public Law 32-232 Chapter 3, § 3005; Establishment of Physical Fitness Qualification Test. It is important to note that extensive support is provided to US Air Force members who are challenged with passing the fitness assessment. Those service members are commanded to enter Physical Fitness and Nutrition Education and a Fitness Improvement Program as outlined in Chapter 6 of AFI 36-2905. Additionally, they are required to attend Unit Physical Fitness Training and participate in nutrition education counseling that is provided online. Chapter 2 of the AFI outlines support provided by the USAF Chief of Staff, the USAF Surgeon General and Assistant Surgeon General, Healthcare Operations, along with twenty six (26) other entities in the U.S. Air Force that support the service member's needs. In an effort to implement similar support for GPD's Physical Fitness program, coordination has been made with the Government of Guam Worksite Wellness Program from the Department of Public Health and Social Services. As such, health-screening events for GPD have been administered throughout the previous two (2) rollout years.

Due to the nature of police operations GPD continues to struggle with accommodating sworn officers in the line units of the Investigations and Operations Bureaus with similar support without reducing their primary law enforcement function or incurring overtime costs. Commanders throughout those bureaus encourage consistent unit physical fitness training with the expectation that participation is really dependent on the volume of law enforcement work performed by each shift or section. This problem is compounded when attempting to develop a program for Civilian Volunteer Reserve Officers, whose law enforcement work is sporadic depending on their availability to volunteer their time to GPD. Understanding the challenges we face with the full adoption of the AFI, GPD seeks change in the current physical fitness expectations by our Category 1 Peace Officers.

SUMMARY

To begin to summarize this testimony, the Guam Police Department promulgates that it has taken the implementation of the P.O.S.T. PFQT program very seriously. We recognize the importance of establishing a standard and maintaining a physically fit and capable force as an officer's physical condition could mean the difference between life and death in certain situations. In compliance with P.L. 32-232, GPD has completed the phase-in requirements in year one (2015) with the implementation of a Physical Fitness Policy, roll-call training and health screening. Furthermore, in year two (2016), we have complied with the same public law by meeting the requirement of conducting a *Diagnostic* PFQT in January of that year. We took this a step further by conducting not one, but two follow-up *Diagnostic* PFQT Re-tests in April and July of that same year. And again, per the urging of the Commission, we administered the Modified PFQT (Version 1) in August 2016 and Modified PFQT (Version 2) in November 2016 as well as in January and May 2017.

After all the work vested in preparing our officers for success through the US Air Force Fitness Assessment coupled with the statistical data we've collected over the last two (2) years, we can say with a high degree of confidence that more research, time, and energy is needed to establish a program that is beneficial and advantageous to our officers while maintaining the spirit and intent of the P.L. 32-232 law as it pertains to physical fitness.

RECOMMENDATIONS

Having provided this in-depth discussion, the Guam Police Department poses the following recommendations:

1. That the P.O.S.T. Commission convene a Policy Research and Development (R&D) Team, composed of representatives from each P.O.S.T. Commission member agency to further evaluate the current standards and develop a comprehensive physical fitness program that meets the needs of the entire law enforcement community in the Government of Guam. Key members of the team should include each agency's designated physical fitness trainers/instructors. While maintaining the spirit and intent of P.L. 32-232, the Research and Development Team should consider making modifications in all aspects of the AFI 36-2905, as well as considering optional physical fitness programs from other law enforcement agencies across the United States for consideration.
2. That while GPD supports the P.O.S.T. Commission's "Proposed Verbiage" for PL 32-232 (Bill No. 418-32 (COR) as stipulated in its April 27, 2017 meeting agenda, we are particularly in favor of the language in item V. b. PROPOSED § 3005, Line 4, which reads, in part: "The Commission retains the authority to implement changes or modifications to the PFQT to ensure law enforcement missions and peace officer readiness are not impacted. The Commission may also consult with P.O.S.T. certified law enforcement fitness trainers to ensure training changes are appropriate for peace officers to adequately perform their duties as required." Such language reassures member agencies of the P.O.S.T. Commission that the Commission truly bears in mind the best interests of all law enforcement and public safety personnel on Island, but more importantly, the community as a whole.

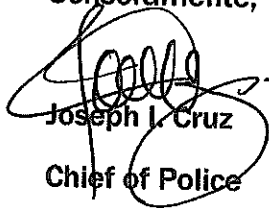
To: Chairwoman and Members, Committee on Housing, Utilities, Public Safety, and Homeland Security
34th Guam Legislature
Subject: Oral Testimony of Joseph I. Cruz, Chief of Police, Guam Police Department
RE: Informational Hearing for P.O.S.T. PFQT

3. Lastly, we ask that the current target date for full implementation of this law be extended for another three (3) years – from December 30, 2017 to December 30, 2020. This time extension is both logical and reasonable presuming we take all factors into consideration and do the work necessary to overcome the attitude, perception and resistance (which in GPD alone has existed for over sixty-five (65) years) to “cultural transformation” within the law enforcement community as a whole.

CONCLUSION

In closing, I would like to pose that the Guam Police Department is committed to the overall wellness, both physically and mentally, of our entire force. We support the spirit and intent of P.L. 32-232 and respectfully request that the recommendations brought forth in this testimony be considered as we look to set up our officers for success versus failure. We look to further collaboration with the P.O.S.T. Commission as well as this committee as we all work together to meet the needs of GPD and the entire law enforcement community in the Government of Guam so that we may better serve the people of Guam.

Senseramente,



Joseph I. Cruz
Chief of Police

USAF Fitness Test Scoring /Males < 30 years of age

Cardiorespiratory Endurance			Body Composition			Muscle Fitness			
Run Time	Health Risk	Points	AC	Health Risk	Points	Push-ups	Points	Sit-ups	Points
(mins:secs)	Category		(inches)	Category		(reps-min)		(reps-min)	
≤ 9:12	Low-Risk	60.0	≤ 32.5	Low-Risk	20.0	≥ 67	10.0	≥ 58	10.0
9:13 - 9:34	Low-Risk	59.7	33.0	Low-Risk	20.0	62	9.5	55	9.5
9:35 - 9:45	Low-Risk	59.3	33.5	Low-Risk	20.0	61	9.4	54	9.4
9:46 - 9:58	Low-Risk	58.9	34.0	Low-Risk	20.0	60	9.3	53	9.2
9:59 - 10:10	Low-Risk	58.5	34.5	Low-Risk	20.0	59	9.2	52	9.0
10:11 - 10:23	Low-Risk	57.9	35.0	Low-Risk	20.0	58	9.1	51	8.8
10:24 - 10:37	Low-Risk	57.3	35.5	Moderate Risk	17.6	57	9.0	50	8.7
10:38 - 10:51	Low-Risk	56.6	36.0	Moderate Risk	17.0	56	8.9	49	8.5
10:52 - 11:06	Low-Risk	55.7	36.5	Moderate Risk	16.4	55	8.8	48	8.3
11:07 - 11:22	Low-Risk	54.8	37.0	Moderate Risk	15.8	54	8.8	47	8.0
11:23 - 11:38	Low-Risk	53.7	37.5 =	Moderate Risk	15.1	53	8.7	46 =	7.5
11:39 - 11:56	Low-Risk	52.4	38.0	Moderate Risk	14.4	52	8.6	45	7.0
11:57 - 12:14	Low-Risk	50.9	38.5	Moderate Risk	13.5	51	8.5	44	6.5
12:15 - 12:33	Low-Risk	49.2	39.0 *	Moderate Risk	12.6	50	8.4	43	6.3
12:34 - 12:53	Moderate Risk	47.2	39.5	High Risk	0	49	8.3	42 *	6.0
12:54 - 13:14 =	Moderate Risk	44.9	40.0	High Risk	0	48	8.1	41	0
13:15 - 13:36 *	Moderate Risk	42.3	40.5	High Risk	0	47	8.0	40	0
13:37 - 14:00	High Risk	0	41.0	High Risk	0	46	7.8	39	0
14:01 - 14:25	High Risk	0	41.5	High Risk	0	45	7.7	38	0
14:26 - 14:52	High Risk	0	42.0	High Risk	0	44 =	7.5	37	0
14:53 - 15:20	High Risk	0	42.5	High Risk	0	43	7.3	36	0
15:21 - 15:50	High Risk	0	43.0	High Risk	0	42	7.2	35	0
15:51 - 16:22	High Risk	0	≥ 43.5	High Risk	0	41	7.0	34	0
16:23 - 16:57	High Risk	0				40	6.8	33	0
≥ 16:58	High Risk	0				39	6.5	32	0
						38	6.3	31	0
						37	6.0	30	0
						36	5.8	≤ 29	0
						35	5.5		
						34	5.3		
						33 *	5.0		
						32	0		
						31	0		
						30	0		
						29	0		
						28	0		
						27	0		
						26	0		
						25	0		
						24	0		
						23	0		
						22	0		
						21	0		
						20	0		
						19	0		
						18	0		
						≤ 17	0		

NOTES:

Health Risk Category = low, moderate or high risk for current and future cardiovascular disease, diabetes, certain cancers, and other health problems

Passing Requirements - member *must*: 1) meet minimum value in each of the four components, *and* 2) achieve a composite point total ≥ 75 points

* Minimum Component Values

Run time ≤ 13:36 mins:secs · Abd Circ ≤ 39.0 inches

Push-ups ≥ 33 repetitions/one minute · Sit-ups ≥ 42 repetitions/one minute

= Target Component Values

Member should attain or surpass these to achieve ≥ 75.0 composite score

Composite Score Categories

Excellent ≥ 90.0 pts · Satisfactory = 75.0 - 89.9 · Unsatisfactory < 75.0

USAF Fitness Test Scoring /Males 30 – 39 years of age

Cardiorespiratory Endurance			Body Composition			Muscle Fitness			
Run Time (mins:secs)	Health Risk Category	Points	AC (inches)	Health Risk Category	Points	Push-ups (reps-min)	Points	Sit-ups (reps-min)	Points
≤ 9:34	Low-Risk	60.0	≤ 32.5	Low-Risk	20.0	≥ 57	10.0	≥ 54	10.0
9:35 - 9:58	Low-Risk	59.3	33.0	Low-Risk	20.0	52	9.5	51	9.5
9:59 - 10:10	Low-Risk	58.6	33.5	Low-Risk	20.0	51	9.4	50	9.4
10:11 - 10:23	Low-Risk	57.9	34.0	Low-Risk	20.0	50	9.3	49	9.2
10:24 - 10:37	Low-Risk	57.3	34.5	Low-Risk	20.0	49	9.2	48	9.0
10:38 - 10:51	Low-Risk	56.6	35.0	Low-Risk	20.0	48	9.2	47	8.8
10:52 - 11:06	Low-Risk	55.7	35.5	Moderate Risk	17.6	47	9.1	46	8.7
11:07 - 11:22	Low-Risk	54.8	36.0	Moderate Risk	17.0	46	9.0	45	8.5
11:23 - 11:38	Low-Risk	53.7	36.5	Moderate Risk	16.4	45	8.9	44	8.3
11:39 - 11:56	Low-Risk	52.4	37.0	Moderate Risk	15.8	44	8.8	43	8.0
11:57 - 12:14	Low-Risk	50.9	37.5 =	Moderate Risk	15.1	43	8.7	42 =	7.5
12:15 - 12:33	Low-Risk	49.2	38.0	Moderate Risk	14.4	42	8.6	41	7.0
12:34 - 12:53	Low-Risk	47.2	38.5	Moderate Risk	13.5	41	8.5	40	6.5
12:54 - 13:14 =	Moderate Risk	44.9	39.0 *	Moderate Risk	12.6	40	8.3	39 *	6.0
13:15 - 13:36	Moderate Risk	42.3	39.5	High Risk	0	39	8.0	38	0
13:37 - 14:00 *	Moderate Risk	39.3	40.0	High Risk	0	38	7.8	37	0
14:01 - 14:25	High Risk	0	40.5	High Risk	0	37	7.7	36	0
14:26 - 14:52	High Risk	0	41.0	High Risk	0	36 =	7.5	35	0
14:53 - 15:20	High Risk	0	41.5	High Risk	0	35	7.3	34	0
15:21 - 15:50	High Risk	0	42.0	High Risk	0	34	7.0	33	0
15:51 - 16:22	High Risk	0	42.5	High Risk	0	33	6.8	32	0
16:23 - 16:57	High Risk	0	43.0	High Risk	0	32	6.7	31	0
≥ 16:58	High Risk	0	≥ 43.5	High Risk	0	31	6.5	30	0
						30	6.0	29	0
						29	5.5	28	0
						28	5.3	27	0
						27 *	5.0	26	0
						26	0	≤ 25	0
						25	0		
						24	0		
						23	0		
						22	0		
						21	0		
						20	0		
						19	0		
						18	0		
						17	0		
						16	0		
						15	0		
						14	0		
						13	0		
						≤ 12	0		

NOTES:
Health Risk Category = low, moderate or high risk for current and future cardiovascular disease, diabetes, certain cancers, and other health problems

Passing Requirements - member *must*: 1) meet minimum value in each of the four components, *and* 2) achieve a composite point total ≥ 75 points

* Minimum Component Values
Run time ≤ 14:00 mins:secs · Abd Circ ≤ 39.0 inches
Push-ups ≥ 27 repetitions/one minute · Sit-ups ≥ 39 repetitions/one minute

= Target Component Values
Member should attain or surpass these to achieve ≥ 75.0 composite score

Composite Score Categories
Excellent ≥ 90.0 pts · Satisfactory = 75.0 - 89.9 · Unsatisfactory < 75.0

USAF Fitness Test Scoring /Males 40 – 49 years of age

Cardiorespiratory Endurance			Body Composition			Muscle Fitness			
Run Time (mins:secs)	Health Risk Category	Points	AC (inches)	Health Risk Category	Points	Push-ups (reps-min)	Points	Sit-ups (reps-min)	Points
≤ 9:45	Low-Risk	60.0	≤ 32.5	Low-Risk	20.0	≥ 44	10.0	≥ 50	10.0
9:46 - 10:10	Low-Risk	59.8	33.0	Low-Risk	20.0	40	9.5	47	9.5
10:11 - 10:23	Low-Risk	59.5	33.5	Low-Risk	20.0	39	9.4	46	9.4
10:24 - 10:37	Low-Risk	59.1	34.0	Low-Risk	20.0	38	9.2	45	9.2
10:38 - 10:51	Low-Risk	58.7	34.5	Low-Risk	20.0	37	9.1	44	9.1
10:52 - 11:06	Low-Risk	58.3	35.0	Low-Risk	20.0	36	9.0	43	9.0
11:07 - 11:22	Low-Risk	57.7	35.5	Moderate Risk	17.6	35	8.8	42	8.8
11:23 - 11:38	Low-Risk	57.1	36.0	Moderate Risk	17.0	34	8.5	41	8.7
11:39 - 11:56	Low-Risk	56.3	36.5	Moderate Risk	16.4	33	8.4	40	8.5
11:57 - 12:14	Low-Risk	55.4	37.0	Moderate Risk	15.8	32	8.3	39	8.0
12:15 - 12:33	Low-Risk	54.3	37.5 =	Moderate Risk	15.1	31	8.1	38	7.8
12:34 - 12:53	Low-Risk	53.1	38.0	Moderate Risk	14.4	30	8.0	37 =	7.5
12:54 - 13:14	Low-Risk	51.5	38.5	Moderate Risk	13.5	29 =	7.5	36	7.0
13:15 - 13:36	Low-Risk	49.8	39.0 *	Moderate Risk	12.6	28	7.3	35	6.5
13:37 - 14:00	Moderate Risk	47.7	39.5	High Risk	0	27	7.2	34 *	6.0
14:01 - 14:25 =	Moderate Risk	45.2	40.0	High Risk	0	26	7.0	33	0
14:26 - 14:52 *	Moderate Risk	42.3	40.5	High Risk	0	25	6.5	32	0
14:53 - 15:20	High Risk	0	41.0	High Risk	0	24	6.0	31	0
15:21 - 15:50	High Risk	0	41.5	High Risk	0	23	5.8	30	0
15:51 - 16:22	High Risk	0	42.0	High Risk	0	22	5.5	29	0
16:23 - 16:57	High Risk	0	42.5	High Risk	0	21 *	5.0	28	0
16:58 - 17:34	High Risk	0	43.0	High Risk	0	20	0	27	0
17:35 - 18:14	High Risk	0	≥ 43.5	High Risk	0	19	0	26	0
≥ 18:15	High Risk	0				18	0	25	0
						17	0	24	0
						16	0	23	0
						15	0	22	0
						14	0	≤ 21	0
						13	0		
						12	0		
						11	0		
						10	0		
						9	0		
						≤ 8	0		

NOTES:

Health Risk Category = low, moderate or high risk for current and future cardiovascular disease, diabetes, certain cancers, and other health problems

Passing Requirements - member *must*: 1) meet minimum value in each of the four components, *and* 2) achieve a composite point total ≥ 75 points

* Minimum Component Values

Run time ≤ 14:52 mins:secs · Abd Circ ≤ 39.0 inches

Push-ups ≥ 21 repetitions·one minute · Sit-ups ≥ 34 repetitions·one minute

= Target Component Values

Member should attain or surpass these to achieve ≥ 75.0 composite score

Composite Score Categories

Excellent ≥ 90.0 pts · Satisfactory = 75.0 - 89.9 · Unsatisfactory < 75.0

USAF Fitness Test Scoring /Males 50 – 59 years of age

Cardiorespiratory Endurance			Body Composition			Muscle Fitness			
Run Time (mins:secs)	Health Risk Category	Points	AC (inches)	Health Risk Category	Points	Push-ups (reps:min)	Points	Sit-ups (reps:min)	Points
≤ 10:37	Low-Risk	60.0	≤ 32.5	Low-Risk	20.0	≥ 44	10.0	≥ 46	10.0
10:38 - 11:06	Low-Risk	59.7	33.0	Low-Risk	20.0	39	9.5	43	9.5
11:07 - 11:22	Low-Risk	59.4	33.5	Low-Risk	20.0	38	9.4	42	9.4
11:23 - 11:38	Low-Risk	59.0	34.0	Low-Risk	20.0	37	9.4	41	9.2
11:39 - 11:56	Low-Risk	58.5	34.5	Low-Risk	20.0	36	9.3	40	9.1
11:57 - 12:14	Low-Risk	58.0	35.0	Low-Risk	20.0	35	9.3	39	9.0
12:15 - 12:33	Low-Risk	57.3	35.5	Moderate Risk	17.6	34	9.2	38	8.8
12:34 - 12:53	Low-Risk	56.5	36.0	Moderate Risk	17.0	33	9.2	37	8.7
12:54 - 13:14	Low-Risk	55.6	36.5	Moderate Risk	16.4	32	9.1	36	8.5
13:15 - 13:36	Low-Risk	54.5	37.0	Moderate Risk	15.8	31	9.1	35	8.0
13:37 - 14:00	Low-Risk	53.3	37.5 =	Moderate Risk	15.1	30	9.0	34	7.8
14:01 - 14:25	Low-Risk	51.8	38.0	Moderate Risk	14.4	29	8.8	33 =	7.5
14:26 - 14:52	Low-Risk	50.0	38.5	Moderate Risk	13.5	28	8.5	32	7.5
14:53 - 15:20	Moderate Risk	47.9	39.0 *	Moderate Risk	12.6	27	8.3	31	7.0
15:21 - 15:50 =	Moderate Risk	45.4	39.5	High Risk	0	26	8.2	30	6.5
15:51 - 16:22 *	Moderate Risk	42.4	40.0	High Risk	0	25	8.0	29	6.3
16:23 - 16:57	High Risk	0	40.5	High Risk	0	24 =	7.5	28 *	6.0
16:58 - 17:34	High Risk	0	41.0	High Risk	0	23	7.3	27	0
17:35 - 18:14	High Risk	0	41.5	High Risk	0	22	7.2	26	0
18:15 - 18:56	High Risk	0	42.0	High Risk	0	21	7.0	25	0
18:57 - 19:43	High Risk	0	42.5	High Risk	0	20	6.5	24	0
19:44 - 20:33	High Risk	0	43.0	High Risk	0	19	6.0	23	0
≥ 20:34	High Risk	0	≥ 43.5	High Risk	0	18	5.8	22	0
						17	5.5	21	0
						16	5.3	20	0
						15 *	5.0	19	0
						14	0	18	0
						13	0	17	0
						12	0	16	0
						11	0	15	0
						10	0	≤ 14	0
						9	0		
						8	0		
						7	0		
						6	0		
						≤ 5	0		

NOTES:

Health Risk Category = low, moderate or high risk for current and future cardiovascular disease, diabetes, certain cancers, and other health problems

Passing Requirements - member *must*: 1) meet minimum value in each of the four components, *and* 2) achieve a composite point total ≥ 75 points

* Minimum Component Values

Run time ≤ 16:22 mins:secs / Abd Circ ≤ 39.0 inches

Push-ups ≥ 15 repetitions/one minute / Sit-ups ≥ 28 repetitions/one minute

= Target Component Values

Member should attain or surpass these to achieve ≥ 75.0 composite score

Composite Score Categories

Excellent ≥ 90.0 pts / Satisfactory = 75.0 - 89.9 / Unsatisfactory < 75.0

USAF Fitness Test Scoring /Males 60+ years of age

Cardiorespiratory Endurance			Body Composition			Muscle Fitness			
Run Time (mins:secs)	Health Risk Category	Points	AC (inches)	Health Risk Category	Points	Push-ups (reps:min)	Points	Sit-ups (reps:min)	Points
≤ 11:22	Low-Risk	60.0	≤ 32.5	Low-Risk	20.0	≥ 30	10.0	≥ 42	10.0
11:23 - 11:56	Low-Risk	59.7	33.0	Low-Risk	20.0	28	9.5	39	9.5
11:57 - 12:14	Low-Risk	59.4	33.5	Low-Risk	20.0	27	9.3	38	9.4
12:15 - 12:33	Low-Risk	59.0	34.0	Low-Risk	20.0	26	9.0	37	9.2
12:34 - 12:53	Low-Risk	58.5	34.5	Low-Risk	20.0	25	8.8	36	9.1
12:54 - 13:14	Low-Risk	58.0	35.0	Low-Risk	20.0	24	8.5	35	9.0
13:15 - 13:36	Low-Risk	57.3	35.5	Moderate Risk	17.6	23	8.0	34	8.9
13:37 - 14:00	Low-Risk	56.5	36.0	Moderate Risk	17.0	22 =	7.5	33	8.8
14:01 - 14:25	Low-Risk	55.6	36.5	Moderate Risk	16.4	21	7.0	32	8.6
14:26 - 14:52	Low-Risk	54.5	37.0	Moderate Risk	15.8	20	6.5	31	8.5
14:53 - 15:20	Low-Risk	53.3	37.5 =	Moderate Risk	15.1	19	6.3	30	8.0
15:21 - 15:50	Low-Risk	51.8	38.0	Moderate Risk	14.4	18	6.0	29	7.8
15:51 - 16:22	Low-Risk	50.0	38.5	Moderate Risk	13.5	17	5.8	28 =	7.5
16:23 - 16:57	Moderate Risk	47.9	39.0 *	Moderate Risk	12.6	16	5.5	27	7.3
16:58 - 17:34 =	Moderate Risk	45.4	39.5	High Risk	0	15	5.3	26	7.0
17:35 - 18:14 *	Moderate Risk	42.4	40.0	High Risk	0	14 *	5.0	25	6.8
18:15 - 18:56	High Risk	0	40.5	High Risk	0	13	0	24	6.5
18:57 - 19:43	High Risk	0	41.0	High Risk	0	12	0	23	6.3
19:44 - 20:33	High Risk	0	41.5	High Risk	0	11	0	22 *	6.0
20:34 - 21:28	High Risk	0	42.0	High Risk	0	10	0	21	0
21:29 - 22:28	High Risk	0	42.5	High Risk	0	9	0	20	0
22:29 - 23:34	High Risk	0	43.0	High Risk	0	8	0	19	0
≥ 23:35	High Risk	0	≥ 43.5	High Risk	0	7	0	18	0
						6	0	17	0
						5	0	16	0
						4	0	15	0
						≤ 3	0	14	0
								13	0
								12	0
								11	0
								10	0
								≤ 9	0

NOTES:

Health Risk Category = low, moderate or high risk for current and future cardiovascular disease, diabetes, certain cancers, and other health problems

Passing Requirements - member *must*: 1) meet minimum value in each of the four components, *and* 2) achieve a composite point total ≥ 75 points

* Minimum Component Values

Run time ≤ 18:14 mins:secs / Abd Circ ≤ 39.0 inches

Push-ups ≥ 14 repetitions/one minute / Sit-ups ≥ 22 repetitions/one minute

= Target Component Values

Member should attain or surpass these to achieve ≥ 75.0 composite score

Composite Score Categories

Excellent ≥ 90.0 pts / Satisfactory = 75.0 - 89.9 / Unsatisfactory < 75.0

USAF Fitness Test Scoring /Females < 30 years of age

Cardiorespiratory Endurance			Body Composition			Muscle Fitness			
Run Time (mins:secs)	Health Risk Category	Points	AC (inches)	Health Risk Category	Points	Push-ups (reps:min)	Points	Sit-ups (reps:min)	Points
≤ 10:23	Low-Risk	60.0	≤ 29.0	Low Risk	20.0	≥ 47	10.0	≥ 54	10.0
10:24 - 10:51	Low-Risk	59.9	29.5	Low Risk	20.0	42	9.5	51	9.5
10:52 - 11:06	Low-Risk	59.5	30.0	Low Risk	20.0	41	9.4	50	9.4
11:07 - 11:22	Low-Risk	59.2	30.5	Low Risk	20.0	40	9.3	49	9.0
11:23 - 11:38	Low-Risk	58.9	31.0	Low Risk	20.0	39	9.2	48	8.9
11:39 - 11:56	Low-Risk	58.6	31.5	Low Risk	20.0	38	9.1	47	8.8
11:57 - 12:14	Low-Risk	58.1	32.0	Moderate Risk	17.6	37	9.0	46	8.6
12:15 - 12:33	Low-Risk	57.6	32.5	Moderate Risk	17.1	36	8.9	45	8.5
12:34 - 12:53	Low-Risk	57.0	33.0	Moderate Risk	16.5	35	8.8	44	8.0
12:54 - 13:14	Low-Risk	56.2	33.5	Moderate Risk	15.9	34	8.6	43	7.8
13:15 - 13:36	Low-Risk	55.3	34.0 =	Moderate Risk	15.2	33	8.5	42 =	7.5
13:37 - 14:00	Low-Risk	54.2	34.5	Moderate Risk	14.5	32	8.4	41	7.0
14:01 - 14:25	Low-Risk	52.8	35.0	Moderate Risk	13.7	31	8.3	40	6.8
14:26 - 14:52	Low-Risk	51.2	35.5 *	Moderate Risk	12.8	30	8.2	39	6.5
14:53 - 15:20	Moderate Risk	49.3	36.0	High Risk	0	29	8.1	38 *	6.0
15:21 - 15:50 =	Moderate Risk	46.9	36.5	High Risk	0	28	8.0	37	0
15:51 - 16:22 *	Moderate Risk	44.1	37.0	High Risk	0	27 =	7.5	36	0
16:23 - 16:57	High Risk	0	37.5	High Risk	0	26	7.3	35	0
16:58 - 17:34	High Risk	0	38.0	High Risk	0	25	7.2	34	0
17:35 - 18:14	High Risk	0	38.5	High Risk	0	24	7.0	33	0
18:15 - 18:56	High Risk	0	39.0	High Risk	0	23	6.5	32	0
18:57 - 19:43	High Risk	0	39.5	High Risk	0	22	6.3	31	0
19:44 - 20:33	High Risk	0	≥ 40.0	High Risk	0	21	6.0	30	0
≥ 20:34	High Risk	0				20	5.8	29	0
						19	5.5	28	0
						18 *	5.0	27	0
						17	0	26	0
						16	0	25	0
						15	0	24	0
						14	0	23	0
						13	0	≤ 22	0
						12	0		
						11	0		
						10	0		
						9	0		
						8	0		
						≤ 7	0		

NOTES:

Health Risk Category = low, moderate or high risk for current and future cardiovascular disease, diabetes, certain cancers, and other health problems

Passing Requirements - member *must*: 1) meet minimum value in each of the four components, *and* 2) achieve a composite point total ≥ 75 points

* Minimum Component Values

Run time ≤ 16:22 mins:secs / Abd Circ ≤ 35.5 inches

Push-ups ≥ 18 repetitions/one minute / Sit-ups ≥ 38 repetitions/one minute

= Target Component Values

Member should attain or surpass these to achieve ≥ 75.0 composite score

Composite Score Categories

Excellent ≥ 90.0 pts / Satisfactory = 75.0 - 89.9 / Unsatisfactory < 75.0

USAF Fitness Test Scoring /Females 30 - 39 years of age

Cardiorespiratory Endurance			Body Composition			Muscle Fitness			
Run Time	Health Risk	Points	AC	Health Risk	Points	Push-ups		Sit-ups	
(mins:secs)	Category		(inches)	Category		(reps:min)	Points	(reps:min)	Points
≤ 10:51	Low-Risk	60.0	≤ 29.0	Low Risk	20.0	≥ 46	10.0	≥ 45	10.0
10:52 - 11:22	Low-Risk	59.5	29.5	Low Risk	20.0	40	9.5	42	9.5
11:23 - 11:38	Low-Risk	59.0	30.0	Low Risk	20.0	39	9.4	41	9.4
11:39 - 11:56	Low-Risk	58.6	30.5	Low Risk	20.0	38	9.3	40	9.0
11:57 - 12:14	Low-Risk	58.1	31.0	Low Risk	20.0	37	9.3	39	8.8
12:15 - 12:33	Low-Risk	57.6	31.5	Low Risk	20.0	36	9.2	38	8.5
12:34 - 12:53	Low-Risk	57.0	32.0	Moderate Risk	17.6	35	9.1	37	8.3
12:54 - 13:14	Low-Risk	56.2	32.5	Moderate Risk	17.1	34	9.1	36	8.2
13:15 - 13:36	Low-Risk	55.3	33.0	Moderate Risk	16.5	33	9.0	35	8.0
13:37 - 14:00	Low-Risk	54.2	33.5	Moderate Risk	15.9	32	8.9	34	7.8
14:01 - 14:25	Low-Risk	52.8	34.0 =	Moderate Risk	15.2	31	8.9	33 =	7.5
14:26 - 14:52	Low-Risk	51.2	34.5	Moderate Risk	14.5	30	8.8	32	7.0
14:53 - 15:20	Low-Risk	49.3	35.0	Moderate Risk	13.7	29	8.7	31	6.8
15:21 - 15:50 =	Moderate Risk	46.9	35.5 *	Moderate Risk	12.8	28	8.6	30	6.5
15:51 - 16:22	Moderate Risk	44.1	36.0	High Risk	0	27	8.6	29 *	6.0
16:23 - 16:57 *	Moderate Risk	40.8	36.5	High Risk	0	26	8.5	28	0
16:58 - 17:34	High Risk	0	37.0	High Risk	0	25	8.3	27	0
17:35 - 18:14	High Risk	0	37.5	High Risk	0	24	8.2	26	0
18:15 - 18:56	High Risk	0	38.0	High Risk	0	23	8.0	25	0
18:57 - 19:43	High Risk	0	38.5	High Risk	0	22	7.9	24	0
19:44 - 20:33	High Risk	0	39.0	High Risk	0	21	7.8	23	0
≥ 20:34	High Risk	0	39.5	High Risk	0	20	7.6	22	0
			≥ 40.0	High Risk	0	19 =	7.5	21	0
						18	7.0	20	0
						17	6.8	19	0
						16	6.5	18	0
						15	6.0	17	0
						14 *	5.0	16	0
						13	0	15	0
						12	0	≤ 14	0
						11	0		
						10	0		
						9	0		
						8	0		
						7	0		
						6	0		
						≤ 5	0		

NOTES:

Health Risk Category = low, moderate or high risk for current and future cardiovascular disease, diabetes, certain cancers, and other health problems

Passing Requirements - member *must*: 1) meet minimum value in each of the four components, *and* 2) achieve a composite point total ≥ 75 points

* Minimum Component Values

Run time ≤ 16:57 mins:secs / Abd Circ ≤ 35.5 inches

Push-ups ≥ 14 repetitions/one minute / Sit-ups ≥ 29 repetitions/one minute

= Target Component Values

Member should attain or surpass these to achieve ≥ 75.0 composite score

Composite Score Categories

Excellent ≥ 90.0 pts / Satisfactory = 75.0 - 89.9 / Unsatisfactory < 75.0

USAF Fitness Test Scoring /Females 40 - 49 years of age

Cardiorespiratory Endurance			Body Composition			Muscle Fitness			
Run Time	Health Risk	Points	AC	Health Risk	Points	Push-ups	Points	Sit-ups	Points
(mins:secs)	Category		(inches)	Category		(reps/min)		(reps/min)	
≤ 11:22	Low-Risk	60.0	≤ 29.0	Low Risk	20.0	≥ 38	10.0	≥ 41	10.0
11:23 - 11:56	Low-Risk	59.9	29.5	Low Risk	20.0	33	9.5	38	9.5
11:57 - 12:14	Low-Risk	59.8	30.0	Low Risk	20.0	32	9.4	37	9.4
12:15 - 12:33	Low-Risk	59.6	30.5	Low Risk	20.0	31	9.2	36	9.2
12:34 - 12:53	Low-Risk	59.4	31.0	Low Risk	20.0	30	9.1	35	9.1
12:54 - 13:14	Low-Risk	59.1	31.5	Low Risk	20.0	29	9.0	34	9.0
13:15 - 13:36	Low-Risk	58.7	32.0	Moderate Risk	17.6	28	8.9	33	8.8
13:37 - 14:00	Low-Risk	58.2	32.5	Moderate Risk	17.1	27	8.8	32	8.5
14:01 - 14:25	Low-Risk	57.7	33.0	Moderate Risk	16.5	26	8.7	31	8.3
14:26 - 14:52	Low-Risk	56.9	33.5	Moderate Risk	15.9	25	8.6	30	8.2
14:53 - 15:20	Low-Risk	56.0	34.0 =	Moderate Risk	15.2	24	8.6	29	8.0
15:21 - 15:50	Low-Risk	54.8	34.5	Moderate Risk	14.5	23	8.5	28 =	7.5
15:51 - 16:22	Low-Risk	53.3	35.0	Moderate Risk	13.7	22	8.4	27	7.0
16:23 - 16:57	Moderate Risk	51.4	35.5 *	Moderate Risk	12.8	21	8.3	26	6.8
16:58 - 17:34	Moderate Risk	49.0	36.0	High Risk	0	20	8.2	25	6.4
17:35 - 18:14 *≠	Moderate Risk	45.9	36.5	High Risk	0	19	8.1	24 *	6.0
18:15 - 18:56	High Risk	0	37.0	High Risk	0	18	8.0	23	0
18:57 - 19:43	High Risk	0	37.5	High Risk	0	17	7.8	22	0
19:44 - 20:33	High Risk	0	38.0	High Risk	0	16 =	7.5	21	0
20:34 - 21:28	High Risk	0	38.5	High Risk	0	15	7.0	20	0
21:29 - 22:28	High Risk	0	39.0	High Risk	0	14	6.5	19	0
≥ 22:29	High Risk	0	39.5	High Risk	0	13	6.0	18	0
			≥ 40.0	High Risk	0	12	5.5	17	0
						11 *	5.0	16	0
						10	0	15	0
						9	0	14	0
						8	0	13	0
						7	0	12	0
						6	0	11	0
						5	0	10	0
						4	0	≤ 9	0
						≤ 3	0		

NOTES:

Health Risk Category = low, moderate or high risk for current and future cardiovascular disease, diabetes, certain cancers, and other health problems

Passing Requirements - member *must*: 1) meet minimum value in each of the four components, *and* 2) achieve a composite point total ≥ 75 points

* Minimum Component Values

Run time ≤ 18:14 mins:secs / Abd Circ ≤ 35.5 inches

Push-ups ≥ 11 repetitions/one minute / Sit-ups ≥ 24 repetitions/one minute

≠ Target Component Values

Member should attain or surpass these to achieve ≥ 75.0 composite score

Composite Score Categories

Excellent ≥ 90.0 pts / Satisfactory = 75.0 - 89.9 / Unsatisfactory < 75.0

USAF Fitness Test Scoring /Females 50 - 59 years of age

Cardiorespiratory Endurance			Body Composition			Muscle Fitness			
Run Time (mins:secs)	Health Risk Category	Points	AC (inches)	Health Risk Category	Points	Push-ups (reps/min)	Points	Sit-ups (reps/min)	Points
≤ 12:53	Low-Risk	60.0	≤ 29.0	Low Risk	20.0	≥ 35	10.0	≥ 32	10.0
12:54 - 13:36	Low-Risk	59.8	29.5	Low Risk	20.0	30	9.5	30	9.5
13:37 - 14:00	Low-Risk	59.6	30.0	Low Risk	20.0	29	9.4	29	9.0
14:01 - 14:25	Low-Risk	59.3	30.5	Low Risk	20.0	28	9.3	28	8.9
14:26 - 14:52	Low-Risk	58.9	31.0	Low Risk	20.0	27	9.2	27	8.8
14:53 - 15:20	Low-Risk	58.4	31.5	Low Risk	20.0	26	9.1	26	8.6
15:21 - 15:50	Low-Risk	57.7	32.0	Moderate Risk	17.6	25	9.0	25	8.5
15:51 - 16:22	Low-Risk	56.8	32.5	Moderate Risk	17.1	24	8.8	24	8.0
16:23 - 16:57	Low-Risk	55.6	33.0	Moderate Risk	16.5	23	8.7	23 =	7.5
16:58 - 17:34	Low-Risk	54.0	33.5	Moderate Risk	15.9	22	8.6	22	7.0
17:35 - 18:14	Low-Risk	51.9	34.0 =	Moderate Risk	15.2	21	8.6	21	6.5
18:15 - 18:56	Moderate Risk	49.2	34.5	Moderate Risk	14.5	20	8.5	20 *	6.0
18:57 - 19:43 =	Moderate Risk	45.5	35.0	Moderate Risk	13.7	19	8.4	19	0
19:44 - 20:33	High Risk	0	35.5 *	Moderate Risk	12.8	18	8.3	18	0
20:34 - 21:28	High Risk	0	36.0	High Risk	0	17	8.2	17	0
21:29 - 22:28	High Risk	0	36.5	High Risk	0	16	8.1	16	0
22:29 - 23:34	High Risk	0	37.0	High Risk	0	15	8.0	15	0
≥ 23:35	High Risk	0	37.5	High Risk	0	14 =	7.5	14	0
			38.0	High Risk	0	13	7.0	13	0
			38.5	High Risk	0	12	6.5	12	0
			39.0	High Risk	0	11	6.0	11	0
			39.5	High Risk	0	10	5.5	10	0
			≥ 40.0	High Risk	0	9 *	5.0	9	0
						8	0	8	0
						7	0	7	0
						6	0	6	0
						5	0	≤ 5	0
						4	0		
						3	0		
						≤ 2	0		

NOTES:

Health Risk Category = low, moderate or high risk for current and future cardiovascular disease, diabetes, certain cancers, and other health problems

Passing Requirements - member *must*: 1) meet minimum value in each of the four components, *and* 2) achieve a composite point total ≥ 75 points

* Minimum Component Values

Run time ≤ 19:43 mins:secs / Abd Circ ≤ 35.5 inches

Push-ups ≥ 9 repetitions/one minute / Sit-ups ≥ 20 repetitions/one minute

= Target Component Values

Member should attain or surpass these to achieve ≥ 75.0 composite score

Composite Score Categories

Excellent ≥ 90.0 pts / Satisfactory = 75.0 - 89.9 / Unsatisfactory < 75.0

USAF Fitness Test Scoring /Females 60+ years of age

Cardiorespiratory Endurance			Body Composition			Muscle Fitness			
Run Time	Health Risk		AC	Health Risk		Push-ups		Sit-ups	
(mins:secs)	Category	Points	(inches)	Category	Points	(reps/min)	Points	(reps/min)	Points
≤ 14:00	Low-Risk	60.0	≤ 29.0	Low Risk	20.0	≥ 21	10.0	≥ 31	10.0
14:01 - 14:52	Low-Risk	59.8	29.5	Low Risk	20.0	19	9.5	28	9.5
14:53 - 15:20	Low-Risk	59.5	30.0	Low Risk	20.0	18	9.4	27	9.4
15:21 - 15:50	Low-Risk	59.1	30.5	Low Risk	20.0	17	9.0	26	9.0
15:51 - 16:22	Low-Risk	58.6	31.0	Low Risk	20.0	16	8.8	25	8.9
16:23 - 16:57	Low-Risk	57.9	31.5	Low Risk	20.0	15	8.5	24	8.8
16:58 - 17:34	Low-Risk	57.0	32.0	Moderate Risk	17.6	14	8.0	23	8.7
17:35 - 18:14	Low-Risk	55.8	32.5	Moderate Risk	17.1	13 =	7.5	22	8.6
18:15 - 18:56	Low-Risk	54.2	33.0	Moderate Risk	16.5	12	7.0	21	8.5
18:57 - 19:43	Low-Risk	52.1	33.5	Moderate Risk	15.9	11	6.5	20	8.4
19:44 - 20:33	Moderate Risk	49.3	34.0 =	Moderate Risk	15.2	10	6.0	19	8.3
20:34 - 21:28 =	Moderate Risk	45.6	34.5	Moderate Risk	14.5	9	5.7	18	8.2
21:29 - 22:28 *	Moderate Risk	40.8	35.0	Moderate Risk	13.7	8	5.3	17	8.0
22:29 - 23:34	High Risk	0	35.5 *	Moderate Risk	12.8	7 *	5.0	16	7.8
23:35 - 24:46	High Risk	0	36.0	High Risk	0	6	0	15 =	7.5
24:47 - 26:06	High Risk	0	36.5	High Risk	0	5	0	14	7.3
≥ 26:07	High Risk	0	37.0	High Risk	0	4	0	13	7.0
			37.5	High Risk	0	3	0	12	6.5
			38.0	High Risk	0	2	0	11 *	6.0
			38.5	High Risk	0	≤ 1	0	10	0
			39.0	High Risk	0			9	0
			39.5	High Risk	0			8	0
			≥ 40.0	High Risk	0			7	0
								6	0
								5	0
								4	0
								3	0
								2	0
								≤ 1	0

NOTES:

Health Risk Category = low, moderate or high risk for current and future cardiovascular disease, diabetes, certain cancers, and other health problems

Passing Requirements - member *must*: 1) meet minimum value in each of the four components, *and* 2) achieve a composite point total ≥ 75 points

* Minimum Component Values

Run time ≤ 22:28 mins:secs / Abd Circ ≤ 35.5 inches

Push-ups ≥ 7 repetitions/one minute / Sit-ups ≥ 11 repetitions/one minute

= Target Component Values

Member should attain or surpass these to achieve ≥ 75.0 composite score

Composite Score Categories

Excellent ≥ 90.0 pts / Satisfactory = 75.0 - 89.9 / Unsatisfactory < 75.0



OFFICE OF SENATOR TELENA CRUZ NELSON

CHAIRPERSON OF THE COMMITTEE ON HOUSING, UTILITIES, PUBLIC SAFETY & HOMELAND SECURITY
I MINA'TRENTAI KUÁTTO NA LIHESLATURAN GUAHAN | 34th GUAM LEGISLATURE

COMMITTEE REPORT DIGEST

I. OVERVIEW

Buenas yan Háfa Adai! The Committee on Housing, Utilities, Public Safety, and Homeland Security conducted an informational hearing on Friday, May 19, 2017 in the Legislature's Public Hearing Room on the following 9:30 a.m. P.O.S.T. (Peace Officer Standards and Training) Commission: Update on current Physical Fitness Qualification Test (P.F.Q.T) results and percentages, Impact Analysis based on P.F.Q.T results, and any and all recommendations in reference to modifications for the P.O.S.T. Commission.

Public Notice Requirements

Notices were disseminated via email to all senators and all main media on May 12, 2017, (5-Day Notice), and the second notice on May 16, 2017 (48-Hour Notice).

Senators Present

Senator Telena Cruz Nelson, Chairperson, Committee on Housing, Utilities, Public Safety, and Homeland Security

Speaker B.J.F. Cruz, Member

Senator Joe S. San Agustin, Member

Senator Tom Ada, Member

Senator Mary Camacho Torres, Member

Senator Wil Castro

Senator Fernando Esteves

Panel:

Robert Camacho, Chairperson, P.O.S.T. Commission

Dennis Santo Tomas, P.O.S.T. Commission Director

Joe I. Cruz, Chief of Police, Guam Police Department

GUAM CONGRESS BLDG 163 CHALAN SANTO PAPA HAGÁTÑA, GUAM 96910

Tel: (671) 989-7696/4678 | Email: senatortcnelson@guamlegislature.org

Vincent S.N. Perez, Customs and Quarantine

Major Samantha Brennan, Probation Division

Chief Troy Pangelinan, Marshals Division

Anthony Camacho, Office of the Attorney General

Alan Borja, Warden , Guam Department of Corrections

Christopher Roberto, Port Police

II. SUMMARY OF TESTIMONY & DISCUSSION

Senator Telena Cruz Nelson, Chairperson

Håfa Adai, Good Morning, Thank you all for being here. This Informational by the Committee on Housing, Utilities, Public Safety, and Homeland Security is now called to order. It is now 10:32 a.m. For the record and in accordance with 5 GCA, Chapter 8, Subsection 8107, notices were sent out via email to all Senators and all main media broadcasting outlets on May 12, 2017, (5-Day Notice), and the second notice on May 16, 2017 (48-Hour Notice). With me today I have Senator Joe S. San Agustin, who is a former Police Officer. Thank-you for being here. The purpose of this informational hearing is to help the community and the general public understand issues of concern regarding peace officers and standards training commission. With us today we have Joseph I. Cruz, P.O.S.T. Executive Director Mr. Santo Tomas, Robert Camacho, Chairperson, P.O.S.T. Commission, Customs and Quarantine, Mr. Vincent Perez, Christopher Roberto, Major Brennan, Chief Pangelinan, Representative from the Attorney General. I also want to thank my colleague Senator Ada for being here. Thank-you senator. We are convening today because the P.O.S.T. Commission P.F.Q.T standards are fast approaching; it is a great concern of mine to ensure that our peace officers are able to meet the requirements. So I Thank-you gentleman and women for being here. We can start off with the P.O.S.T. Commission introduction and concerns then we can move from there.

Robert Camacho, Chairperson, P.O.S.T. Commission

Good morning mam. Thank-you for hearing us and the P.O.S.T. Commission appreciates your time to address this. Back in 2014 December, we passed the P.O.S.T Commission law regarding the P.F.Q.T, during that time as we implemented it we decided as a commission that the air force standards were very similar to what our needs were. Basically with the 3 premises that it was performance based, statically, and scientifically based. So, with those 3 areas of criteria we felt that physical standards of the air force would be appropriate to be implemented. However, as we went along, of course the air force instruction is quite lengthy and we kept on coming on with different questions regarding the implementation such as the other side of the chapter. The physical fitness part of this chapter is just one part. But

the other areas such as the having a wellness coordinator, dietitian, and wellness center. Those areas, we didn't have opportunities for each agency to avail to every officer. That was one part of the implementation that was brought to question. And what we did and we also conducted our physical fitness training. Unfortunately what we did was we went along we didn't realize the magnitude of officers who were not able to perform the basic physical fitness standards. That standard is 1.5 Miles, sit-ups and push-ups. And it is all based on age and gender. Not on performance or what have you, just a basic generic standard. So when we decided to test other agencies, a lot of the standards were not up to par. Some were at 16%, some were at 30 %. We knew then that of course we had a lot of work to do. As of last year it was of great concern that if we started implementing as of December of this year many people are going to be put on notice for not meeting that criteria. Of course there's going to be some type of avenue to make up for that test, 3 months, almost up to a year. By the time a year comes along then that's when we will actually have an impact in passing all the physical fitness. It was brought up by the Chief of Police. He has a full presentation of that as a commission we didn't expect as a commission. So what we did, with the AG, we made a proposal to make some adjustments: 39 inches of the waist-line to be waived, and instead of a 1.5 mile but a 1 mile. Those 2 changes on the P.F.Q.T made some dramatic changes with the overall scoring. Like with the airport we went from 16% to 45, the courts went from 70 to 95%. With GPD, it did go up; I don't actually know the increase. But over a lot did have a significant improvement. We also have to acknowledge that every one profile, that also reflected on their stats. Many officers weren't able to perform due to physical fitness or medical concerns. So as we tried that the attorney general's office recommended that we got to the solicitor and we are in touch with the law. But still in the spirits of the AFI, with similar, we were advised to see you guys to the legislature make those changes appropriately. So as our recommendation, with all the different challenges that we have, we recommended for an extension of the implementation.

Senator Nelson, Chair Person

Chief, pardon me, can we get a copy of what you are going to request. I also want to thank Speaker Cruz, Senator Esteves, Senator Torres, and Warden Borja thank-you for being here.

Robert Camacho, Chairperson, P.O.S.T. Commission

Most specifically, we don't want to reduce the quality of the force, but we do want the standard something that is feasible given our laws and financial constraints and also to be fair to the officers' that are in the force currently. **The P.O.S.T. Commission is modeled similarly but not equivalent to the U.S. physical test. The other part is the authority P.O.S.T. Commission to be granted the authority to make legitimate changes to the P.F.Q.T as deemed necessary by the Commission in order to support the law enforcement agencies demanding mission and requirements and the need to retain an effective force at all times.** This will be under the advisement under a physical fitness coordinator and medical experts in physical fitness. **The P.O.S.T. Commission is**

GUAM CONGRESS BLDG. 163 CHALAN SANTO PAPA HAGÁTÑA, GUAM 96910

Tel: (671) 989-4678/7689 | Email: senatortcnelson@guamlegislature.org

requesting to be granted an additional 2 years for a full P.F.Q.T implementation on 2019 versus 2017. And peace officer will continue to be administered P.F.Q.T within the respective agencies. The P.O.S.T. Commission standards are requesting to be exempted from the Administrative Adjudication Law so that we can implement without any delay if possible. I know when we first talked about this, there was a bit of hesitation because we don't want the public to perceive us that we are lowering our standards even before it is being implemented. As a commission, the majority of the chiefs recommended this because they were concern that we will now be able to adequately keep our community safe because high percentage of our officer may be terminated or transferred to another agency because of physical fitness. Again, this is something we looked hard upon; we don't want to implement something without being able to keep the community safe. So again this is something that we worked hard on. We don't want to implement something without a thorough review of the ramifications of these changes.

Executive Director Dennis Santo Tomas

Good morning Madame Chair, Senator Torres, Ada, San Agustin, Castro, Esteves, and Speaker Cruz. Thank you for affording the opportunity as a P.O.S.T. Commission to meet with you to give you an update on what the P.O.S.T. Commission has been up to for the past several years, even under the prior legislature. With the handout that I've provided you on the second page provides the membership of all that is in the P.O.S.T. Again it's inclusive of all the law enforcement agencies on the island as well as GCC and UOG and the AG's Office. On the next page it gives a brief history of how the P.O.S.T. was started and how it was formulated way back in 1998. Although not much movement occurred back then eventually was moved to Chapter 51 and then the next major change was a membership composition change which fixed it to what it is today which includes all of our law enforcement agencies as you see on the previous page. The next bullet designated GCC as the training agency for P.O.S.T. Commission. I believe what was happening was prior to that the P.O.S.T. Commission was having difficulty finding a stable place to hold its meetings and what is was missing was the logistic and administrative support which now GCC provides. They provide me working as the executive director as well as the venue for all of the meetings and other administrative support so that since that law went into place we don't have much of that problem with that anymore and for them to focus on the P.O.S.T. issues at hand and lastly the bullet as for the laws: P.L. 32-232 that was passed in December 2012 that was the actual law that put the academic and fitness training standards into place as it is today. On the next page, I'm going to just try to keep short so we don't have to into a whole litany. Just to give you a quick update on what P.O.S.T. has been doing today we have successfully as a commission establish successfully academic training and fitness standards that is written into public law. We have been working with eh Department of Administration as well as the respective law enforcement agencies to make sure they are complying with these standards and implementing these standards and following them in regards to hiring officers and promoting offices and so forth. The P.O.S.T. commission has also established supervisory management and executive criteria for positions in that level. Prior to that there were no standards as to who would be on what qualified individuals to fill those positions and lastly all the law enforcement agencies have been working hard to

implement physical fitness into their line of work into their daily programs. They had officers undergo medical evaluations if there's any issues that may prohibit or prevent from doing the P.F.Q.T being discussed about today and an agency continue to administer the P.F.Q.T as it stands today. And as Robert Camacho, Chairperson, P.O.S.T. Commission

told you, the way the law is written today it is written that that the P.F.Q.T is equivalent to the U.S. Air force Fitness test so that is one of the reasons why we are here today to try and ask for some reprieve and look under for greater flexibility so that as a P.O.S.T. commission we can adjust accordingly to help support our law enforcement agencies. Okay, so challenges today, like I said its **equivalent right now and we need it to be more similar** modeled after or whatever verbiage we use law editors and it's no longer just equivalent but something similar to or modeled after. Second bullet, the P.O.S.T. commission lacks the authority to make changes that we need in the laws so that we have that flexibility. And also the third bullet is we voted on the last P.O.S.T. commission meeting that we be given a reprieve of an additional 2 years for full implementation of the program and also it will give us more necessary time to make changes to the public law. So what do we need from the legislature on the second to the last page, I believe Chief Bob Camacho covered all of these already, but I'm willing to work with your staff senator, to work on the actual verbiage so we can put this into legal verbiage and so short and sweet, it is why we are here today. I do have all the chiefs and their respective agencies and certainly they can speak about how they feel about the P.F.Q.T and how it affects their agencies and what they've have been doing and they're all here to discuss that as well if you would like to hear their testimony. Thank-you.

Senator Nelson, Chairperson

Yes, thank-you very much Mr. Santo Tomas would like to go through all agencies, and then the senators questions if they should have any so perhaps we can start with you Chief Cruz.

Chief J. I. Cruz

Before I begin madam chair a copy of my testimony I submitted that should made available to you. A copy of a PowerPoint that has been prepared, Lt. Torre, he can hand that to you, as well as providing my testimony. Manana Si Yu'os and Håfa Adai. Good morning Madame chair and members of the Committee on Housing, Utilities, Public Safety, and homeland security. I am Joseph Cruz, Chief of Police of the Guam Police Department and I'm here in my official capacity along with key members of my staff to provide testimony in the status of GPD's physical fitness program and the effects of P.L. 32-232 as it applies to our program. Effective December 30, 2014 P.L. 32-232, he Guam Peace Officer Standards and Training or P.O.S.T., Commission administrative rules were signed into law defining category 1 peace officers and requiring a completion of a physical qualifications test know as P.F.Q.T. All sworn officers in the Guam Police Department inclusive of detention facility guards, police reservists and full-time officers are category 1 peace officers subject to participation in the P.F.Q.T standards adopted by the commission which mirrors the United States Air force

physical fitness standards otherwise referred to as the Air Force Instruction 36-2905. Throughout calendar year 2015, pursuant to P.L. 32-232, the Guam Police department established 1, a physical fitness policy captured in general order 15-001; 2, it identified a physical fitness coordinator; and number 3, it initiated an initiative roll call training to educate and familiarize officers of the P.O.S.T. P.F.Q.T requirements. In the ensuing year, GPD administered diagnostic physical fitness qualifications tests in January April and July 2016 with pass rates ranging from 24 percent, 9 percent, and 5 percent respectively. CVPRs have shown significantly lower success rates with a 20 percent pass rate overall. The low pass rates by the Guam Police Department and other GovGuam Law Enforcement agencies employing category 1 peace officers have from the onset of diagnostic testing have raised serious concerns over the decertification of over half the sworn officer on Guam. In response to these results, the P.O.S.T. commission proposed immediate alternatives ahead of the final rollout year of 2017 in order to prevent the immense decertification of category 1 officers. The progression made by GPD, as a result of the modifications of the P.O.S.T. P.F.Q.T. ; 2, outline the training and support gap between the P.O.S.T. and P.F.Q.T and the U.S. Air force P.F.Q.T guide or the Air Force instruction 36-2905; 3 bring to light the factors to consider in addressing the future of a feasible physical fitness program for category 1 peace officers. With regards to the modification of the P.F.Q.T., on July 1, 2016 the P.O.S.T. commission held a monthly meeting at the Guam Community College during which the commission requested that all local law enforcement agencies conduct a modified P.F.Q.T. to be completed by a random sampling of 10% of the agency's sworn force. This modified P.F.Q.T which I referred to as modeled P.F.Q.T version 1, consisted of adding one minute to the allotted time to the push-up event, the sit up event, and the timed 1.5 mile run event with no measurement of the abdominal circumference. On August 30th, 2016 GPD conducted the modified P.F.Q.T version 1 from a 10 percent random sample of sworn officers who have yet to pass the P.F.Q.T as outlined initially in P.L. 32-232, the results of that modified test proved to be more beneficial as to prove to not be any more beneficial as only 10 percent of those tested passed while the other 90 percent failed. On October 18, 2016, the P.O.S.T. commission met again at the Guam International Airport Authority, and the voting member agencies agreed to attempt to a second modified P.F.Q.T, which I now refer to as the modified P.F.Q.T version 2, the modified version P.F.Q.T 2 kept the same assessment standards for the pushups and sit-ups events from the modified P.F.Q.T version 1 with no measurement of the abdominal circumference and the 1.5 mile run was reduced to 1 mile with the same time standards. GPD administered the modified P.F.Q.T version 2 to the entire department during January 17 to the 21st 2017. The results of this modified P.F.Q.T showed significant progression with a 50 percent pas rate. Because P.L. 32-232, allows for an officer to be retested, after 90 days, he or she does not meet the test or pass the test initially GPD conducted a second modified P.F.Q.T version 2 during the week of May 4 -6 of 2017. The results of that test, shoed the same significant progression, with 55% of those who took the 2nd modified P.F.Q.T version 2 passing the test. In sum, the overall passing rate of all the sworn offices in the Guam Police Department, who had taken the modified P.F.Q.T version 2, to date is at 57%. Now although those results of the modified P.F.Q.T version 2 prove to be more positive with issues of decertification still threatening a significant number of sworn officers in GPD we look for a more comprehensive review of the U.S. Air force AI 36-2905 to determine what training and support gaps exists which prevent GPD from attaining success rates consistent with that of the United States Air Force. With this discussion in mind so far the Guam Police Department now highlights several issues identified in Air force A1 36-2905, prior to the

GUAM CONGRESS BLDG. 163 CHALAN SANTO PAPA HAGÁTÑA, GUAM 96910

Tel: (671) 989-4678/7689 | Email: senatortcnelson@guamlegislature.org

passage of P.L. 32-232, the Guam Police Department established a physical fitness committee on April 22, 2014, that comprised of 6 police lieutenants, and 1 police sergeant, to develop a suitable physical fitness program that addresses the physical fitness needs of the department considering the dynamics in GPD. The feasibility of AFI 36-2905 was considered by the committee and during the initial roll out year of January 16, 2015, GPD created a physical fitness policy captured in general order 15-2001. The physical fitness mainly reference the P.O.S.T. P.F.Q.T that mainly adopted chapter 3 only of the AFI 36-2905. GPD's committee was unable to realize any other of the chapters which there are 10 of the AFI due to the lack of the extensive support of available only to airmen through the U.S. Air force programs. The P.O.S.T. P.F.Q.T is a segment of the AFI and is outlined in P.L. 32-232 chapter 3 subsection 3005, the establishment of physical fitness qualifications test. It is important to not that extensive support is provided to U.S. Air Force Service members who for a challenge with passing the fitness assessment. Those service members are commanded to enter physical fitness and nutrition education and a fitness improvement program as outlined in Chapter 6 of that same AFI. Additional they are required to participate in nutrition education counseling that is provided online. Chapter 2 of the AFI outline support provided by the United States Air force chief of staff, the us air force surgeon general and assistant surgeon general U.S. Air Force health care operations along with 26 other entities in the united states air force that support the service members needs. In an effort to implement similar support to GPD's physical fitness program coordination has been made with the government of Guam worksite wellness program from DPHSS. As such, health care screening events for GPD have been administered throughout the previous roll out years. Now due to the nature of police operations GPD continues to struggle with accommodation sworn officers in the line units of the investigation and operations bureau with similar support without reducing the primary law enforcement function for incurring overtime costs. Commanders through the bureaus encourage consistent unit physical fitness training with the expectation that participation is really dependent on the volume of law enforcement work performed by each shift or section. The problem is compounded in attempting to develop a program for the CVPR officers whose law enforcement work is sporadic depending on their availability to volunteer their time to GPD. Understanding the challenges we face with the adoption of a full AFI, GPD seeks to change in the current physical fitness expectations by category 1 peace officers. Again to summarize this testimony, GPD promulgates that it has taken the implementation of the P.O.S.T. P.F.Q.T program very seriously. We recognize the importance of establishing physical fitness standards and maintains physical fit and capable force. As an officer's physical condition could mean the difference between life and death in certain situations in compliance with 32-232, GPD has completed that phase in complied requirement in year 1 in 2015, with an implementation of a physical fitness policy, Robot training, and health screenings. Furthermore, in year 2, 2016, we have complied with the same public law by meeting with the requirements of conducting a diagnostic P.F.Q.T in January of that year. We even took a step further by conducting not one but 2 follow up diagnostic P.F.Q.T retests in April and July of that year. and again for the urging of the P.O.S.T. Commission we have administered the modified P.F.Q.T version 1 in august of 2016 and modified P.F.Q.T version 2 in November 2016 as well as January and May of 2017. After all the work invested in preparing our officers for success to the U.S. Air Force fitness assessment coupled with the statistical data that we've collected over the last two years we can say with a high degree of confidence that more research time and energy is needed to establish a program that is beneficial and advantageous to our officers while maintaining the spirit intent of p.l.32-232 as it pertains to

GUAM CONGRESS BLDG. 163 CHALAN SANTO PAPA HAGÁTÑA, GUAM 96910

Tel: (671) 989-4678/7689 | Email: senatortcnelson@guamlegislature.org

physical fitness. Having provided this in depth discussion, GPD poses 3 recommendations; 1 that the P.O.S.T. commission convene a policy research and development (R&D) team composed of representatives from each P.O.S.T. commission member agency to further evaluate the current standards and develop a comprehensive physical fitness program that meets that needs of the entire law enforcement community in the government of Guam. Members of that team should include each agency's designated physical fitness trainers or instructors while maintaining the spirit and intent of Public 32-232 the research and development team should consider making modifications in all aspects of the AFI 36-2905 as well as considering optional physical fitness programs from other law enforcement agencies across the United States; 2 while GPD support the P.O.S.T. commission's full proposed verbiage for P.L.32-232 stipulated in its April 27,2017 meeting we are in particularly favor of the language in item 5b proposed subsection 3005, line 4, which reads in part: " The commission retains the authority to implement changes or modifications to the P.F.Q.T to ensure law enforcement missions and peace officer readiness are not impacted. The Commission may also consult with P.O.S. T. certified law enforcement fitness trainers to ensure training changes are appropriate for peace officers to adequately perform their duties as required. Such language reassures member agencies of the P.O.S.T. commission truly bears in mind the best interest of all law enforcement and public safety personnel on the island but more importantly the community as a whole; 3 we asked that the current target date for full implementation of this law being sated out another 3 years from December 30th of 2017 to December 30th of 2020. This extension is both logical and reasonable presuming that we take all factors into consideration and do the necessary work to overcome the attitude perception and resistance within within GPD alone which has existed for over 65 years to quote cultural transformation within the law force community as a whole in closing I would like to pose at the Guam Police Department is committed to the overall wellness both physically and mentally of the entire force. We support the spirit and intent of P.L. 32-232 and respectfully requests that the recommendations brought forth in this be considered as we look to set up our officers for success versus failure. We look for further collaboration with the P.O.S.T. commission as well as this committee as w look forward for GPD and the entire law enforcement public safety community in the government of Guam so that we may better serve the people of Guam. Si Yu'os Malaise for you time and thank-you for the opportunity to present this report on our physical fitness program. At this point I am subject to any questions that the committee may have.

Senator Nelson, Chairperson

Thank-you chief, like I said we would go through each agency and then open up the floor for any questions.

Fire Chief San Nicolas:

Hâfa Adai members of the 34th legislature, my name is Joey San Nicolas Fire Chief, Guam Fire Department, it is always an honor to be in front of you to provide reports on behalf of the Guam Fire Department. In the ages of time basically everything the Chief J.I. has testified is pretty much similar across the board for the entire law enforcement community.

GUAM CONGRESS BLDG. 163 CHALAN SANTO PAPA HAGÂTÑA, GUAM 96910

Tel: (671) 989-4678/7689 | Email: senatortcnelson@guamlegislature.org

But for the sake of the Fire Department side of the house we are considered category 2 peace officers. Make no mistake we do have a role in law enforcement on this island. Everyone here is impacted generally by what we do as law enforcement. You are going through the test from the initial to the modified, again, going through the same timeline as Chief J. pointed at. The Guam Fire Department, with the original AFI P.F.Q.T test is at 53 % this is after 2 years of building up, but we first started out around 20%andnow we are up to 53% when the modified standards came up to play. When the modified came into play, we came up to 84% this past January, which is quite significant for us. Of course, the waist circumference was the probably the largest factor as well as the run timing. Again, some of what the chief mentioned is we supported them on behalf of the Guam Fire Department. But I do want to be bringing out a few points that we should also look into as we move forward trying to reshape the P.O.S.T. commission and its ability to set standards. I'd like to see that the airport rescue firefighters also be added to this P.O.S.T. commission as a membership. Id like to have each and every law enforcement agency have the ability to determine the physical fitness standards that is required of their individual realms or focuses in law enforcement. I do believe in one standard, I do believe we all should be held to some type of standard or similarity. But just like in the case of between the fire services versus my law enforcement brothers and sisters we do require every different type of abilities, physical capabilities in the missions that we perform. And I want to further want to support your allowance, of the P.O.S.T. commission to make those determinations themselves through our monthly commission meetings without going through the lengthy administrative adjudication process or through a lawmaking body. One thing to think about as we continue to move forward is the adverse action or reclassification process should we come to that unfortunate bridge where we have determine whether or not we are going to keep an officer on board or try to find another avenue to not greatly impact their ability to earn a paycheck but accept the fact that they may not be able to perform as a peace officer. Currently the Guam Police Department is the first to go through such a process with our national registry for emergency medical technicians requirement by law for every firefighter to have. I started out with 30 non compliant firefighters after a very lengthy focus training and counseling and the so forth process. I am done to just one now. The issue that I'm coming across is the adverse action deal way policy and procedures are very limiting in what we can do as chief officers or fire chiefs – police chiefs of our individual agencies to be able to somehow keep this employee who has dedicated many years of public service employed with the government of Guam. Right now the very first option was only dismissal for their inability to perform the job they were hired for and paid to do. This is something the P.O.S.T. commission needs to take a very serious look at. Because once we start implementing these type of standards they there are repercussions in the end and come202-which is, 2017came real quick, 2020 will come just as quick and we will start answering that question we always have be prepared for that 10 % that may not be able to pass this physical agility or ability requirement. That is what I want to make sure that I want to bring awareness to or want to bring awareness to that we need to both as a commission as well as body of the 34h Guam Legislature moving forward. Other than that, I stand here in full support of the desires of the P.O.S.T. commission to be given a little more latitude and a little bit more time to implement those health and wellness physical fitness programs and qualifications of standards and I stand by ready for any questions as it pertains to the fire service. Thank-you.

Senator Nelson, Chairperson

Thank-you Fire Chief San Nicolas. On behalf of the Marshalls, Chief Pangelinan.

Chief Troy Pangelinan

Good morning senators, on behalf of the Marshals Division and the probation division, I am Troy Pangelinan representing the Judiciary of Guam. I can pretty much echo the sentiments of the other law enforcement agencies and totally understand their perspective on things. With the courts, we are already making the fact that we can be able to adjust more as far as focusing on the requirements to meet the original standards. In February 2015 we evaluated our first diagnostic test at a 40% passing rate. When using the original standards, our test wasn't equal to 17 with a 60% passing rate again using the original standards because in that, that is in the current law that is in effect. We also took scores according to modified standards which they gave us a 90% passing rate, so there is an actual significant difference there. Again, the waist and the run of the original standard is what determined the big difference. We will currently lose 40% of our workforce if we were to implement the current standards and hope you hold the employees and marshals and probation officers accountable for that will significantly impact the operations at the court. Then meeting our current mandates to provide security at the P.O.S.T. courtroom, detainee escorts, and the maintain field operations. After speaking with our physical fitness coordinator, we've pretty much confident that we will meet the standards within 2 years for the AFI standards, however that is with the exception of those who are currently under current medical profiles and medical issues. But again, I am going to keep my testimony short, I would be in support by temporary modifying the standards to actually 2 to 3 years, however on the condition that we maintain the current AFI standards to a 2 to 3 time span. The reason being, because the judiciary of Guam, spent a lot of time and resources trying to meet the standards, and will be confident that if we keep pushing forward then we will probably able to meet at 100%.

Senator Nelson, Chairperson

Thank-you, Major Samantha Brennan.

Samantha Brennan, Probation Office

Håfa Adai Senators, thank-you having us today. I am the acting chief probation officer at this time I will concur with Marshall Pangelinan and defer to the legislature for anything more. Thank-you.

Senator Nelson, Chairperson

Thank-you, Warden Borja?

Allan Borja, Warden, Department of Corrections

Good morning Senators, on behalf of the Department of Corrections, I am Warden Borja. I echo the same concerns by the folks to the right. With the stats of my department we did get the testing P.F.Q.T standard in March of last year and we had a 30 percent passing rate, then in November we did the modified that went up to 60%. If we continue the standard we are currently looking at losing maybe 60-70% of our workforce. Again, I agree in maybe extending this requirements another 2-3years so we can really prepare for this. A lot of concerns have been brought up and we need to take small steps before we take that giant leap. That is my concern. Another concern as I tell my staff the cons is, if were to meet the waist of 39, we are going to be going up against inmates with a waist of 40, 50, that is not really conducive to our operations. I do believe we should have each agency come up with their fiscal plan. The pro is, if we maintain that standard if we hit that waist of 39 we will live a healthier life and we will be more fit and more alert and any once can join the air force reserve, that was a joke, but those are the pros. Again that is all I have to offer. We had a 30% with the standard; we are at 60 percent with the modified. And I'm open for any questions.

Senator Nelson, Chairperson

Thank-you, Major Vince Perez, from Customs and Quarantine

Major Vincent Perez

Hafa Adai, and good morning, thank-you again for having us here. My name is Vincent SM Perez and I'm from Guam Customs and quarantine and I am the assistant chief at customs. However, I am also a member of the Air National Guard, so I am aware of the standards as it relates to military numbers. In order to make this very short and summarized I made some key points and basically I'm just going to go over how we tested and then just a couple of key points but really it is to reiterate the sentiment of the P.O.S.T. commission. And we all realize in the room how fitness plays a part in your overall well-being and the Air-force has done or gone through great lengths to ensure that not just the members are able to do it but they are support functions there are logistics functions that are found throughout the air force and it is actually identified in the AFI. That is one of the challenges that we have is that we don't have that. In regards to the Guam Customs and Quarantine Agency what we have done was from the months of October 2016 through December 2016 we conducted a test using the modified standards without the waistline because we were testing prior to the that and pretty much what was happening was that if you do not pass the waistline you've already failed. You have to pass the waistline. So people find it challenging to, at least for the males 39 inches is the cut-off. If you make 40 or 41, and they don't measure that most of your waist, they measure it slightly above the iliac crest and a lot of males gain a lot of adipose tissue right in that area. So to make it quick, we had a 117 officers 16 of them did not test and in addition we have 12 failures. So when you add the 2 up that's about 28 that's about 23.9% who either did not test or who failed which actually comes to 77% of who passed. However, because you subtract the ones they did not test we actually had 101. so that's 86% of the total number. Do we have 12 failures that came up to 11.8 percent. We actually came up to about 88.2% based on that number who passed. I have to state, that as of today we've actually lost several officers, so now our numbers today have moved from 117 on December 2016 we are now down to 112. Okay so military members get in top the habit of physical training by way of basic training they get indoctrinated, they are told when to PT they're told how much to exercise, when to wake up and they were told to incorporate that into their day because pretty much an airman and a soldier, a marine, a naval person, you get paid for a 24-hour period. For law enforcement, you get paid for the amount of time that you're on duty up to 43 hours straight time any time after that is overtime. So we are not really the same as the military. So what we have in law enforcement is trying to find the time to implement the physical fitness program and I along with the other heads of law enforcement agencies find that if you're short in your time for example we have 5 ports of entry and a bulk of our officers have to work additional hours when are going to find the time to implement this. For the people who work 8 to 5 that's probably a little bit easier but when everyday you are called to on your time off it becomes that much challenging. So just reiterate, we do realize the importance of the air force fitness standards. However, if you take a look at the air force instruction in its entirety there are areas in there which the air force has been able to implement. So when you take a book of standards and logistics and you try to cut and paste, it is like you're trying to take the square and put it into around hole, and you can't do that. You're going to have to make some modifications. So what we are asking for really is to allow us a little bit more time to be able to try and meet the standards but also in the wisdom of the legislature to allow the P.O.S.T. commission the authority to be able to make some of these changes so that incrementally we can meet the challenges of the AFI and the letter of the law. With that being said, I am open to any kind of changes with any questions you may have.

Senator Nelson, Chairperson

Thank-you, Christopher Roberto, Port of Police

Christopher Roberto

Thank-you madam chair and honorable senators. I don't have much more to add to the table, you can see the sentiments that's already been displayed. We've tested our people at the Port Authority. We have the same kind of numbers. What I bring to you today. What I bring here, is like Major Perez here in the Air National Guard but also do so as an additional duty first sergeant. So I am very familiar with what's it like to write into unfavorable information into a person's file. We do have the ability as first sergeants and commanders to take that war fighter and send them to additional fitness classes to wellness classes to attend other things that are appropriate to get that person whole to bring them into the standard. We do have that 147 page document that AFI 36-2905, and we took out the standards on Chapter 3 if it serves me correctly but there's 10 other chapters and 22 other attachments attached to it so, yes, we fully support the endeavor of the commission that we be allowed the latitude to make the determinations. We agreed that there is standards that we must meet. We do support the entire commission's position. Thank-you Colonel Roberto.

Senator Nelson, Chairperson

Sorry sir, I didn't get your name, can you please state your name please.

Anthony Camacho, Office of the Attorney General of Guam

Yes, good morning my name is Anthony Camacho, I'm an investigator with the Attorney General's Office. I'm here this morning on behalf of our Chief Anthony Blas ,who couldn't be here because of a family emergency. So since the information implementation of P.O.S.T. our office has held 3 P.F.Q.T examinations when the 1st one we did was in March of 2016, I believe we are the smallest number of law enforcement officers in an agency. We only have 18 sworn law enforcement personnel assigned to our office. So on March 2016 utilizing the original P.F.Q.T standard, 15 of the 18 participated in this and only 3 passed. So we only had a 17% passing rate back in March of 2016. We did it again in September of 2016. We had some people off-island only, only 11 investigators participated and out of the 11 only 2 had passed. That would be an 11 percent passing rate. As it was discussed they decided to modify the P.F.Q.T in March of this year. We did an examination with the

GUAM CONGRESS BLDG. 163 CHALAN SANTO PAPA HAGÁTÑA, GUAM 96910

Tel: (671) 989-4678/7689 | Email: senatortcnelson@guamlegislature.org

modified P.F.Q.T, we had 13 participants, and 12 passed, at a 67% passing rate. So just like the other agencies here, a lot of our investigators are having a problem with the 39 inch waistline and the mile and half run. So when we did away with that the numbers went up significantly. So our office supports the modification of the P.F.Q.T standard as discussed here.

Senator Nelson, Chairperson

Thank-you very much gentlemen and Major Brennan. Could you please submit your copy of your testimony to the members of my team; so they'll be coming up so we can get copies of that so we will open up the floor for questions as Speaker Cruz, we will start with you.

Speaker B.J.F. Cruz

I think that it is more appropriate that it starts with me. Mr. Camacho and Mr. Santo Tomas. Who wrote P.L.32-232?

Robert Camacho, Chairperson, P.O.S.T. Commission

The draft was through the P.O.S.T. Commission, and then what we did was we consulted with the governor's office, because he was part of the public safety. Of course with that, I was absent for 4 months so I don't know who made the final draft because I was in medical treatment back in December.

Speaker B.J.F. Cruz

It was introduced by me. But I didn't write any part of that. I know they all hate me because they think I am behind all of this, that I am the one that put 39-inch waist line in. So please make it very clear that I did not write this legislation. At your request I introduced it. I had a public hearing and at the last hearing, I see 1, 2, 3, of you were at the last hearing last year. How many times did I go around the table saying are you sure, are you sure.

Robert Camacho, Chairperson, P.O.S.T. Commission

Yes senator, that is true you did ask us we as directors and chiefs agreed to it, and I'm not denying that. We had some very high hopes regarding what we can do. However when the implementation came through a lot of the fact that we were embedded into the program

GUAM CONGRESS BLDG. 163 CHALAN SANTO PAPA HAGÁTÑA, GUAM 96910

Tel: (671) 989-4678/7689 | Email: senatortcnelson@guamlegislature.org

came to light. We were not prepared for that so that was the whole issue. We had big dreams for sure and we were all motivated. I myself, felt that I can pass this thing. The run, it was difficult for me too. So you know, when I was going through this whole program with all the law enforcement officers, they had a lot of push back. They did not want to do it. And when we first look at this program, but mind you, we've been researching this 3 years prior to the implementation. We went to New York, we went to as research, Nevada, all over, Los Angeles, with all the different types of programs and we could not come up with the one program that would help all the agencies because you know one might need a gym, like in L.A. they wanted you to do a circular type of exercise using different type of equipment that we did not have. This was what we were looking at, what was least expensive what could be implemented because of with basic knowledge of physical fitness and we were also looking at the military most of us in the commission were like in the military or some sort. I, myself was in the military. So when I looked, well what we should do is that we have a little bit of knowledge of it and we probably implement it so when we looked at this and started implementing this we started implementing it we did not realize the condition of all the law-enforcement agencies are. The fact is that we recognized our problem, 2 years prior and that why we started doing the research I mean we were going back and forth and you know when you're being chief of course there is going to be a back and forth. They want to make sure that our officers and we are looking out for the soldiers, I mean their officers. That's why it took a long time. We were going through this and it was scientifically based supposedly through the Air Force. It was statically based, we did a lot of research on that and it was performance based. We looked at all the law enforcement agencies and we look at the Air Force and they have their transportation officers, their AG's Officers. They got you know, military police, and all clerks and everything, and every single one of them have to pass this test. So, since this was an already something that was researched we thought may be this could be on or underground with local law enforcement. Of course there may be challenges and quite frankly so when I saw the law I felt that maybe we can make some changes accordingly just from some of the verbiage. But when the AG say no, we can't do, we have to go comeback to you.

Speaker B. J.F. Cruz

But the law was what was sent down by your office;

Robert Camacho, Chairperson, P.O.S.T. Commission

Say that again?

Speaker B. J.F. Cruz

It was your commission that sent it to us, my committee made no changes in to the law. That was really you guys from the introduction to the passage. I want all of them to understand that.

Robert Camacho, Chairperson, P.O.S.T. Commission

Yes.

Speaker B. J.F. Cruz

Because really, seriously. I was supportive of the 10 agencies I wanted to be supportive, I was oversight chair at that time.

Robert Camacho, Chairperson, P.O.S.T. Commission

You're right.

Speaker B. J.F. Cruz

You guys have worked on this for 3 years and you came to me with a proposal but I was not mean, everyone knows I have done some really nanny legislation imposing my standards on some other stuff but this was not one of them. This was something that you guys brought to me. I delayed it as long as possible. It was December of 2012 and I begrudge of whether or now you guys wanted it out and we were on that table and I sat there. And I kept saying are you sure, are you sure, are you sure, and that was almost 5 years ago. Chief San Nicolas?

Chief Joey San Nicolas

If I may Senator, I will validate that that was exactly what happened as you stated. I also want to state that we also threw out some caveats that for me in particular, I felt that fire fighter physical assessment test which is being adopted across the nation for all fire services be the standard for all fire fighters. But with all that is said, we still agreed to this AFI standard as a basis to start from and we are sitting here before you, as good leaders should

GUAM CONGRESS BLDG. 163 CHALAN SANTO PAPA HAGÁTÑA, GUAM 96910

Tel: (671) 989-4678/7689 | Email: senatortcnelson@guamlegislature.org

do and recognize that we have an issue that needs to be addressed. And my sentiment as a good leader is being able to admit their fault and come before you to fix it for the betterment of our organizations that we represent and so that's why we are here. You know what ever we'll try to achieve in the end state that we want to see happen here is that first of all the original intent of this entire program was the entire health and wellness and physical capabilities of our law enforcement entities that was a number one intent. How we got here and the way we were doing it made sense at that time. But through years of trial and error which can only be found through trial and error. Just like how we often say in the military you know, every plan is good, until the first bullet is shot. So now we are reacting, we are adjusting with at least satisfactory angle to approaching this subject by virtue of time and may be incremental steps towards achieving the final standard and now with you before this body to fix this moving forward.

Speaker B. J.F. Cruz

Oh no, I just wanted to make the clarification, because I don't know how many men and women out there have voodoo dolls that will just stab it right now thinking it's all Cruz's fault.

Chief Joey San Nicolas

The P.O.S.T. Commission holds the flag of responsibility for this.

Robert Camacho, Chairperson, P.O.S.T. Commission

I don't want by all means reduce the quality or the standards for law enforcement but we want to something that's a little more progressive and give the officers more time. But at the same time if you like you can also introduce that or let it be implemented not the law that the current modified standards be implemented and we can't reduce it any lower. You can't only do 5 push-up or so what have you, which might be depending on the concerns what who the leader is or what have you and the influences may lower the standard. you may have some place to put in the verbiage that you have decided that you know we have certain standards that we can't go lower than that. I also want to point out when the P.O.S.T. Commission establish that throughout law enforcement regardless of your duties and responsibilities we just want all law enforcement to be held to one basic standard just like in the military when you have a basic infantry or what have you. So that was the basic premise behind this that that every single law enforcement officer can do sit-ups and pushups and run the mile in 12 minutes. What is happening, this is whole premise behind it and you know we have been struggling with it but I believe that we can get to that point. It's going to take a while. And of course all chiefs can attest to this, is that we have pushed back of course those who've been in the force for a long time. Those are struggles we are trying to

convince them to get back to the healthy mindset and one of the things we were really adamant about implementing something because we saw a lot of the officers. Many of our officers being sick, being diabetic, you know heart conditions especially after they are retired within 5 years. Many of them were very sick or died. So we had to do something and may be at that time it was something that we could probably do and but it was the start off point and I think this is where we wanted to try some of the modifications. This is where a lot were concerned that our peace officers are very sick because of the types of you know, career.

Executive Director Dennis Santos Tomas

Yes Speaker, the commission takes full responsibility for the public law and we thank you for your support. With the passing of P.L.32-232 came a lot of good things that came in as well, and it clearly categorizes our law enforcement officers which was needed. It provides also academic standards for our law enforcement officers which never existed. So although it has standards for physical fitness there's also other things that it provides like clarity to the operations of our law enforcement.-

Senator Nelson, Chairperson

Thank-you Senator Lee for joining us today. Senator Esteves

Senator Fernando Esteves

Thank-you Senator, before I began I just want to echo Speaker Cruz's remarks. I'm glad he brought that up because through the entire campaign I was blaming him for all the problems with the P.O.S.T. Commission law. I did callout that there were poorly written pieces in certain areas and I have on multiple occasions met with individual members of the P.O.S.T. commission and identified that specific thing about directly citing the Air Force Standard in which no body on Guam has control of. So I'm glad we are finally addressing this. I just wish it's not so late in the game to address that and give you guys the ability to determine what the best standards are for our law enforcement and peace officers. Again it may be off topic. I really wished Chief Camacho, you didn't just testify that in 2017 you did all that traveling to the U.S. to come up with nothing.

Robert Camacho, Chairperson, P.O.S.T. Commission

Let me just clarify, I did not travel I just did research on the internet.

Senator Fernando Esteves

I stand corrected. Thank-you then, good fiscal mind. Sorry that just caught my attention. The last part will just be, again, it's been reiterated with the P.O.S.T. commissioner, it's not the military you can't just take one piece of it and I do understand that it has been brought to my attention on multiple occasions that when you have peace officers who are injured or on a type of profile who are unable to perform their duty often times they are put out into an officer administrative role so that they can continue working. Now I always thought of that as being problematic because I always thought that a POI or a POII is supposed to be out in the field or you know in any respective field per se and they are in an administrative position then that leaves one person less on the field.

My question to the panel if they are looking at any changes considering P.O.S.T. as a whole not just P.F.Q.T to addressing individuals with medical problems who are no longer able to perform in their job function. Because this not only a problem with just the P.O.S.T. Commission but with Gov. Guam as a whole where people are no longer able to perform their duties due to medical reasons. There's really not much there in order to get them out or get them some type of conversion and to fill that position with somebody both qualified and able to fill that role. And I just like to side with an example from one agency where one individual was in a car accident with no fault of their own because of the lack of policies in there he remained on the books, not living on Guam getting a pay check because administratively there was nothing they can do. That being the case we are applying more physical standards to peace officers and we are applying more physical requirements on them on top of that to remain to become fit and to stay fit. Are we looking to protect into the future as to any recourse or any policies that we can assist you in order to ensure that we are giving them a fair shake at the end of the day but more importantly we are more able to fill those role with qualified individuals who can perform the duties they're paid for.

Robert Camacho, Chairperson, P.O.S.T. Commission

I can answer that senator, I totally agree with you across the board there are many officers that have not been able to perform their duties as required by their job specifications. The problem would be which can be changed by law, how much time can we give these individuals who maybe have certain kind of physical problems. The law already has something where we can decertify a law enforcement officer if he is not physically, emotionally, psychologically capable of performing his duties. The problem is with ADA, or whatever condition. The problem is we could have to find this peace officer another position in which he qualifies for whether it be a clerk.

Senator Fernando Esteves

Thanked Chairperson for bringing the issue into light and making sure that when the standards are being implemented that there are additional support for a timeline for

GUAM CONGRESS BLDG. 163 CHALAN SANTO PAPA HAGÁTÑA, GUAM 96910

Tel: (671) 989-4678/7689 | Email: senatortcnelson@guamlegislature.org

individuals if they don't meet these standards. What administrative positions do we transfer t into. Because the primary responsibilities of public safety officers is to provide that public safety and as heartless as that may sound, making sure that the longtime employee has a position within the department as a secondary from the primary responsibility of providing adequate public safety with the limited time that is provided to you. Thank-you and if there's any others in the panel that would like to address that they may experience in their particular agency with regard to the medical aspect and the standards and fitness within their organization.

Senator Nelson, Chairperson

I had a request from our senators, if we'd go by the order of attendance, so Senator Joe S. San Agustin, do you have a question?

Senator Joe S. San Agustin

I do have one question for the panel and for the P.O.S.T. Commission.

1.) **I'm in support if you just put a moratorium on the P.F.Q.T,** until the P.O.S.T. comes back and says, this what we got, this is what we need, for GPD, GFD because exactly what was mentioned Customs, every agency is different... there's different schedules, the AG's office is not the smallest, Rev. and Tax is the smallest, and they are not even in category 1 or 2. And they only have 3 personnel there. I do believe that in any agency you have different circumstances that drive the train. Like the marshal, for example you probably have an ideal program for yourself but you still have the circumstance that prevents a lot of the folks from being 100 %. I honestly believe that being a retired Guam Police Department and military, when the P.O.S.T. adopted the Air Force standards I was kind of shocked, like wow, you are taking something from the military branch that I see when you join the military that is the bible. When you join the Guam Police Department your bible is to serve the people of Guam. And with the police department you only get 8 hours in the day there is no payment if we do the physical fitness, there's no gym to go to, I don't think there's any gym for any of you, for anybody to go to that's actually set up for law enforcement. I mean is there a doctor on board, that will check every law enforcement person to say that you are fit to go to go and do this physical fitness. And then as someone mentioned there, if your guts are too big, you failed the test. I know for a fact that there are officers here in all the agencies that have a nice size gut, but I don't think anyone will come up to you and challenge you. Sometimes that may grow on you. You have a MMA guy here with a good size gut, but I don't think no one is going to go up against him. I do believe the P.O.S.T. needs to come up and recommend what you need to do or what needs to happen and present back to the chairperson of the committee on public safety and then we'll proceed on that. Because I am in support of that, a Moratorium of the AF P.F.Q.T until its settled down and then when they identify what do we do with law enforcement, I know there's a rule at the Department of Administration that if the agency actually feels like the

officer is unfit for duty, then we'll send him to the doctors to deal with that, not your PT test. Let the doctor say you are not fit and if somebody has an injury and can't go out the front line then let's be careful about that. Let the medical people do their part. Let's not play the doctor, I know some of us play doctor unless you're a 'Suruhanu' . Other than that I support the Guam Police Department and all law enforcements and I believe you do need a moratorium on the implementation of P.F.Q.T. Thank-you all for your service.

Robert Camacho, Chairperson, P.O.S.T. Commission

Senator, just to clarify, I heard you mentioned about a doctor, a doctor has to fill out a form saying the officer is able to take the P.F.Q.T and it needs to be done before the test is taken.

Senator Nelson, Chairperson

Thank you Senator Joe S. San Agustin, Senator Tom Ada

Senator Tom Ada

I guess everyone has their opinion when it comes to fitness, or personal fitness whether that is a personal responsibility or you should do it like the military guys do because they're on 24/7 and all that stuff. Personally, I think it's a personal responsibility that we all have to take to our selves. Everybody has talked about the high failure rates in their respective organizations, but I haven't really heard much discussion unless I missed it, has anyone stepped back and taken a look at what's the high failure rate, is it because we are consuming a lot of white rice, white bread, and our diet is just you know. And we are out there barbequing every chance we get. Have we really looked at that? And so I haven't really heard what we found that may explain some of the high failure rates. Can anybody answer?

Robert Camacho, Chairperson, P.O.S.T. Commission

As far as the P.O.S.T. commission we have not gone into exact details regarding that but I think it is a combination of everything. But you're right, the diet, because when we implemented we wanted also to have public health or health and wellness and then of course it comes down to the individual. Every year we do these thing. We have these new year's resolutions and then there's also that unwillingness to change. I mean some people have retired because this implementation of the physical fitness and they just refuse to do that. And then there's of course there's backlashes from law enforcement saying you know when I first signed up, you know you did not say that I'm going to have to take the PFQT Test.

GUAM CONGRESS BLDG. 163 CHALAN SANTO PAPA HAGÁTÑA, GUAM 96910

Tel: (671) 989-4678/7689 | Email: senatortcnelson@guamlegislature.org

Senator Tom Ada

In their respective agencies, have there been surveys as to what do you consume in a regular day; 5 cans of Pepsi, 6 scoops of rice, that would do it- that will take you up to that 40 plus waistline. So I'm just kind of concerned because we are quick to lower the standard, but we haven't really looked at the root cause. Just cutting the sodas and rice, which we are all addicted to. A lot of the changes like extending the deadline, I agree. We should maintain those standards, but given an extension. The last thing is the circumference of the waistline of 39. If you are a guy with a waistline over 40 it is good indication of a heart attack. Another thing is the moral autonomy. I do agree but there has to be some checks and balances, that the commission can make the changes, but when you make the changes then an information copy is sent down to the legislature and we can take a look at that and if somebody says, what you want 30 minutes to do a mile?

But then that may be a little too much but then somebody can raise the issue and say no-no that's really going overboard or the legislature does nothing in let's say 60 days then its deemed approved. But you know I agree, you guys have other important things that you don't want to be coming down here all the time. So I can live, for example giving the commission moral autonomy to do that. But I'm really concerned that we really haven't taken the time to get better idea. One final thing, I am attempted to ask, have the demographic profile been taken is it all the silver foxes failing the race and the young guys have been smoking the track or do we have just as many young guys that's failing.

Robert Camacho, Chairperson, P.O.S.T. Commission

Even young guys.

Senator Tom Ada

Even young guys, but I will tell you that there's a lot of silver foxes that I see out there in the gym that take the time to maintain their physical fitness. I know with age we have certain limitations, but still I still find it necessary , can't buy that. That's my feeling, when we first discussed this 5 years ago, and I was reading the standards, if I didn't see who the guys were at P.O.S.T. Commission, I was really surprise not because of how fast you have to run the mile but the standards was the 1st time, another year and another year, and I really believe it was to make sure that you run as fast as the bad guy, but the standard was an indicator of our ability to do the work physically and our mental health.

Senator Nelson

Thank-you Senator Tom, Senator Torres

GUAM CONGRESS BLDG. 163 CHALAN SANTO PAPA HAGÁTÑA, GUAM 96910
Tel: (671) 989-4678/7689 | Email: senatortcnelson@guamlegislature.org

Senator Mary Camacho Torres

In preparation for this, I went back to the law P.L. 32-232, and what I want to speak from is the point of view from the community. Who puts their trust in law enforcement for their safety. And the safety of their families. The legislative intent finds that there are a number of crimes and there should be uniformed minimum standards for peace officers on Guam with respect to education training and physical fitness. I have been sitting here listening to the effects of the officers how you stand a chance to let go up to 60 percent of your workforce because they cannot be in compliant with the P.O.S.T. standards that were adopted in to law 3 years ago. 3 years ago. I understand the challenges. I don't dispute the challenges. What concerns me as a citizen is when the focus is more on the officer and less on the intent of the legislation it kind of passes the doubt. It almost makes the people feel like it's a bait and switch. And where I'm going, and I know it's a very harsh thing to say. But sometimes you can set a goal that is not achievable and so you have to modify that is a normal course in our lives. And that is acceptable. But what I worry about is if we are now going to grant the P.O.S.T. Commission as requested the authority to make legitimate changes as deemed necessary to bypass the AAA process. As legislative oversight that is where I have a little bit of concern. Because then, it's kind of like, a scenario, when things go wrong, repeatedly besides your best efforts, some effort, where you keep lowering your standards. Lowering your standard to where it is not even where you are not asking too much of the officers any more. That is what I worry about. Because I want to go back to the legislative intent, this was not about the health and safety of the officers, this was about the community's trust, held at a minimum standard that the officers will meet their mandate to protect their community. That is where I'm going with all of this. So I will definitely be open, and I think it is fair that we do our best; we don't have a certified gym, we don't have people doing assessments watching us for their efforts. I commend the courts for their efforts, I see that they're at a 60% passing rate with the Air Force Standards.

Troy Pangelinan, Marshals Division

Yes. That is correct.

Senator Mary Camacho Torres

There are achievable standards, but we have to understand too what they invested in their program. But I just want to speak from the point of view from the community. I really don't want to see us get to a point where the P.O.S.T. Commission is at a point of jurisdiction amending their rules and policing themselves. Because we might as well just repeal the whole thing and not waste anybody's time. Because that's what can happen in worst case scenario. Because as a community member we just want to have that trust and confidence. That when we call somebody, they are not going to fall dead trying to help us.

GUAM CONGRESS BLDG. 163 CHALAN SANTO PAPA HAGÁTÑA, GUAM 96910

Tel: (671) 989-4678/7689 | Email: senatortcnelson@guamlegislature.org

Chief J.I. Cruz

If I may senator, with all due respect, with or without a standard the law enforcement community will never compromise the safety of our people. This standard that was imposed back in 2014, only came in 2014, and going back in 65 years where the Guam Police Department first had started we've never put the safety of our people at risk and we will continue to do with or without this standard. On April 21st and 30 my police officers got shot out, out on the road. And never once skipped a beat, with or without the standard. The potential for the standard, and I said it in my testimony, this is not about us, this is about the people out there. And the ramifications of this law if we don't amend it is that up to 70% will not be able to go out there and keep the public safe. That is what it's about. This is not about us per se, I want to make that clear, this is all about the people of Guam. And I mentioned it many times in my testimony that we are in keeping of the intent and the spirit of the land this is about the people of Guam. But for the law to impose such a standard, and I got it it's all about trying to meet one standard so on and so forth but the law also states that its going decertify people and its going to hurt the people of Guam. That's what this law and its intent and spirit that's what it's doing per se.

Senator Mary Camacho Torres

So then, is the real question whether, because this was brought to the legislature at the recommendation of the P.O.S.T. So if it's such an unreasonable thing, then my question is, if you're already at a standard, because police officers have to be at a standard, all law enforcement, certain certifications, certain firearms, certain business standards just to become a bade officer. So I guess I'm trying to find the rationale and legislative intent for putting the standard in. And now this standard is such an impediment. So then should the law then to modify the law or repealing the law because it allows for modification indefinitely.

Chief J.I. Cruz

The question is modifying the law. Now I'm not saying that the commission back in 2012-2017 did not do their homework to ensure that as we transmitted it down to Vice Speaker Cruz, that we crossed our t's and dotted our I's. we can admit that back then we for a lack of a better term we were in haste to implement this law. But now that we are working on coming into compliance of the law we realize that there is a problem. And the issue here today, and it is never been, and on behalf of GPD we will never say we want to repeal this law or even this section in this law. We believe in physical fitness we believe in a standard, but we can't cookie cutter the AFI, pluck it out of the United States Air Force and implement it to the government of Guam because it just won't work. I agree with Senator Ada, there has to be a standard. But to simply put a round cake, as my colleague said and try to jam into a square hole it's not going to work. And the fact that there is teeth in this law that says if you don't meet the standards in the AFI that you're going to be certified or

decertified. Then that means 70% of the GPD officers will not be out there to keep the public safe.

Senator Mary Camacho Torres

Let me put my question in another way, chief. Was this law enacted because the standards of peace officers on Guam was a substandard and this needed to be in place. That is where I'm getting at. It's like why then, did we go down this stringent road. It's a valid question for me. Are we then lowering the standard?

Robert Camacho, Chairperson, P.O.S.T. Commission

There was those standards. The bottom line if you were an officer yes there would be or specialized unit. Their work was standards. But for the overall general patrolmen there was none. The only time a person was tested, is when that officer was hired and they went to that obstacle course. Why don't we use the same standard that got them hired and that was not accepted by the P.O.S.T. commission overall. The whole thing is that we want the basic, this guys is relatively in good condition, and then if we can adopt just the modified portion and whatever agency has, if they want to increase it then. But the minimum this is what we should for forever. I don't want to be perceived to make it easier, and we are not trying. We are trying.

Senator Camacho Torres

And we are willing to work with you and we understand. I'm just trying to reconcile the concerns of the community and what this is all about.

Robert Camacho, Chairperson, P.O.S.T. Commission

I totally understand.

Senator Mary Camacho Torres

Thank-you.

Fire Chief Joey San Nicolas

If I can just put the intent into context I can vividly recall the statements vividly said by the Lt. Governor who oversee public safety. The overall intent was really to create one minimum standard for across the board for all law enforcement. I do believe that there should be a minimum standard and probably have agencies come up with their own functional assessment.

Chief J.I. Cruz

Senator if I could just clarify again, just for clarification, as I mentioned in my recommendation that I posed in my testimony that we have our research and development team, be implemented. Because everybody across the board is talking about a standard for their particular agency and we've haven't figured out what that standard is. I think it is judicious of us to put this development team together to figure out what it is.

Senator Nelson

Thank-you Chief Cruz, Senator Lee?

Senator Régine Biscoe Lee

Thank you all for joining us this morning for your testimony and for detailing some of the challenges that we're facing with this P.O.S.T. requirement. I think you did a good job in answering Senator Torre's question but I just want to probe a little bit further. When we step out of this room, or for some of us watching on TV. can we say to the public who seen this process unfold. I am not comfortable, I am not satisfied with saying that we weren't able to do it , we are pushing the time line further down the road. I think that's acceptable pushing the timeline out. But what happens in 2019? When we come back to this very same table having the very same conversations and we are still at the same failure rate where we're not able to pass. My concern or question is I want to be able to pass on to our community that we have it under control and we have a plan or working on it.

Robert Camacho, Chairperson, P.O.S.T. Commission

We are the only one in the nation that actually mandates by law physical fitness standards. So just that part alone, that we have a higher standard nationwide. Most of the policies are internal policies at each agency.

Senator Régine Biscoe Lee

I certainly appreciate that, all of the hard work that has gone to get us to this point. I just want to reiterate that the P.O.S.T. Commission test kind of tailored to each of your departments I think is a really good idea. I think that is something that we should look into. My question is, in 2019, are we holding to that? We will be having these standards and everybody will be at a 100%.

Robert Camacho, Chairperson, P.O.S.T. Commission

At a 100% , I can't promise you that, but we are going to aim for that and make it achievable with what we have. We are still going to be using the ideas of AFI but we are going to tweak so that it applies to us. But now lowering it to the level of to you know where it's just a joke.

Senator Régine Biscoe Lee

Just really, 2 quick points, I can think making changes to the P.F.Q.T not to decrease those standards but to increase and also considering if this is a cyclical thing thinking about the stress and caseload that our individual department find themselves dealing with everyday. If we are at the end of a long 12-hour shift or 24 hour we are just exhausted. We have to consider the whole person and not just the physical fitness but how they are doing mentally and it will help put public trust and confidence to know that our police force and fire force will be there physically and mentally prepared. So I want to thank you in advance.

Senator Nelson, Chairperson

Thank you Senator Lee, Senator Castro, do you have any questions?

Senator Wil Castro

Mentioned that broad and wide sweeping reform no matter what it is in any organization is going to require time and support. Senator Castro supported 2 recommendations that came out from the panel 1) the need for research and development to look into the standards and the impediments, and the corrective actions that take into consideration all variables; 2) also like the idea of permitting agencies to calibrate standards to specifically meet the job requirements of your agency. Senator Castro also suggested and echoed having a moratorium proffered by Senator Joe S. San Agustin. Sen. Castro also mentioned also that if

a law does not work then we are going take that law and fix it. We have to prevent this law if it is going to hurt our own people.

Senator Nelson, Chairperson

I like to thank you all for being here today. I just have a couple of concerns. After sitting here and knowing all of your backgrounds and even getting the honor to work with you in the military side, you know that as commanders we have to uphold regulations and most especially physical fitness. I know there is a lot of wisdom out there for chiefs to say allow each agency to create their own standard and that's very just. However, my concern is how long are we going to postpone this? You know 2019? This bill came out 5 years ago. What do we tell law enforcement officers who have training for this who are ready to take this and are ready to meet the standard. And secondly, this needs a holistic approach if we are to delay this. You share concerns about medical doctors, well in the National Guard, we see our own personal doctors, we see our own private doctors, our civilian doctors but we are still required to meet a specific standard in the military. I'm not trying to make the military, I know for the Air Force standard here for everyone. I think that there was not a lot of wisdom put into it. I think that there is a lot of wisdom requiring a physical fitness test for every agency but how long are we going to wait. Senator Lee brought up 2019. Are we going to hold physical fitness accountability for our members. Because essentially when we go out on a mission together we are only as strong as our weakest link. If we have a soldier that cant runs as fast as us, we have to go back and get that soldier and make sure that we all come back together alive. So what do we do? How long are we going to postpone this? What can we do to make this better? I'm looking for answers.

Robert Camacho, Chairperson, P.O.S.T. Commission

Personally mam, I am not talking on behalf of the commission. I know there are many chiefs out there that want 2 years for it to be implemented. I believe the chief asked for 3. Even me for myself, I did not feel like we should have done as for the extension. I am looking with other law enforcement together as a whole. I know asking for 2 years is a difficult thing, even 1 year. We do need an extension. Whether it be 1 year, 2 years, whatever you feel that would you feel will be justified or reasonable. As I mentioned before we did our best and we are still adapting to it. And trying to figure it out and trying to get everyone on board. It is taking longer than expected. We had this in 2014. It has taken 3 years. I mean next year will be 4 years and so you and my gosh that is already a long time and I believe that is true. But at minimum we need at least a year. That is what I feel personally as a chief. We already showed that with the modifications, we have seen an increase in the number of people who passed. A year, or if anything come back for review in a year and see where we are at. I think that may be a reasonable thing. We definitely can't make it December of this year. This is something that has to be done as an individual thing. And whether not agencies want to be motivated. I expect for the agencies, we can't keep prolonging it. We just cannot, it is a bad reflection on us. We have to say enough is enough. Let's get ready, let's get ready. That is

GUAM CONGRESS BLDG. 163 CHALAN SANTO PAPA HAGÁTÑA, GUAM 96910

Tel: (671) 989-4678/7689 | Email: senatortcnelson@guamlegislature.org

really up to you, legislators and senators to do what you think is fair as a whole for 2 years and would be one year, 3 years.

Senator Nelson, Chairperson

I just want to make it very clear, that in every information hearing that I've had, for public safety, I inquired about the P.O.S.T Commission. Are our guys ready? One agency said they were 95% ready. And now, here we are and I'm glad we are having this informational hearing, this discussion because we need to address the remedies. You mentioned that you took a look at health and wellness. But you didn't say that you remedied it. So what is the remedy?

Robert Camacho, Chairperson, P.O.S.T. Commission

Well when we invited to talk about health and wellness from different health providers, they only give the information. But they don't provide the follow-up. We never do those things to say are you following up on your health and wellness program or what have you? We didn't do those things and those are one of our difficulties, we don't have that time to keep following up individuals really. To be honest there are so many critical things that are happening. We just provide information there are sources even most health providers provide free gym and those are not being avail to.

Senator Nelson, Chairperson

If you have GovGuam insurance you have free gym membership.

Robert Camacho, Chairperson, P.O.S.T. Commission

That is what I'm saying, the availability is there. Whether or not you're going to take the steps you know, even if its 20 minutes of workout even if its 15 minutes. We can't force it upon them. We can only test them and encourage them and inspire them. I passed my last modified testing so I am hoping to see that it inspires other people. But we see some young folks 20-22 year olds that are not passing it. It's not just the old folks, it's the young ones too. We can't keep prolonging it, and we have to say enough is enough. The P.O.S.T. Commission as a whole wants to extend for 1 year or 2 years. Thank-you very much.

Senator Nelson, Chairperson

When is your next P.O.S.T. meeting?

Robert Camacho, Chief of Police, Guam Airport Authority

June 1st, 2017, mam.

Senator Nelson, Chairperson

I'm going to be there. We are going to work on this. But with the introduction, we need to make the adjustments, and we need to do it right this time for P.F.Q.T so the we ensure that our officers that have been working on the force- that our most senior can meet the requirement. Now the Air Force standards have age and so forth like that, is that correct?

Robert Camacho, Chairperson, P.O.S.T. Commission

Yes, that is correct

Senator Nelson, Chairperson

Yes. But maybe you can wait till 2019 to implement it. But the plan needs to be in place soon. If you started to see a decline because of this application when you started testing them in the beginning there should have been a plan. 60 maybe 70 percent achieved to make this modifications to this law. You need to have a plan, to make the modifications. I know everyone in front of me you are brilliant men and women. I know that you can come up with something that will serve our officers, our peacekeepers, and our firemen to help them grow and to not hinder their growth but to also make them meet a requirement. Chief San Nicolas is my colleague, Chief Cruz was my boss at one point. We may have butt heads a couple of time but there's an infinite desire to work together. So please, I will be there on June 1sat, and thank you very much for your testimony.

Senator Nelson, Chairperson

GUAM CONGRESS BLDG. 163 CHALAN SANTO PAPA HAGÁTÑA, GUAM 96910

Tel: (671) 989-4678/7689 | Email: senatortcnelson@guamlegislature.org

Okay. Since Major Chong is the highest ranking at this seat, we will make you go first.

Major Manny Chong:

Mentioned he is a Police Officer for over 28 years and never was he asked about his waist size by the public, never had to run 1.5 miles to chase a suspect after any suspect, and believe that fitness is a lifestyle and changes don't happen until a person wants to make those changes.

Senator Nelson, Chairperson

Thank-you Major Chong, Captain Tim Santos.

Captain Tim Santos.

Captain Santos provided written testimony; his testimony is appended to the Committee Report.

Senator Nelson, Chairperson

I just want to clarify something; it's not the belief that you are a standard that you can't do your job. That not what we are saying. What we are saying is that there should be, and I'm glad you agree that there should be a standard for everyone because you perform strenuous activity. And it is also to promote your health and well-being holistically. And you're right there should have been a modified track a thorough and holistic approach when you have ailments. Because essentially when you're overweight you will have potential ailments that may threaten your health like high cholesterol, high blood pressure, and diabetes. The fitness standard is not to say that you cannot do your job because you don't need the fitness standards. It is to say we want to ensure that you continue to be healthy.

Captain Tim Santos

I just want to say that I don't think that it should be held over our head or a punishment. I believe that if there is progress, if you're at point A and you're showing progression that should account for something.

Senator Nelson, Chairperson

You are right sir, and thank you for that. And that was one of my concern with this P.O.S.T. being implemented, what are you going to do? Are you going to require them to do these standards, then what if they cannot make it , you're going to kick them out? You are going to demoralize our people, our senior officers and those who cannot make are going to hurt our agencies. Thank-you for that, that was really good testimony.

Sgt. Stephen Amaguin

Mentioned that he is a Sgt. Amaguin from the Guam Police Department assigned in the Agana precinct command as a field supervisor. He mentioned that the previous legislation was introduced because 5 police officers died because of medical issues. He mentioned that it is not about how physical fit you are, but your heart; you can have a big arms and big chest, but if your heart is weak then that is useless. Sgt. Amaguin also mentioned that with or without the physical standards, GPD will still continue to serve this island, and we will continue to keep this island safe. He also mentioned that the standards is a plagiarized standard, and that it's not Guam's own, but the United States Air Force. He also mentioned that each agency, we all have a different job. GFD has a different way of doing their job and that all agencies should come up with their standards. He lastly mentioned that there is no life insurance for those who die in the line of duty.

Richard Crest

Mentioned that he finds the P.F.Q.T very wrong. He mentioned that the military is a 24 hour job and they get paid to exercise. GovGuam workers don't get paid to exercise. He mentioned that the Police of Chief is afraid that he would lose man power. He mentioned that the P.O.S.T. Commission wanted to implement a PT style of the Air Force and it is unrealistic. He also mentioned that this requirement is taken from the military who fall under a whole new animal then us, and that we have to follow the organic act and we can't discriminate against age, gender, which is unconstitutional and is a cause to sue because of age and gender discrimination. He also mentioned that when he is out in patrol and if a riot breaks out, he doesn't care if you can do a 100 push-ups or sit-ups, what matters is if the officer has the skill and training and that is what the P.O.S.T. should be focusing their training to ensure there is a standard training for the officers.

Senator Nelson, Chairperson

Thanked all for coming and mentioned that she is definitely going to sit down with the P.O.S.T. commission on June 1st and work with them to find solutions to remedy this law.

Major Many Chong

Mentioned 2 ideas to correct the problem: 1) to establish a Guam Centric P.F.Q.T and 2) to stick with the AF P.F.Q.T and have the agencies administer the test 2-4 times a year; but don't have the decertification as a repercussion if they don't pass. Doing a test 4 times a year is going to get officers motivated to get really in shape.

Senator Nelson, Chairperson

Mentioned that testimonies can be emailed or submitted for the next 10 days, and adjourned at 12:37 p.m.

III. FINDINGS & RECOMMENDATIONS

The Committee on Housing, Utilities, Public Safety, and Homeland Security conducted an informational hearing on Friday, May 19, 2017 in the Legislature's Public Hearing Room on the following 9:30 a.m. P.O.S.T. (Peace Officer Standards and Training) Commission: Update on current Physical Fitness Qualification Test (P.F.Q.T) results and percentages, Impact Analysis based on P.F.Q.T results, and any and all recommendations in reference to modifications for the P.O.S.T. Commission, to Report out only.

Timothy C. Santos

Guam Police Department
Contact #475-8615/6
timothy.santos@gpd.guam.gov

6/14/2017

34th Guam Legislature 163 Chalan Santo PapaHagatna, Guam 96910

Informational Hearing

Fri, May 19, 9:30am – 1:30pm

Guam Congress Building, Hagåtña, Guam

Description
P.O.S.T. (Peace Officer Standards and Training) Commission:

- Update on current Physical Fitness Qualification Test (PFQT) results and percentages
- Impact Analysis based on PFQT results
- Any and all recommendations in reference to modifications for the P.O.S.T. Commission

Commission

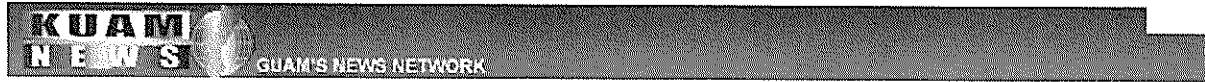
=====

Greetings Senators of the 34th Guam Legislature, My name is Timothy C. Santos and I am a Captain with the Guam Police Department. I am attending this informational hearing and submitting this written testimony to provide my thoughts on modifying the PFQT. I believe the physical fitness testing, a product of Public Law 32-232 is flawed and at the very least incomplete. To give a little history I can't remember the exact date, but when the first meetings were held by the Post Commission, Fred Bordallo was the Chief of Police, to give you a time period. The PFQT discussions were held at the Guam Community College. I know I attended at least two meetings where I had mentioned that Guam Police Department already had a physical fitness test that was documented in a GPD General Order, and that I recall taking that test quarterly from 1984 to the 1990's prior to former Chief of Police, Adolph Sgambelluri putting a stop to the testing. That was the last time I, as an officer, with the Guam Police Department took a fitness test. In regards to providing that information to the members of POST, that were present, the idea of using the Air Force Fitness standards were brought up. I felt as though it was already a done deal and that everyone who agreed with the Air Force standard was either a retired member of the military, a former military active duty, or a current Reserve or Guardsman. I presented that although the Police Department is a uniformed government service, it is not a military entity and its only relevance was that we had a ranking structure and hierarchy that establishes a line of succession relating to who is in charge and duties we adhere to. In fact the Military and Police have a separation of powers and mandates. That separation if I recall is "Posse Comitatus". Well that is my history of disagreeing from the start about using military standards and not what was already used and documented by the Guam Police Department or Department of Public Safety prior to that. As I testify today, I agree that the Police Department should have a fitness standard. I personally can benefit health wise from this. The flaws I speak about with

the Air Force standard that POST and GPD adopted are as follows:1. The first paragraph read to me verbatim during the first diagnostic (out of the Air Force book) states to my recollection "Assuming you are physical fit" or some wording to that effect. This was referencing to Air Force personnel completing basic training and should be fit to take the test. My response to that is that there are quite a few officers who went through the Police Academy (basic training) over twenty to thirty years ago. I am one of them. As I said earlier, the GPD fitness training / testing stopped back in the 1990's. And now here we are in 2017, and I and others...get a diagnostic briefing /test with the opening statement saying assuming you are fit. 2. Then it goes on to weight and waist measuring and further testing based on age. Push ups, sit ups, running / walking. My response to that is there are no alternative exercises in place. What of the officer with work related injuries such as knee, shoulder or other restrictions. An example is that in the old DPS/GPD Police testing. If you could not do push ups, you could do pull ups . In place of sit ups were Leg lifts. At that time you didn't need to have a doctors slip to be able to walk the test. It was an option. Walk or run. I'm told the Air Force has alternative exercises in their manual but they are not mentioned in our current POST/ GPD physical fitness test. Examples biking, swimming, etc.3. For the whole duration of the diagnostics testing there has been a sense of doom and gloom in the air. Personnel were told the truth that if they don't pass the PFQT in December of this year (2017) they can be re-classified to another job spec. Possibly labeled unfit for duty and could potentially lose their job. My response to this is that what test will be involved in determining if I or another officer is fit for duty. Personally I'm 53 years old , a senior officer, Command Staff at that... administrative. I don't need to do fifty push ups to move from my desk to the photo copy machine. I can still scale a fence, I can still lift quite a bit of weight or drag it if necessary. This leads me to my final point and what I think to be the most important.4. A healthy fitness plan. A plan that is inclusive of the PFQT. If you want to keep these Air Force standards that we currently have, or even modify them, as we have in the Guam Police Department. Keep in mind that there is currently "No" motivation for success when we have a 70% plus failure rate. I have repeatedly brought it up in GPD management meetings that I have no problem with being marked as failing a PFQT but ... what if the I or another officer has shown steady improvement from the last diagnostic? What if the officer walked or ran faster than his last diagnostic or improved on the push up. Example his last test was 10 push ups but he did 20 at todays test? Or has lost significant amount of weight. Which in itself is a prescription to improve a whole variety of health issues, like hypertension, Diabetes, and heart disease. These improvements are factors that should be rewarded not penalized. I think with a doctors recommendation that the officer can participate in alternative exercises would be better suited to his /her fitness condition. Also, an extension of the time line for this PFQT deadline. I believe it to be a true that everyone is built differently. Just because one guy or gal can lose 10 pounds in a month, that doesn't mean my body with all my efforts will do the same. There is no nutrition component or healthy improvement plan attached to this PFQT. What happens after the officer fails his test. Where is the improvement plan? I am in support of extending the timeline of the PFQT requirement by one to two years. I strongly support a revised PFQT that has alternative exercises, not based on a waist circumference or unrealistic time line, exercises, or distance run. In my thirty three years of service I have not personally ever had to run after a suspect for a mile / mile and a half. Modern technology and machinery make it

possible to communicate for assistance, and travel greater distances than a mile. There has been criticism that officers are out of shape and don't always fit the slim aesthetic. But for the past 20-30 years those same officers that fall into the 70% plus test failure category have been doing the very job everyday serving our community without fail. Contrary to a PFQT test that is supposed to be an indicator that they can't. Thank you for your time in hearing me out and expressing my thoughts. Again, I am in support of a REVISED/AMENDED PFQT. I hope the Senate body of the Guam 34th Legislature will do the right thing and see to helping law enforcement amend the flaws in this fitness effort. Please let law enforcement meet the goals of being fit in a healthy way. Accept revisions to the testing, extend the timelines to complete the overall program, and change the law so we can do so. Sincerely,

Captain Timothy C. Santos #479 Division Chief, Forensic Science Division Guam Police Department.

[NEWS](#)[COMMUNITY](#)[SPORTS](#)[TV](#)[RADIO](#)[VIDEO](#)[WEATHER](#)[ABOUT](#)[LIFESTYLE](#)

Commission proposes reducing fitness requirements for Guam law enforcers

Posted: May 19, 2017 1:20 PM WIT

Updated: May 26, 2017 1:20 PM WIT

By Krystal Paco [CONNECT](#)

Three hours of testimony later and the results are in - it's not looking good for public safety on island if lawmakers don't step in to make a modifications to a Guam law that mandates a physical fitness standard for all peace officers.

Three years ago, hopes were high for setting a standard fitness level for all of Guam's peace officers. Then-chief of police Fred Bordallo said, "By having a physical fitness standard for not only the Guam Police Department, but all law enforcement agencies that are going to step to the plate, it's going to save some lives."

Fast forward to today, and it's evident - expectation was set way too high. Each agency reporting majority of their men and women unable to meet the minimum fitness standard that mirrors that of the U.S. Air Force.

Troy Pangelinan with the Judiciary said, "We currently risk losing 40% of our workforce if we were to implement the current standards and hold the marshals and probation officers accountable." DOC warden Colonel Alan Borja added, "If we continue with the standard, we're looking at losing maybe 60-70% of our workforce."

Joseph Cruz, chief of GPD, commented, "The ramifications of this law, if we don't amend it is that up to 70% of the GPD will no longer go out there and be able to keep the public safe. That's what it's about. This is not about any of us per se. I want to make that clear. This is all about the people of Guam."

Although Speaker BJ Cruz sponsored the legislation nearly five years ago, he's pointing the blame at the POST Commission who picked the air force model as their standard. "I kept saying, 'Are you sure? Are you sure? Are you sure?' And that was almost five years ago."

The POST Commission's Dennis Santo Thomas stated, "Speaker Cruz, the commission takes full responsibility for the public law."

Bob Camacho, the airport police chief, said, "We had big dreams for sure and we were all motivated. I myself felt that I could pass this thing, then the run was difficult for me, too."

The fitness test includes pushups and situps, a timed 1.5-mile run, and a waist circumference measurement - all of which correspond to your age and gender.

Each agency reporting struggles in the run and waist sections.

Major Vincent Perez with Customs said, "If you don't pass the waist line, you've already failed. You have to pass the waistline. So people find it challenging, at least for the males right, 39-inches is the cutoff."

The POST Commission today proposed the fitness standards be modified to reduce the 1.5-mile run to a 1-mile run and to eliminate the waist-circumference measure all together. Their proposal also includes creating a research and development team to determine how best to proceed.

Chief Cruz concluded, "The last thing we're asking is an extension on the time because the current law does have a backstop date of December 30 of this year. That's why we propose the recommendations that we do. But make no mistake we are on board with the standard. We do understand the spirit and intent of the law."

To view today's informational briefing, visit the [Guam Legislature's YouTube feed](#).



[Meet Our Team](#)

[Contact Us](#)

[Jobs](#)

[Our History](#)

[Advertising](#)

[KUAM CareFund](#)

[EEO](#)

[Home](#)

[News](#)

[Weather](#)

[Sports](#)

[Video](#)

[iOS App](#)

[Android App](#)

[TV Apps](#)

[RSS Feeds](#)



View our [Privacy Policy](#) and [Terms of Service](#) and [Ad Choices](#)

How Guam peace officer fitness standards were developed

Dennis J. Santo Tomas Published 11:04 a.m. ChT May 23, 2017 | Updated 11:08 a.m. ChT May 23, 2017



(Photo: PDN file photo)

Prior to the enactment of Public Law 32-232, no across-the-board standards existed for Guam peace officers in the areas of academics and physical fitness. Agency and department heads were often burdened with the responsibility of developing their own standards, which did not necessarily mirror the standards of the other law enforcement agencies.

Whenever leadership changed, agencies would sometimes have to adjust to different standards. This often led to frustration and confusion, so the commission felt it was very important to develop and adopt law enforcement standards and have them codified into law.

In 2012, Lt. Gov. Ray Tenorio challenged the commission to develop minimum standards in the areas of academics and physical fitness. These standards would apply to all peace — police officers, customs officers, firefighters, corrections officers, marshals, probationary officers, attorney general investigators, youth correctional officers, conservation officers and compliance officers. For two years, agency and department heads met monthly and deliberated over which standards would be uniformly applicable.

Their hard work and collaboration resulted in the successful production of the first Guam POST Commission Rules and Regulations — codified into Public Law 32-232 on Dec. 30, 2014.

Public Law 32-232 accomplished many firsts for Guam's law enforcement community. It defines the three categories of peace officer: those who uphold the law and carry firearms (i.e. police officers); those who have jobs of a specialized nature including specific administrative authority (i.e. firefighters); and those whose jobs are to enforce governmental regulations or laws (i.e. AG investigators, compliance officers). (It) clearly defines pre-employment requirements for peace officers, minimum standards for certification of basic training institutions and the minimum standards for employing agencies.

READ MORE:

[Commission asks to delay peace officers' physical fitness standards](http://www.guampdn.com/story/news/2017/05/19/commission-seeks-delay-peace-officers-physical-fitness-standards/331992001/)
[\(http://www.guampdn.com/story/news/2017/05/19/commission-seeks-delay-peace-officers-physical-fitness-standards/331992001/\)](http://www.guampdn.com/story/news/2017/05/19/commission-seeks-delay-peace-officers-physical-fitness-standards/331992001/)

Voice of the People

(<http://www.guampdn.com/story/opinion/columnists/2017/05/20/voice-people/334158001/>)

Opinion: Reduce the scope and cost of the government of Guam

(<http://www.guampdn.com/story/opinion/readers/2017/05/19/reduce-government-scope-and-cost/331848001/>)

One major addition to the law is the standards for certification for each category of peace officer. The law now clearly defines the academic and training requirements for category 1 peace officers.

The Physical Fitness Qualification Test ... is the new fitness standard for peace officers. Because of the nature of their jobs, peace officers must be free of any physical or mental conditions which can adversely affect their ability to perform the essential functions of law enforcement officers with reasonable skill, safety and judgement.

Furthermore, research has found law enforcement personnel were 25 times more likely to die from weight-related disorders, like cardiovascular disease, than they were from actually fighting crime. These health concerns are the reasons why the commission felt it needed to implement minimum fitness standards for Guam's peace officers, and it chose the U.S. Air Force fitness standard because it is scientifically proven and is a comprehensive fitness program.

Public Law 32-232 established a three-year implementation plan for the (fitness test), which began in 2015. During the first year, agencies were to: establish fitness training programs; identify their training cadre and coordinate necessary cadre training; create fitness information programs for peace officers.

The second year, 2016, was for agencies to ... familiarize (officers) with the (fitness test) and identify their weaknesses so they could work to overcome them. Peace officers were also supposed to meet with their doctors to diagnose and document physical limitations or medical disabilities.

In year three, 2017, agencies were to initiate the administration of the actual (fitness tests), which would have been recorded into the peace officers' official training records.

When I came on board with the POST Commission in September 2016, law enforcement agencies were fully engaged in administering diagnostic (fitness tests) to their officers. During an Oct. 18, 2016, working session, Chief Bob Camacho instructed all agencies to begin using the modified (fitness test) standard that agency training and development officers helped develop. ... Agency heads were also told to bring and report the modified (fitness test)

Commission asks to delay peace officers' physical fitness standards

Jasmine Stole , jstole@guampdn.com Published 6:34 p.m. ChT May 19, 2017 | Updated 10:25 a.m. ChT May 22, 2017



(Photo: Guam Legislature Live Feed)

If the [Peace Officer Standards and Training Commission](http://www.guamcc.edu/Runtime/postcommission.aspx) (<http://www.guamcc.edu/Runtime/postcommission.aspx>)'s physical fitness standards were to be implemented right now, more than half those working for the Guam Police Department would be at risk of losing their jobs, according to police Chief Joseph I. Cruz.

At an [informational briefing Friday](https://www.youtube.com/watch?v=fwxecSdaBBw) (<https://www.youtube.com/watch?v=fwxecSdaBBw>), Cruz said 30 percent of his full-time officers passed diagnostic physical fitness qualification tests. About 20 percent of his Civilian Volunteer Police Reserve officers passed. Other law enforcement agencies on Friday reported similar ratios of officers who passed and failed.

Other local law enforcement agency officials said their officers struggled to meet the 1.5-mile run and waist-circumference guidelines. The fitness qualifications require male officers' waistlines to measure, at most, 39 inches around.

Male peace officers also must be able to run 1.5 miles in a set time, depending on their age. Officers 40 to 49 years old have to run it under 18 minutes and 14 seconds. Those younger than 30 years old have 16 minutes and 22 seconds to complete the run.

The fitness standards are equivalent to the Air Force's fitness guidelines, said Dennis Santo Tomas, executive director of the commission.

The commission wants to modify the law so the standards are modeled after the Air Force standards, not equal to them. But the commission doesn't have legal authority to change the law.

Santo Tomas said the commission also wants the standards go into effect in December 2019 instead of December 2017.

POLL: [Do you think tougher fitness standards for peace officers should be delayed?](https://polldaddy.com/poll/9750844/) (<https://polldaddy.com/poll/9750844/>) Poll closes at 5 p.m. May 20, 2017.




COMMITTEE ON RULES

Senator Michael F.Q. San Nicolas, *Chairman*
I Mina'Trentai Kuåttro na Liheslaturan Guåhan • 34th Guam Legislature



COMMITTEE REPORT CHECKLIST

Part 1 / 1

INFORMATIONAL BRIEFING on Peace Officer Standards and Training (POST) Commission <i>Update on current Physical Fitness Qualification test (PFQT);</i> <i>Impact Analysis based on PFQT results;</i> <i>all recommendations in reference to modifications for POST Commission</i>		
(A) PUBLIC HEARING	(1) HEARING NOTICES SR §§ 6.04(a)(1) and 6.04(a)(2), Open Government Law (5 GCA, Ch. 8)	
	<input checked="" type="checkbox"/> (a) Five (5) working days prior (ALL Senators & ALL Media)	Date and Time of Notice: 5/12/17 7:38 am
	<input checked="" type="checkbox"/> (b) Forty-eight (48) hours prior (ALL Senators & ALL Media)	Date and Time of Notice: 5/16/17 5:52 am
	(2) Date and Time of Hearing: 5/19/17 9:30 am	(3) Location: Public Hearing Room, Guam Congress Building
(B) COMMITTEE REPORT	(1) Committee Report filed with COR? <input type="checkbox"/> YES <input type="checkbox"/> NO	Date & Time:
	(2) COMMITTEE REPORT COMPONENTS	
	(a) Front Page Transmittal to Speaker	<input checked="" type="checkbox"/>
	(a)(1) COR Chair Signature Line	<input checked="" type="checkbox"/>
	(b) Title Page	<input checked="" type="checkbox"/>
	(c) Notice of Public Hearing & Other Correspondence	<input checked="" type="checkbox"/>
	(d) Public Hearing Agenda	<input checked="" type="checkbox"/>
	(e) Public Hearing Sign-in Sheet	<input checked="" type="checkbox"/>
	(f) Written Testimonies & Additional Documents	<input checked="" type="checkbox"/>
	(g) Committee Report Digest(s)	<input checked="" type="checkbox"/>
(h) Related News Reports (optional)	<input checked="" type="checkbox"/>	
(i) Miscellaneous (optional)	NA <input type="checkbox"/>	
(j) Committee Report Checklist(s)	<input checked="" type="checkbox"/>	
(C) COR Action	<input checked="" type="checkbox"/> CMTE Report duly filed <input type="checkbox"/> CMTE Report non-conforming for acceptance; Return to Committee	COR CHAIR (Signature, Date & Time)  6/14/17 12:45

