

I Mina'trentai Singko Na Liheslaturan Guahan
APPOINTMENTS

DOCUMENT NO.	APPOINTEE	POSITION	AGENCY	APPT. DATE	TERM LENGTH	CMTE REFERRED	DATE REFERRED	PUBLIC HEARING DATE	CMTE REPORT FILED	DATE CONFIRMED	NOTES
35GL-20-1793	Joseph S. Carbullido	Director	Department of Corrections	5/13/20	To serve at the pleasure of the Governor	Committee on Public Safety, Border Safety, Military and Veteran Affairs, Mayors Council, Infrastructure, and Public Transit	7/31/20	8/12/20 12:30 p.m.	9/1/20 2:48 p.m.		



I Mina'trentai Singko na Liheslaturan Guåhan
**Committee on Public Safety, Border Safety, Military and
 Veteran's Affairs, Mayors' Council, Infrastructure, and Public Transit**

August 14, 2020

The Honorable Tina Rose Muña Barnes
 Speaker
I Mina'trentai Singko na Liheslaturan Guåhan
 163 Chalan Santo Papa
 Hagåtña Guam, 96910

VIA: The Honorable Régine Biscoe Lee ^{PBL}
 Chairperson, Committee on Rules

RE: Committee Report on the Appointment of Joseph S. Carbullido

Håfa Adai Speaker Muña Barnes:

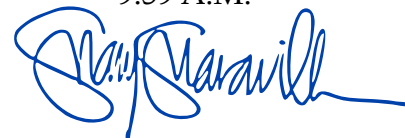
Transmitted herewith is the Committee Report on the appointment of **Joseph S. Carbullido** to serve as Director, Department of Corrections, which was referred to the Committee on Public Safety, Border Safety, Military and Veterans Affairs, Mayors' Council, Infrastructure and Public Transit.

Committee votes are as follows:

- 6 TO CONFIRM
- 0 TO NOT CONFIRM
- 1 TO REPORT OUT ONLY
- 0 TO ABSTAIN
- 0 TO PLACE IN INACTIVE FILE

**COMMITTEE ON RULES
 RECEIVED:**

August 17, 2020
 9:59 A.M.



Sincerely,



Senator Jose "Pedo" Terlaje

**Revisions Rec'd:
 August 31, 2020 @ 10:33 P.M.**



I Mina'trentai Singko na Liheslaturan Guåhan
Committee on Public Safety, Border Safety, Military and
Veteran's Affairs, Mayors' Council, Infrastructure, and Public Transit



COMMITTEE REPORT

Nomination of Joseph S. Carbullido

As Director, Department of Corrections
to serve at the pleasure of the Governor



I Mina'trentai Singko na Liheslaturan Guåhan
**Committee on Public Safety, Border Safety, Military and
Veteran's Affairs, Mayors' Council, Infrastructure, and Public Transit**



August 14, 2020

MEMORANDUM

**To: All Members
Committee on Public Safety, Border Safety, Military and Veterans Affairs,
Mayors' Council, Infrastructure and Public Transit**

**From: Senator Jose "Pedo" Terlaje
Committee Chairperson**

Subject: Committee Report on the Appointment of Joseph S. Carbullido

Transmitted herewith for your consideration is the Committee Report on the appointment of Joseph S. Carbullido to serve as Director, Department of Corrections. This report includes the following:

- Copy of COR Referral of the Appointment
- Copy of the Appointment Letter to the Speaker
- Copy of the Appointment Packet & Supporting Documents
- Notices of Public Hearing
- Copy of the Public Hearing Agenda
- Public Hearing Sign-in Sheet
- Submitted Written Testimonies & Supporting Documents
- Committee Report Digest
- Committee Vote Sheet

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 Yn'os Ma'åse'

Senator Jose "Pedo" Terlaje

Chair

Senator Amanda L. Shelton,
Vice Chair

Speaker Tina Rose Muña Barnes,
Member

Vice Speaker Telen Cruz Nelson,
Member

Senator Kelly Marsh (Taitano), PhD,
Member

Senator Sabina Flores Perez,
Member



COMMITTEE ON RULES
I MINA'TRENTAI SINGKO NA LIHESLATURAN GUÅHAN
35TH GUAM LEGISLATURE

July 31, 2020

Member

Senator Joe S. San Agust
Member

Senator Jose "Pedo" Terla
Member

Senator Therese M. Terla
Member

Senator James C. Moyla
Member

Senator Mary Camacho Torres
Member and Chair, Subcommittee on Protocol

MEMO

To: Rennae Meno
Clerk of the Legislature

Attorney Ana Won Pat-Borja
Legislative Legal Counsel

From: Senator Régine Biscoe Lee
Chair, Committee on Rules

Re: Referral of Appointment

Bueñas yan Håfa Adai!

As Chair of the Committee on Rules, I am forwarding the referral of the following appointment:

Appointee: Joseph S. Carbullido

Position: Director, Department of Corrections

The appointee's nomination packet may be referenced in the Guam Legislature's website at <http://guamlegislature.com/index/messages-and-communication/>. Please refer to the following document:

"35GL-20-1793– Office of the Governor of Guam – Appointment and Supporting Documents for Joseph S. Carbullido, Director, Department of Corrections."

Please ensure that the aforementioned appointment is referred to the **Committee on Public Safety, Border Safety, Military and Veteran Affairs, Mayors Council, Infrastructure and Public Transit, chaired by Senator Jose "Pedo" Terlaje.**

If you have any questions or concerns, please feel free to contact Mary Maravilla, Committee on Rules Director at 472-2461.

Thank you for your attention to this important matter.

Respectfully,

Senator Régine Biscoe Lee
Chair, Committee on Rules

I Minu'trentai Singko Na Liheslaturan Guåhan
APPOINTMENTS

DOCUMENT NO.	APPOINTEE	POSITION	AGENCY	APPL. DATE	TERMINATION	COMMITTEE REFERRED	DATE REFERRED	PUBLIC HEARING DATE	CALLER REPORT FILED	DATE COVERED	NOTES
35GL-20-1793	Joseph S. Caribullo	Director	Department of Corrections	5/13/20	To serve at the pleasure of the Governor	Committee on Public Safety, Border Safety, Military and Veterans Affairs, Mayors Council, Infrastructure, and Public Transit	7/31/20				

UEISINAN I MAGA HAGA
OFFICE OF THE GOVERNOR



LOURDES A. LEON GUERRERO
MAGA HAGA • GOVERNOR

JOSHUA F. TENORIO
SIGUNDO MAGALAHI • LIEUTENANT GOVERNOR

May 13, 2020

Honorable Tina Rose Muña Barnes
Speaker
I Mina'trentai Singko Na Liheslaturan Guahan
Guam Congress Building
163 Chalan Santo Papa
Hagatna, Guam 96932

35GL-20-1793
Speaker Tina Rose Muña Barnes

MAY 13 2020
Time 1:20 ()AM ()PM
Received By: Alan

RE: CABINET APPOINTMENT

Dear Madame Speaker:

By virtue of the authority vested in me pursuant to the Organic Act of Guam and the local laws applicable to the following position, I am pleased to transmit the following appointment and supporting documents for:

APPOINTEE:	Joseph S. Carbullido
POSITION:	Director, Department of Corrections
TERM LENGTH:	To serve at the pleasure of the Governor

The appointment is subject to the consent of *I Liheslaturan Guahan*. Please schedule a hearing at your earliest convenience.

Senseramente,

LOURDES A. LEON GUERRERO
Maga'hagan Guahan
Governor of Guam

cc: Lt. Governor of Guam



May 13, 2020

Joseph S. Cabullido

Re: APPOINTMENT AS DIRECTOR, DEPARTMENT OF CORRECTIONS

Dear Mr. Carbullido:

Pursuant to my authority under 5 GCA § 3113, it is with pleasure that I appoint you

DIRECTOR, DEPARTMENT OF CORRECTIONS

This appointment shall be at **THE PLEASURE OF THE GOVERNOR**

Appointing you to this position comes with great responsibility because you will have a vital role to perform which will place many demands on your time and energy. Integrity and honesty are virtues that I prioritize for my Administration to exemplify, and I know that you will do the same while in service to the people of Guam. Your responsibilities, as described throughout Guam law, shall be significant and consequential. I trust that you will fulfill your duties and set a standard for others to follow.

I appreciate your willingness to serve in this position, and I am confident that your time will be spent in a manner to improve the island of Guam.

This appointment is subject to the advice and consent of *I Liheslaturan Guåhan*, you are hereby appointed to serve as **DIRECTOR** in an acting capacity.

This appointment is effective **May 13, 2020**. If you have any questions, please contact the Office of the Governor.

Senseramente,

A handwritten signature in black ink, appearing to read "Lourdes A. Leon Guerrero".

LOURDES A. LEON GUERRERO

I Maga'hågan Guåhan

Governor of Guam

cc: Lt. Governor of Guam

LOURDES A. LEON GUERRERO
Governor



JOSHUA F. TENORIO
Lieutenant Governor

OFFICE OF THE GOVERNOR OF GUAM Nomination and Appointment Information Sheet

The following information is required for submission to the
Speaker of *I Liheslaturan Guåhan* in accordance with Title 4, Guam Code Annotated Section 2103

NOMINEE INFORMATION

Last Name CARBULLIDO	First Name JOSEPH	Middle Initial S.
Mailing Address [REDACTED]		Apartment/Unit #
City [REDACTED]	State [REDACTED]	Zip Code [REDACTED]
Phone [REDACTED]	E-mail Address [REDACTED]	
Position to which Appointment is Made DIRECTOR, DEPARTMENT OF CORRECTIONS		
Are you a citizen of the United States? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		
If no, are you authorized to work in the United States? Yes <input type="checkbox"/> No <input type="checkbox"/>		

EDUCATION

SCHOOL (Name, City and State)	DATES OF ATTENDANCE	TYPE OF DEGREE	YEAR EARNED
High School GEORGE WASHINGTON, MANGILAO, GUAM	1977-1979	High School Diploma	1979
College UNIVERSITY OF GUAM	2003-2006	BACHELOR OF SCIENCE	2006
Graduate School UNIVERSITY OF GUAM	2006-2008	MPA	2008
Other Degree			

EMPLOYMENT HISTORY

Name of Present/Last Employer and Mailing Address GUAM POLICE DEPARTMENT DEDEDO PRECINCT COMMAND DISTRICT 1, DEDEDO, GUAM 96929	Position Title POLICE CAPTAIN, DIVISION CHIEF
	Dates Held 10/2016 TO CURRENT

Previous Employer and Mailing Address GUAM POLICE DEPARTMENT TAMUNING/TUMON PRECINCT COMMAND TUMON, GUAM 96913	Position Title POLICE LIEUTENANT, PRECINCT CMDR.
	Dates Held 12/2013 TO 10/2016

Previous Employer and Mailing Address GUAM POLICE DEPARTMENT AUXILARY SERVICES DIVISION TIYAN, GUAM 96910	Position Title POLICE LIEUTENANT, OPERATIONS CHIEF
	Dates Held 2010 TO 12/2013

Previous Employer and Mailing Address REFER TO ATTACHED RESUME FOR FURTHER WORK HISTORY	Position Title
	Dates Held

Previous Employer and Mailing Address	Position Title
	Dates Held

PRIOR GOVERNMENT OF GUAM SERVICE

Agency or Department Name		Position Title
Address	Phone No.	Dates Held

Agency or Department Name		Position Title
Address	Phone No.	Dates Held

PRIOR GOVERNMENT SERVICE (EXCLUDING GOVERNMENT OF GUAM)

<i>Agency or Department Name</i>		<i>Position Title</i>
<i>Address</i>	<i>Phone No.</i>	<i>Dates Held</i>

<i>Agency or Department Name</i>		<i>Position Title</i>
<i>Address</i>	<i>Phone No.</i>	<i>Dates Held</i>

TRAINING

<i>INSTITUTE/SEMINARS/ON-THE-JOB TRAINING</i>	<i>DATE</i>
REFER TO ATTACHED RESUME	

AWARDS

<i>List all educational, professional, civic awards, and recognition for public service:</i>

PROFESSIONAL INVOLVEMENT

<i>List involvement on a local/national/international level. List organizations, activities participated in, and offices held:</i>
* CRIMESTOPPERS

COMMUNITY / CIVIC INVOLVEMENT

List organizations, activities participated in, and offices held:

* NEIGHBORHOOD WATCH

PUBLICATIONS AND PRESENTATIONS

List any published articles, papers delivered at professional meetings, etc.:

NONE

MILITARY SERVICE (Please attach Form DD-214)

<i>BRANCH</i>	<i>DATES OF SERVICE</i>	<i>RANK AT DISCHARGE</i>	<i>TYPE OF DISCHARGE</i>
U.S. MARINE CORPS	9/1979 TO 6/1983	E-4	HONORABLE

OTHER INFORMATION

(1) Have you ever been found guilty of a felony in any court, whether within or without the United States?

Yes No If so, please specify in detail: _____

Address of the Court: _____

Date(s) of Conviction: _____

Specific Infraction Committed: _____

(2) Have you ever been declared mentally incompetent by any court, whether within or without the United States?

Yes No If so, please specify in detail the reasons and facts related to such declaration:

(3) Have you ever been found not guilty or not punishable in any criminal proceedings by reason of insanity?

Yes No

(4) Have you ever been confined to a mental institution for any reason?

Yes No If so, please specify in why the appointing authority believes you that you are not suffering from any mental illness or affliction:

LOURDES A. LEON GUERRERO
Governor

JOSHUA F. TENORIO
Lieutenant Governor



OFFICE OF THE GOVERNOR OF GUAM

Statement of Financial Interests

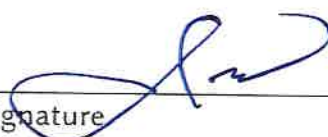
(Required by 4 G.C.A. §13104.1)

TO: The Honorable Lourdes A. Leon Guerrero
Governor of Guam
Ricardo J. Bordallo Governor's Complex
Adelup, Guam 96910

FROM: JOSEPH S. CARBULLIDO

- I have no financial interest in any business
- I do have interest(s) in the following business(es):

NAME AND ADDRESS OF BUSINESS INTEREST	TYPE AND AMOUNT OF INTEREST


Signature _____

5/11/2020
Date _____

AFFIDAVIT / DECLARATION UNDER PENALTY OF PERJURY

I, the undersigned, do hereby depose and say that: (1) I have read and reviewed the information contained in the attached Appointment/Nomination letter from the Governor of Guam; (2) that the matters contained in the Appointment/Nomination letter, together with all attachments thereto, are true and correct and that I am competent to testify to said matters; and (3) that this Declaration is made for the purpose of complying with the requirements of 4 G.C.A. Section 2103.5.

I declare under penalty of perjury under the laws of Guam (4 G.C.A. Section 4308) that the foregoing is true and correct.


JOSEPH S. CARBULLIDO

Print Name and Signature

5/11/2020

Date



Government of Guam
GUAM POLICE DEPARTMENT
RECORDS & IDENTIFICATION SECTION
P.O. Box 23909
Guam Main Facility, Guam 96921



May 12, 2020

SUBJECT: CRIMINAL HISTORY RECORD

NAME:	Joseph S CARBULLIDO		
DATE OF BIRTH:	██████████	FINGERPRINT#:	██████████
■	The individual has no record of criminal conviction(s) in the Guam Police Department files that are subject to Guam law.		

*****NOTHING FOLLOWS*****

THIS INFORMATION MAY BE LIMITED TO A LOCAL CRIMINAL OFFENSE ONLY AND IS NOT INTENDED FOR USE FOR ANY LOCAL STATE, OR FEDERAL LAW ENFORCEMENT AGENCY.

By Direction: pmtc

STEPHEN C. IGNACIO
Chief of Police

The absence of an original GUAM POLICE seal invalidates this police clearance.
REVISED 04/26/19



SUPERIOR COURT OF GUAM

Guam Judicial Center • 120 West O'Brien Drive • Hagatña, Guam 96910

Telephone (671) 475-3370/475-3449

Fax (671) 472-2856

DANIELLE T. ROSETE

Clerk of Court

Name: **JOSEPH S. CARBULLIDO**

SS#:

ID#



Date of Birth:



CERTIFICATE OF SEARCH

The undersigned Clerk hereby certifies the following results of a diligent search of the records of this Court:

Criminal Cases:

- A. No Case Found
- B. 1. Criminal Case No.
- 2. Criminal Case No.
- 3. Criminal Case No.
- 4. Criminal Case No.
- 5. Criminal Case No.

Criminal Record: Page **1** of 1

Civil Cases:

- A. No Case Found
- B. 1. Civil Case No.
- 2. Civil Case No.
- 3. Civil Case No.
- 4. Civil Case No.
- 5. Civil Case No.

Civil Record: Page of

Request for further information may be addressed at the Records Division of the Superior Court of Guam, Guam Judicial Center, 120 West O'Brien Drive, Hagatña, Guam. Hours of operation are Monday – Friday, 8:00 a.m. to 5:00 p.m. Closed Saturday, Sunday and local/federal holidays. Court Clearances are Non-Refundable.

Dated: 05/12/2020

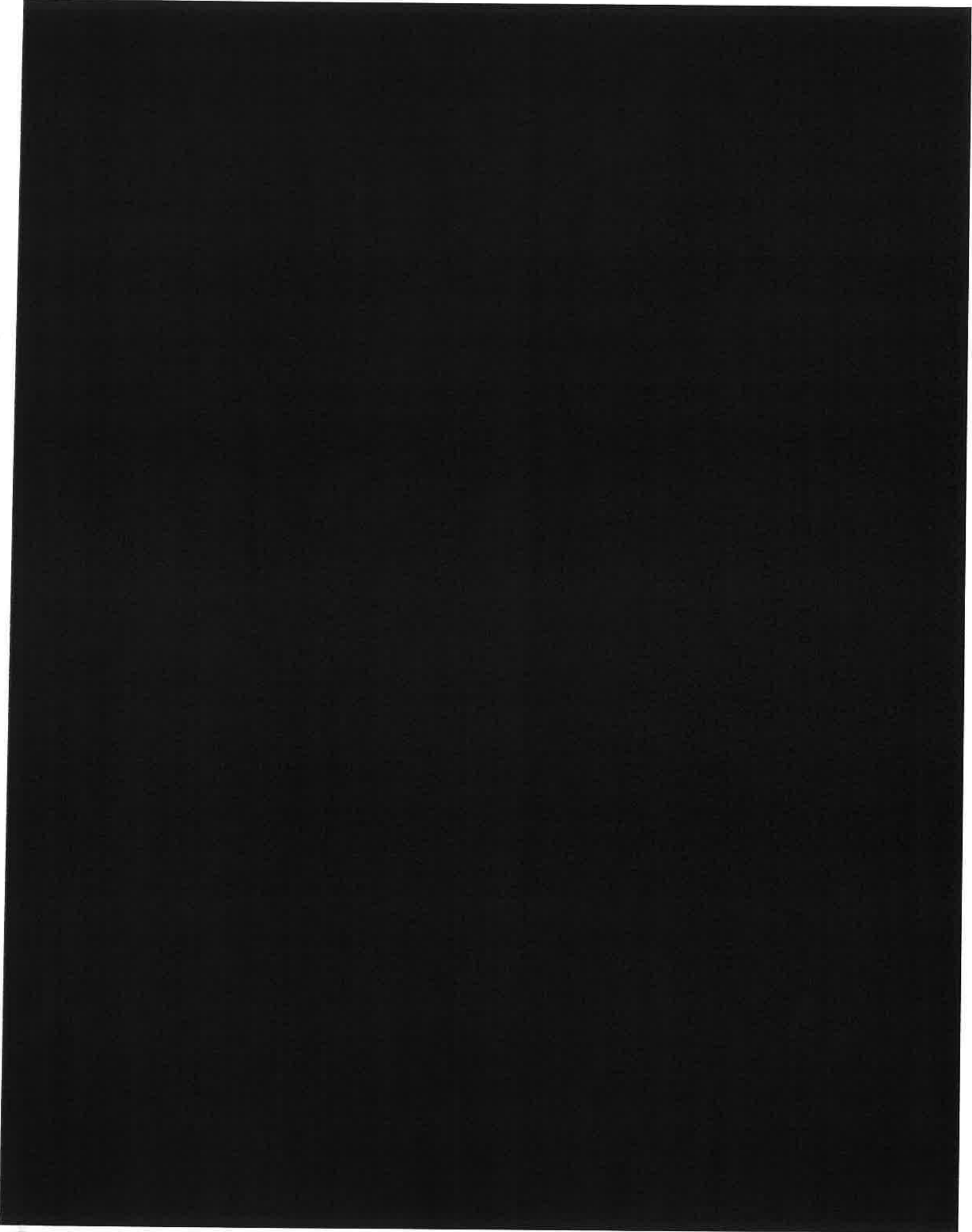
DANIELLE T. ROSETE
Clerk of Court

BY: **RACHAEL Q. ORSINI**
Deputy Clerk



The absence of an original Court Seal invalidates this document

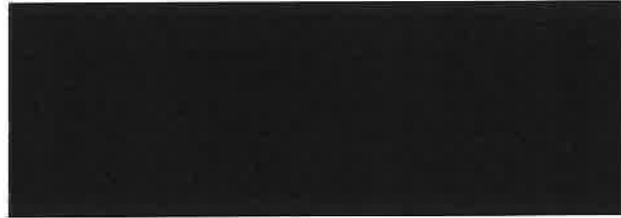
Prepared By: ro



**Resume
Of
Joseph S. Carbullido**

Personal Background

Date of Birth:
Ethnic Background:
Marital Status:
Mailing Address:
Business Phone:



Employer: Guam Police Department 12/1988 to Present
Title: POLICE CAPTAIN
Current Position/Assignment: Commander, Dededo Precinct Command

Part-time Employer: Guam Community College, 8/2010 to 5/2019
Criminal Justice Dept.
Title: Adjunct Instructor III

Educational Background

High School: George Washington High School, Mangilao, Guam
Graduated: (1977-79) June 1979

College: College of the Desert, 29 Palms, Ca. 1979
Communications and Electronics, USMC

Guam Community College, Mangilao, Guam
29th Police Cycle Academy Graduate 1989

University of Guam, Mangilao, Guam August 2006
Pedro Doc Sanchez Scholarship Recipient
Bachelor of Science
Major in Criminal Justice and Minor in Public
Administration, Graduated W/Honors Magna Cum Laude,
Deans List, Presidents List, Regent Scholar
Top Academic Honors in Criminal Justice

University of Guam, Mangilao, Guam August 2008
Pedro Doc Sanchez Scholarship Recipient
Master of Public Administration
Top Academic Honors in Public Administration

Military Background

U.S. Marine Corps (Veteran) 1979-1983
 Instructor's Course 3-5-80
 Rifle Expert 2nd Award
 Marine Leadership Course
 Training /Education NCO 1981-1982
 Overseas Deployment Ribbon

Refer to attached (DD-214 Military Record)

Police/L.E. Training

	<u>Type</u>	<u>Date</u>	<u>Agency</u>	<u>Certificate</u>
1.	AAA Driver Improvement Crs.	5-10-89	GCC	Yes
2.	K-55 Radar Course	7-17-89	GCC	Yes
3.	First Responder Training	8-25-89	GCC	Yes
4.	Incident Analysis, Hazardous Materials and Pesticide Training	8-25-89	GCC	Yes
5.	Emergency Vehicle Operation Crs.	8-25-89	GCC	Yes
6.	Basic Traffic Investigation	8-16-91	GPD	Yes
7.	Advance Traffic Investigation	8-16-91	GPD	Yes
8.	Field Training Officer's Course	12-4-91	GPD	Yes
9.	Employee Grievance and Adverse Action Course	4-15-93	GPD	Yes
10.	Projective Techniques for Child Interviews	5-25-93	GPD	Yes
11.	Sexual Response Team Institute	6-27-93	DMHSS	Yes
12.	Basic Police Supervisory Course	4-20-94	GPD	Yes
13.	Introduction To Computers	6-24-95	GCC	Yes
14.	Drug Identification/Field Testing	10-24-95	DEA	Yes

15.	Financial Investigative Techniques	1995	FBI	Yes
16.	Basic Homicide Investigation Course	10-14-97	IPTM	Yes
17.	Advance Homicide Investigation	9-4-98	IPTM	Yes
18.	Instructor Crime Scene to Courtroom	10/4/00	U.S. Dept..Justice	Yes
19.	Instructor Basic Investigative Training	2/28/01	Guam Adult Protective Service	Yes
20.	Law Enforcement Seminar	2/01/01	Atty. Gen.'s Guam	Yes
21.	Instructor Basic Homicide Investigation	10/31/01	CNMI Police Dept.	Yes
22.	Work Planning & Performance Evaluation	2001	Dept of Admin. Guam	Yes
23.	Anti Terrorism Seminar	8/21/02	U.S. Attorney's Office, Guam	Yes
24.	Advance Officer Survival Training	2004	GPD SWAT	Yes
25.	Standardized Field Sobriety Test/Laser/Intoxilizer	2004	GPD Highway Patrol	Yes
26.	Cold Case Homicide Training	2006	NCIS	Yes
27.	Missing and abducted children Leadership Course		Colorado	Yes
28.	Missing and abducted children Forensic Course		Colorado	Yes
29.	Police Motorcycle Training		GPD	Yes
30.	Introduction to Incident Command System (IS-100 LE)		FEMA	Yes
31.	Introduction to Incident Command System (IS-100 PW)		FEMA	Yes
32.	Introduction to Incident Command System (ICS-100)		FEMA	Yes
33.	Exercise Design (IS-139)		FEMA	Yes
34.	Single Resources and Initial Action Incidents (IS-200)		FEMA	Yes
35.	Principles of Emergency Management (IS-230)		FEMA	Yes
36.	Emergency Planning (IS-235)		FEMA	Yes

37.	Decision Making and Problem Solving (IS-241)	FEMA	Yes
38.	Leadership and Influence (IS-240)	FEMA	Yes
39.	Effective Communication (IS-242)	FEMA	Yes
40.	Developing Management (IS-244)	FEMA	Yes
41.	Radiological Emergency Response (IS-301)	FEMA	Yes
42.	National Incident Management System (NIMS IS-700)	FEMA	Yes
43.	National response Plan (NRP IS-800)	FEMA	Yes
44.	Special Events Contingency Planning (IS-15A)	FEMA	Yes
45.	WMD Incident Management/Unified Comm. Concept	Texas A&M (DHS)	Yes
46.	Children and Nerve Agents	Texas A&M (DHS)	Yes
47.	Basic Public Works Concepts for WMD Incidents	Texas A&M (DHS)	Yes
48.	Basic EMS Concepts for WMD Incidents	Texas A&M (DHS)	Yes
49.	Domestic Preparedness Awareness	UC Davis	Yes
50.	Mobile Computing Field Reporting Supervisor User Training	GPD	Yes
51.	Rapid Response For Avian and Pandemic Influenza Workshop	DPHSS/JTF Homeland Defense	Yes
52.	Sexual Assault Response Team (SART)	DPMHSA	Yes
53.	Specialized Invest. Strategies in Child Abduction Cases	Fox Valley, Seattle, Wa.	Yes
54.	Forensic & Leadership Crs. Missing & Abducted Children	Fox Valley, Portland, Or.	Yes
55.	Identikit Computer Sketching	Fox Valley, Portland, Or.	Yes
56.	Incident Response to Terrorist Bombing	New Mexico Tech, NM.	Yes
57.	WMD Rad./Nuc. HazMat. Tech Crs. PER-241	Las Vegas, Nevada	Yes
58.	WMD Rad./Nuc. Awareness Train the Trainer Crs. PER-140	Las Vegas Nevada	Yes

59. Identification, Investigation, & Prosecution of Domestic Violence & Sexual Assault
Strangulation Cases National Strangulation Inst. Yes

AWARDS:

	<u>Date</u>
1. Certificate of Academic Award	8-25-89
2. Certificate of Commendation	5-12-93
3. Police Meritorious Service Medal	10-14-94
4. Golden Shield Award For Public Safety	10-14-94
5. Police Meritorious Service Medal	5-19-95
6. Certificate of Commendation	1996
7. Police Meritorious Service Medal	1996
8. Police Meritorious Service Medal	9-24-97
9. Police Distinguish Service Medal	5-13-98
10. Police Distinguish Service Medal	5-14-99
11. Employee of the Year for Public Safety	5/1999
12. Police Distinguished Service Medal	5/16/00
13. Supervisor of the Year for Public Safety	5/2001
14. Police Distinguished Service Medal	5/2002
15. Police Distinguished Service Medal	5/2004
16. Police Distinguished Service Medal	5/2006
17. Police Distinguished Service Medal	5/2007
18. Police Distinguished Service Medal	5/2008
19. Congressional Recognition for Valor	5/2009
20. Guam Legislature Resolution for Valor	5/2009
21. Police Medal of Valor	5/2010
22. Police Lifesaving Medal	5/2010
23. Police Distinguished Service Medal	5/2014
24. GPD Manager of the Year Nominee	5/2015
25. Police Distinguished Service Medal	5/2015
26. Police Meritorious Medal	5/2016
27. Police Distinguished Service Medal	5/2017

Other Commendations/Certificates

1. Letter of Commendation	3-13-89
2. Letter of Recognition	7-17-89
3. Certificate of Appreciation	11-29-89
4. Letter of Appreciation	1-30-91
5. Letter of Appreciation	2-12-91
6. Letter of Commendation	3-20-91
7. Letter of Recognition	5-11-91
8. Letter of Appreciation	9-2-91
9. Letter of Commendation	2-28-92
10. Letter of Commendation	5-7-92
11. Letter of Appreciation	10-12-92

12.	Letter of Commendation	10-30-92
13.	Letter of Commendation	10-30-92
14.	Letter of Commendation	10-12-93
15.	Letter of Commendation	10-15-93
16.	Letter of Appreciation	10-29-93
17.	Letter of Commendation	2-94
18.	Letter of Commendation	7-29-94
19.	Letter of Commendation	7-29-94
20.	Letter of Commendation	7-29-94
21.	Letter of Commendation	7-29-94
22.	Letter of Recognition	12-29-94
23.	Letter of Appreciation	3-9-95
24.	Letter of Commendation	5-31-95
25.	Letter of Commendation	6-20-95
26.	Letter of Recognition	1996
27.	Letter of Commendation	10-30-97
28.	Letter of Commendation	10-30-97
29.	Letter of Commendation	6-99
30.	Letter for Exemplary Performance	8-99
31.	Letter of Appreciation	10/2/00
32.	Certificate of Participation	2/5/01
33.	Certificate of Appreciation	2/28/01
34.	Letter of Commendation	2/02
35.	Letter of Commendation	4/02

Detailed Assignments & Duties:

1.	Acting Dededo Precinct Commander/Collateral Duties (Acting Captain)	5/13/16
2.	Acting Division Chief District 1(Acting Major)	3/9/15
3.	Acting Dededo Precinct Commander/Collateral Duties(Acting Captain)	3/17/15
4.	Acting Division Chief District 1(Acting Major)	6/21/15
5.	Acting Dededo Precinct Commander/Collateral Duties(Acting Captain)	12/6/15
6.	Acting Division Chief District 1(Acting Major)	12/28/14
7.	Acting Division Chief District 1(Acting Major)	8/24/14
8.	Acting Division Chief District 1(Acting Major)	6/15/14
9.	Acting Division Chief District 1(Acting Major)	3/10/13
10.	Acting Division Chief District 1(Acting Major)	2/8/13
11.	Acting Dededo Precinct Commander/Collateral Duties(Acting Captain)	10/22/13
12.	Acting Division Chief District 1(Acting Major)	4/3/11
13.	Acting Division Chief District 1(Acting Major)	3/24/11
14.	Acting Operations Chief (Acting Captain)	8/27/09
15.	Acting Dededo Precinct Deputy Commander(Acting Lt.)	2006-2009
16.	Acting Dededo Precinct Commander/Collateral Duties (Acting Captain)	9/4/07
17.	OIC, Community Affairs (Acting Lt.)	7/15/05
18.	Unit Supervisor, CID Homicide/Robbery Unit (Acting Sgt.)	12/17/99

Work History:

Precinct Commander Immediate Supervisor: Assignment: Dededo Precinct Command	10/2016 - Present Major M.R. Chong
Precinct Commander (Capt) Immediate Supervisor: Assignment: Tumon/Tamuning Precinct Command	5/2012 – 10/2016 Capt. K.M. Santos
Operations Chief/OIC Legal Office (Capt) Immediate Supervisor:	1/2011 – 5/2012 Capt. S.C. Ignacio
Operations Chief (Capt) Immediate Supervisor: Assignment: Criminal Investigation Division	5/2010 – 1/2011 Capt. B.T. Babauta
Acting Precinct Commander (Capt) Immediate Supervisor: Assignment: Hagatna Precinct Command	1/2010 – 5/2010 Capt. M.C. Charfauros
Operations Chief Administration Division/ Officer in Charge, Records & I.D. (Capt) Immediate Supervisor: Assignment: Administration Division/ Records & I.D.	5/2009 – 1/2010 Capt. M.C. Charfauros
Deputy Commander/Operations Sergeant (LT) Immediate Supervisor: Assignment: Neighborhood Patrol Division, Dededo Precinct	9/2006 – 5/2009 Lt. Mar Rivo
Police Sergeant I (Field Supervisor) Immediate Supervisor: Assignment: Neighborhood Patrol Division, Dededo Precinct	7/2006 – 9/2006 Lt. Mar Rivo
Police Sergeant I Immediate Supervisor: Assignment: Officer in Charge Community Affairs/Public Information Officer/Crime Stoppers Coordinator (Lieutenant Position)	2/2004 – 7/2006 Lt. Kim Santos
Police Officer III (Field Supervisor) Immediate Supervisor: Assignment: Neighborhood Patrol Division, Hagatna Precinct	1/2003 – 2/2004 Lt. Maurice Sayama

Police Officer III (Field Supervisor) (SGT)

2/2002 – 1/2003

Immediate Supervisor:

Lt. C.N. Castro

Assignment: Neighborhood Patrol Division, Agat Precinct Command

Police Officer III (Supervisory Special Agent)

12/1999 – 2/2002

Immediate Supervisor:

Sgt. S.C. Ignacio

Assignment: Criminal Investigation Section, Homicide/Robbery Unit

Police Officer II (Investigator/Special Agent)

3/1997 – 12/1999

Immediate Supervisor:

Sgt. P.C. Santos

Assignment: Criminal Investigation Section, Homicide/Robbery Unit

Police Officer II (Investigator/Special Agent)

3/1992 – 12/1999

Immediate Supervisor:

Sgt. S.Cruz

Assignment: Criminal Investigation Section /Homicide Unit

Police Officer 1

8/1989 – 2/1992

Immediate Supervisor:

Sgt. J.S.Remotigue

Assignment: Northern Precinct, Patrol Division

FIRST NOTICE of Virtual Confirmation Hearing – Tuesday, August 11, 2020 at 12:30 p.m.

Senator Pedro Terlaje <senatorpedo@senatorjpterlaje.com>
To: phnotice@guamlegislature.org

Tue, Aug 4, 2020 at 5:09 PM

August 04, 2020

MEMORANDUM**To: All Senators, Stakeholders and Media****From: Senator Jose “Pedo” Terlaje
Chairperson, Committee on Public Safety, Border Safety, Military and
Veterans Affairs, Mayors’ Council, Infrastructure and Public Transit****Subject: FIRST NOTICE of Virtual Confirmation Hearing – Tuesday, August 11, 2020 beginning at 12:30 p.m.***Buenas yan Háfa adai,*

Please be advised that the Committee on Public Safety, Border Safety, Military and Veterans Affairs, Mayors’ Council, Infrastructure and Public Transit, will convene a Virtual Confirmation Hearing on **Tuesday, August 11, 2020 beginning at 12:30 p.m.** via Zoom Conference platform on the following:

Appointee:**Joseph Carbullido (Director for Department of Corrections)**

Individuals wishing to participate in the Virtual Confirmation Hearing to provide testimonies may contact the Office of Senator Jose “Pedo” Terlaje via email at senatorpedo@senatorjpterlaje.com or (671) 989-5301. The Confirmation Hearing will broadcast on local television, GTA Channel 21, Docomo Channel 117/60.4 and stream online via [Liheslaturan Guåhan’s live feed](#) If written testimonies are to be presented at the hearing, the committee requests that copies be submitted prior to the hearing date and should be addressed to senatorpedo@senatorjpterlaje.com. Testimonies may be submitted via hand delivery to the Office of Senator Jose “Pedo” Terlaje at 140 Aspinall Avenue, Bridge Pointe Bldg., Suite 202, Hagåtña, Guam 96910; or to the mail room of the Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam; or via email to senatorpedo@senatorjpterlaje.com. In compliance with the Americans with Disabilities Act, individuals requiring special accommodations or services should contact the Office of Senator Jose “Pedo” Terlaje at (671) 989-5301 or by sending an email to senatorpedo@senatorjpterlaje.com.

Si Yu'os Ma'åse'

--

The Office of Senator Jose "Pedo" Terlaje

Committee on Public Safety, Border Safety,
Military and Veterans Affairs, Mayors' Council,
Infrastructure, and Public Transit

35th Guam Legislature

I Mina'trentai Singko na Liheslaturan Guåhan

140 Aspinall Avenue Ste. 202 Hagatna, Guam 96910

Tel: (671) 989-5301/ 3218

Email: senatorpedo@senatorjpterlaje.com

 **First Notice of Confirmation Hearing (1).pdf**
220K



Sinadót Jose “Pedo” Terlaje

I Mina'trentai Singko Na Liheslaturan Guåhan • 35th Guam Legislature

Email: senatorpedo@senatorjpterlaje.com

Tel: (671) 989-5301/3218

August 04, 2020

MEMORANDUM

To: All Senators, Stakeholders and Media

From: Senator Jose “Pedo” Terlaje
Chairperson, Committee on Public Safety, Border Safety, Military and Veterans Affairs, Mayors’ Council, Infrastructure and Public Transit

Subject: FIRST NOTICE of Virtual Confirmation Hearing – Tuesday, August 11, 2020 beginning at 12:30 p.m.

Buenas yan Háfa adai,

Please be advised that the Committee on Public Safety, Border Safety, Military and Veterans Affairs, Mayors’ Council, Infrastructure and Public Transit, will convene a Virtual Confirmation Hearing on **Tuesday, August 11, 2020 beginning at 12:30 p.m.** via Zoom Conference platform on the following:

Appointee:

- **Joseph Carbullido (Director for Department of Corrections)**

Individuals wishing to participate in the Virtual Confirmation Hearing to provide testimonies may contact the Office of Senator Jose “Pedo” Terlaje via email at senatorpedo@senatorjpterlaje.com or (671) 989-5301. The Confirmation Hearing will broadcast on local television, GTA Channel 21, Docomo Channel 117/60.4 and stream online via [Liheslaturan Guåhan’s live feed](#). If written testimonies are to be presented at the hearing, the committee requests that copies be submitted prior to the hearing date and should be addressed to senatorpedo@senatorjpterlaje.com. Testimonies may be submitted via hand delivery to the Office of Senator Jose “Pedo” Terlaje at 140 Aspinall Avenue, Bridge Pointe Bldg., Suite 202, Hagåtña, Guam 96910; or to the mail room of the Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam; or via email to senatorpedo@senatorjpterlaje.com. In compliance with the Americans with Disabilities Act, individuals requiring special accommodations or services should contact the Office of Senator Jose “Pedo” Terlaje at (671) 989-5301 or by sending an email to senatorpedo@senatorjpterlaje.com.

Si Yu’os Ma’åse’

RESCIND AND REPLACE: First Notice of Virtual Confirmation- Wednesday, August 12, 2020 at 12:30 p.m.

Senator Pedo Terlaje <senatorpedo@senatorjpterlaje.com>
To: phnotice@guamlegislature.org

Wed, Aug 5, 2020 at 10:00 AM

August 05, 2020

MEMORANDUM**To: All Senators, Stakeholders and Media****From: Senator Jose "Pedo" Terlaje****Chairperson, Committee on Public Safety, Border Safety, Military and Veterans Affairs, Mayors' Council, Infrastructure and Public Transit****Subject: FIRST NOTICE of Virtual Confirmation Hearing – ~~Tuesday, August 11, 2020 beginning at 12:30 p.m.~~ Wednesday, August 12, 2020 beginning at 12:30 p.m.***Buenas yan Háfa adai,*

Please be advised that the Committee on Public Safety, Border Safety, Military and Veterans Affairs, Mayors' Council, Infrastructure and Public Transit, will convene a Virtual Confirmation Hearing on ~~Tuesday, August 11, 2020 beginning at 12:30 p.m.~~ **Wednesday, August 12, 2020 beginning at 12:30 p.m.** via Zoom Conferencing. The agenda includes the following:

~~Tuesday, August 11, 2020~~ Wednesday, August 12, 2020 @ 12:30 p.m.**Appointee:****Joseph Carbullido- Director (Department of Corrections)**

Individuals wishing to participate in the Virtual Confirmation Hearing to provide testimonies may contact the Office of Senator Jose "Pedo" Terlaje via email at senatorpedo@senatorjpterlaje.com or (671) 989-5301. The Confirmation Hearing will broadcast on local television, GTA Channel 21, Docomo Channel 117/60.4 and stream online via [Liheslaturan Guåhan's live feed](#) If written testimonies are to be presented at the hearing, the committee requests that copies be submitted prior to the hearing date and should be addressed to senatorpedo@senatorjpterlaje.com. Testimonies may be submitted via hand delivery to the Office of Senator Jose "Pedo" Terlaje at 140 Aspinall Avenue, Bridge Pointe Bldg., Suite 202, Hagåtña, Guam 96910; or to the mail room of the Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam; or via email to senatorpedo@senatorjpterlaje.com. In compliance with the Americans with Disabilities Act, individuals requiring special accommodations

or services should contact the Office of Senator Jose "Pedo" Terlaje at (671) 989-5301 or by sending an email to senatorpedo@senatorjpterlaje.com.

Si Yu'os Ma'åse'

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The Office of Senator Jose "Pedo" Terlaje

Committee on Public Safety, Border Safety,
Military and Veterans Affairs, Mayors' Council,
Infrastructure, and Public Transit

35th Guam Legislature

I Mina'trentai Singko na Liheslaturan Guåhan

140 Aspinall Avenue Ste. 202 Hagatna, Guam 96910

Tel: (671) 989-5301/ 3218

Email: senatorpedo@senatorjpterlaje.com

 **Rescind and replace. First Notice of Confirmation Hearing.pdf**

222K



Sinadót Jose “Pedo” Terlaje

I Mina'trentai Singko Na Liheslaturan Guahan • 35th Guam Legislature

Email: senatorpedo@senatorjpterlaje.com

Tel: (671) 989-5301/3218

August 05, 2020

MEMORANDUM

To: All Senators, Stakeholders and Media

From: Senator Jose “Pedo” Terlaje
Chairperson, Committee on Public Safety, Border Safety, Military and Veterans Affairs, Mayors’ Council, Infrastructure and Public Transit

Subject: **FIRST NOTICE of Virtual Confirmation Hearing – Tuesday, August 11, 2020 beginning at 12:30 p.m. Wednesday, August 12, 2020 beginning at 12:30 p.m.**

Buenas yan Håfa adai,

Please be advised that the Committee on Public Safety, Border Safety, Military and Veterans Affairs, Mayors’ Council, Infrastructure and Public Transit, will convene a **Virtual Confirmation Hearing on Tuesday, August 11, 2020 beginning at 12:30 p.m. Wednesday, August 12, 2020 beginning at 12:30 p.m.** via Zoom Conferencing. The agenda includes the following:

Tuesday, August 11, 2020-Wednesday, August 12, 2020 @ 12:30 p.m.

Appointee:

- **Joseph Carbullido- Director (Department of Corrections)**

Individuals wishing to participate in the Virtual Confirmation Hearing to provide testimonies may contact the Office of Senator Jose “Pedo” Terlaje via email at senatorpedo@senatorjpterlaje.com or (671) 989-5301. The Confirmation Hearing will broadcast on local television, GTA Channel 21, Docomo Channel 117/60.4 and stream online via [Lihselaturan Guåhan's live feed](#). If written testimonies are to be presented at the hearing, the committee requests that copies be submitted prior to the hearing date and should be addressed to senatorpedo@senatorjpterlaje.com. Testimonies may be submitted via hand delivery to the Office of Senator Jose “Pedo” Terlaje at 140 Aspinall Avenue, Bridge Pointe Bldg., Suite 202, Hagåtña, Guam 96910; or to the mail room of the Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam; or via email to senatorpedo@senatorjpterlaje.com. In compliance with the Americans with Disabilities Act, individuals requiring special accommodations or services should contact the Office of Senator Jose “Pedo” Terlaje at (671) 989-5301 or by sending an email to senatorpedo@senatorjpterlaje.com.

Si Yu 'os Ma 'åse'

SECONDNOTICE of Virtual Confirmation Hearing – Tuesday, August 12, 2020 beginning at 12:30p.m.

Senator Pedro Terlaje <senatorpedo@senatorjpterlaje.com>
To: phnotice@guamlegislature.org

Mon, Aug 10, 2020 at 9:46 AM

August 10, 2020

MEMORANDUM

To: All Senators, Stakeholders and Media

From: Senator Jose “Pedo” Terlaje

Chairperson, Committee on Public Safety, Border Safety, Military and Veterans Affairs, Mayors’ Council, Infrastructure and Public Transit

Subject: SECOND NOTICE of Virtual Confirmation Hearing – Tuesday, August 12, 2020 beginning at 12:30 p.m.

Buenas yan Háfa adai,

Please be advised that the Committee on Public Safety, Border Safety, Military and Veterans Affairs, Mayors’ Council, Infrastructure and Public Transit, will convene a Virtual Confirmation Hearing on **Tuesday, August 12, 2020 beginning at 12:30 p.m.** via Zoom Conference platform on the following:

Appointee:

• **Joseph Carbullido (Director for Department of Corrections)**

Individuals wishing to participate in the Virtual Confirmation Hearing to provide testimonies may contact the Office of Senator Jose “Pedo” Terlaje via email at senatorpedo@senatorjpterlaje.com or (671) 989-5301. The Confirmation Hearing will broadcast on local television, GTA Channel 21, Docomo Channel 117/60.4 and stream online via [Liheslaturan Guåhan’s live feed](#) If written testimonies are to be presented at the hearing, the committee requests that copies be submitted prior to the hearing date and should be addressed to senatorpedo@senatorjpterlaje.com. Testimonies may be submitted via hand delivery to the Office of Senator Jose “Pedo” Terlaje at 140 Aspinall Avenue, Bridge Pointe Bldg., Suite 202, Hagåtña, Guam 96910; or to the mail room of the Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam; or via email to senatorpedo@senatorjpterlaje.com. In compliance with the Americans with Disabilities Act, individuals requiring special accommodations or services should contact the Office of Senator Jose “Pedo” Terlaje at (671) 989-5301 or by sending an email to senatorpedo@senatorjpterlaje.com.

Si Yu'os Ma'åse'

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The Office of Senator Jose "Pedo" Terlaje

Committee on Public Safety, Border Safety,
Military and Veterans Affairs, Mayors' Council,
Infrastructure, and Public Transit

35th Guam Legislature

I Mina'trentai Singko na Liheslaturan Guåhan

140 Aspinall Avenue Ste. 202 Hagatna, Guam 96910

Tel: (671) 989-5301/ 3218

Email: senatorpedo@senatorjpterlaje.com

 **Second Notice of Confirmation Hearing (2).pdf**
220K



Sinadót Jose “Pedo” Terlaje

I Mina'trentai Singko Na Liheslaturan Guahan • 35th Guam Legislature

Email: senatorpedo@senatorjpterlaje.com

Tel: (671) 989-5301/3218

August 10, 2020

MEMORANDUM

To: All Senators, Stakeholders and Media

**From: Senator Jose “Pedo” Terlaje
Chairperson, Committee on Public Safety, Border Safety, Military and
Veterans Affairs, Mayors’ Council, Infrastructure and Public Transit**

Subject: SECOND NOTICE of Virtual Confirmation Hearing – Tuesday, August 12, 2020 beginning at 12:30 p.m.

Buenas yan Håfa adai,

Please be advised that the Committee on Public Safety, Border Safety, Military and Veterans Affairs, Mayors’ Council, Infrastructure and Public Transit, will convene a Virtual Confirmation Hearing on **Wednesday, August 12, 2020 beginning at 12:30 p.m.** via Zoom Conference platform on the following:

Appointee:

- **Joseph Carbullido (Director for Department of Corrections)**

Individuals wishing to participate in the Virtual Confirmation Hearing to provide testimonies may contact the Office of Senator Jose “Pedo” Terlaje via email at senatorpedo@senatorjpterlaje.com or (671) 989-5301. The Confirmation Hearing will broadcast on local television, GTA Channel 21, Docomo Channel 117/60.4 and stream online via [Liheslaturan Guåhan’s live feed](#). If written testimonies are to be presented at the hearing, the committee requests that copies be submitted prior to the hearing date and should be addressed to senatorpedo@senatorjpterlaje.com. Testimonies may be submitted via hand delivery to the Office of Senator Jose “Pedo” Terlaje at 140 Aspinall Avenue, Bridge Pointe Bldg., Suite 202, Hagåtña, Guam 96910; or to the mail room of the Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam; or via email to senatorpedo@senatorjpterlaje.com. In compliance with the Americans with Disabilities Act, individuals requiring special accommodations or services should contact the Office of Senator Jose “Pedo” Terlaje at (671) 989-5301 or by sending an email to senatorpedo@senatorjpterlaje.com.

Si Yu'os Ma'åse'



Senator Pedro Terlaje <senatorpedo@senatorjpterlaje.com>

Invitation for Confirmation Hearing beginning at 12:30 p.m. on Wednesday, August 12, 2020

Senator Pedro Terlaje <senatorpedo@senatorjpterlaje.com>
To: Joseph Carbullido <joseph.carbullido@doc.guam.gov>

Thu, Aug 6, 2020 at 11:13 AM

August 6, 2020

VIA E-MAIL: Joe Carbullido

Joseph.carbullido@doc.guam.gov

Subject: Invitation for Confirmation Hearing beginning at 12:30 p.m. on Wednesday, August 12, 2020

Buenas yan Håfa adai!

Please be advised that the Committee on Public Safety, Border Safety, Military and Veterans' Affairs, Mayors' Council, Infrastructure and Public Transit will be conducting a **Virtual Confirmation Hearing on your executive appointment on Wednesday, August 12, 2020 beginning at 12:30 p.m.**, via Zoom Conference platform.

I invite you to appear before this Committee and provide testimony.

Testimonies should be addressed to Senator Jose "Pedro" Terlaje, Chairperson, Committee on Public Safety, Border Safety, Military and Veterans' Affairs, Mayors' Council, Infrastructure and Public Transit, and may be hand-delivered to my office at Bridge Pointe Bldg., Suite 202, 140 Aspinall Ave. *Hagåtña*, Guam 96910, or via email to senatorpedo@senatorjpterlaje.com.

Individuals requiring special accommodations, auxiliary aids, or service, who plan to attend your confirmation hearing should contact and submit their request to my office at 989-5301/3218. Please do not hesitate to contact me, should you have any questions or concerns. I look forward to your attendance and participation.

Si Yu'os Ma'ase

Senator Jose "Pedro" Terlaje

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The Office of Senator Jose "Pedro" Terlaje
Committee on Public Safety, Border Safety,
Military and Veterans Affairs, Mayors' Council,

Infrastructure, and Public Transit

35th Guam Legislature

I Mina'trentai Singko na Liheslaturan Guåhan

140 Aspinall Avenue Ste. 202 Hagatna, Guam 96910

Tel: (671) 989-5301/ 3218

Email: senatorpedo@senatorjpterlaje.com

 **Invitation (DOC).pdf**
228K



Sinadót Jose “Pedo” Terlaje

*I Mina'trentai Singko na Liheslaturan Guåhan • 35th Guam Legislature
Committee on Public Safety, Border Safety, Military and Veterans Affairs,
Mayors' Council, Infrastructure and Public Transit*

August 6, 2020

VIA E-MAIL: Joe Carbullido

Joseph.carbullido@doc.guam.gov

Subject: Invitation for Confirmation Hearing beginning at 12:30 p.m. on Wednesday, August 12, 2020

Buenas yan Håfa adai!

Please be advised that the Committee on Public Safety, Border Safety, Military and Veterans' Affairs, Mayors' Council, Infrastructure and Public Transit will be conducting a **Virtual Confirmation Hearing on your executive appointment on Wednesday, August 12, 2020 beginning at 12:30 p.m.**, via Zoom Conference platform.

I invite you to appear before this Committee and provide testimony.

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Individuals requiring special accommodations, auxiliary aids, or service, who plan to attend your confirmation hearing should contact and submit their request to my office at 989-5301/3218. Please do not hesitate to contact me, should you have any questions or concerns. I look forward to your attendance and participation.

Si Yu'os Ma'ase

Senator Jose “Pedo” Terlaje



SINADÓT JOSE “PEDO” TERLAJE

COMMITTEE ON PUBLIC SAFETY, BORDER SAFETY, MILITARY AND VETERANS
AFFAIRS, MAYORS' COUNCIL, INFRASTRUCTURE AND PUBLIC TRANSIT
I Mina' Trentai Sinko Na Liheslaturan Guahan • 35th Guam Legislature

AGENDA

Confirmation Hearing

Beginning 12:30 p.m. Wednesday, August 12, 2020

via Zoom Platform

- I. Call to Order**
- II. Opening Remarks**
- III. Item(s) for Discussion**

- **Confirmation Hearing:**

- Appointment of Mr. Joseph S. Carbullido to serve as Director (Department of Corrections)

- IV. Closing Remarks/Announcements**
- V. Adjournment**



SINAD ÓT JOSE “PEDO” TERLAJE

COMMITTEE ON PUBLIC SAFETY, BORDER SAFETY, MILITARY AND VETERANS
AFFAIRS, MAYORS’ COUNCIL, INFRASTRUCTURE AND PUBLIC TRANSIT

I Mina’ Trentai Sinko Na Liheslaturan Guahan • 35th Guam Legislature



Confirmation Hearing Sign-In Sheet
Wednesday, August 12, 2020
12:30 p.m., via Zoom Conference Platform

Appointee: Joseph S. Carbullido
Position: Director
Agency: Department of Corrections
Term: To serve at the pleasure of the Governor

PRINT NAME	SIGNATURE	AGENCY / ORGANIZATION	ORAL TESTIMONY	WRITTEN TESTIMONY	CONTACT NUMBER	EMAIL
Dr. Patricia Taimanglo		DOC	√	√		
Jose Munoz		GCC	√			
Julie Cruz			√	√		
Chief Stephen Ignacio		GPD	√			
Frank Ishizaki			√	√		
Lieutenant Kevin Guerrero		GPD	√	√		
Katrina Palanca			√	√		
Tom Tajelle		BT International	√			
Major Manny Chong		GPD	√	√		
Peter Roberto		GCC	√			
Warden Alan Borja		DOC	√	√		
Therese Tayama		DOC	√	√		
Donna Cruz		DOC	√	√		
Director Melanie Brennan		DYA	√	√		
Deputy Director Robert Camacho		DOC	√			
Captain Maryhelen Lizama		DOC	√	√		
Joseph S. Carbullido		Nominee	√	√		

Testimony for JOSEPH CARBULLIDO
Confirmation Hearing: Director of Department of Corrections
Dated: August 9, 2020

Department of Corrections (DOC) had undergone several leadership transitions in the last few years. This testimony is based on my observations throughout Mr. Carbullido's tenure as Acting Director. His leadership skills have stood out as necessary and it is this Clinical Psychologist's and Certified Correctional Healthcare Provider's position, that he has demonstrated leadership qualities that has garnered my full support in his pursuit of confirmation as Director at DOC.

As the Acting Director, Mr. Carbullido's follows numerous and some of the most difficult periods at DOC's recent history of which you are all aware. This agency demands leadership and actions to carry out a multitude of initiatives to address the many challenges it alone faces, as well as, the severest of accusations and criticisms from all fronts. He navigates through each with a humble demeanor, persistently moving forward, addressing each challenge with dignity, humanity, patience, adaptability in the steep learning curve of the factors that make Department of Corrections unique when compared to other agencies, and continues to anticipate and meet the challenges when working with, between, and in spite other government agencies.

Mr. Carbullido has demonstrated persistent humility and attributes hard earned successes to the security leadership. He expresses gratitude to those doing the hard work each day, seven days a week 24 hours a day, 7 days a week and civilian staff on ground. His humbleness is noteworthy.

Through hard work and persistence, Mr. Carbullido has brought stability to DOC with clear values rooted on transparency and integrity. He empowers all around him through his ability to delegate with the necessary balance of accountability and holding everyone to strict timelines with clearly laid out expectations. He does so with an understanding that the barriers faced daily can be overcome only by working together.

Mr. Carbullido had doggedly pursued and challenged barriers of which there is a mountain within Government of Guam to include: getting overtime pay; advertising and filling essential positions; getting supplies and necessary equipment for those in his charge to do their work; adamant expectations that grant demands be met; has pressed everyone on the importance of meeting timelines and managing the administrative needs of the department, to name a few.

While these three key points may sound like unrelenting high expectations, Mr. Carbullido is approachable, kind in his interactions, and human. He is an exceptional listener, YES, he listens to those around him and in difficult times he is incredibly supportive. He recognizes the challenges on the ground and is empathetic to the pain, suffering, and hardships of those who do the hard work. He conveys genuine curiosity of what factors led to the concerns but is also most interested in any suggestions to address them.

Mr. Carbullido has persistently navigated the political arena, albeit a challenging feat but he does so as he is an effective communicator. From the challenges in working with multiple agencies whose work intersect with DOC with the goal of meeting our needs. He relies and attributes his basis of information on subject matter experts and adds such knowledge to his own perceptions honed from years in law enforcement.

Patience whenever possible is displayed by Mr. Carbullido as his character lacks impulsivity. He patiently listens, watches all of those around him, again attends to subject matter experts and is thoughtful before making major decisions. He is not embarrassed to say, "please help me understand."

The COVID-19, pandemic has challenged every leader at every level of management. DOC has been one of the most difficult agencies as it is tasked with the care of nearly 700 souls. He with DOC's security leadership had develop plans to minimize risk in the world where the threat to life is invisible but ever present. He addressed the DOC community conveying hope and faith that we all needed.

In closing, DOC and Guam's Island community demands CONTINUITY as each change in leadership is seriously disruptive to the overall functioning of the Department. Finally, Mr. Carbullido's tenure has healed the numerous wounds with his character and leadership qualities.

It is good leadership on YOUR part to confirm Mr. Joseph Carbullido.

Patricia L. G. Taimanglo, Ph.D., CCHP
Licensed Clinical Psychologist
Guam: CP22 and Hawaii: PSY705



August 7, 2020

From: Julie Carbullido Cruz

To: Senator Jose "Pedo" Terlaje

senatorpedo@senatorjpterlaje.com

Chairperson, Committee on Public Safety, Border Safety, Military and Veterans' Affairs,
Mayors' Council, Infrastructure and Public Transit

Subject: CHARACTER TESTIMONY LETTER FOR MR./CAPT JOE CARBULLIDO

Buenas yan Hafa Adai:

My name is Julie Carbullido Cruz. Mr./CAPT Joe Carbullido is my youngest brother of 11, I have known him his whole life.

Joe has always been hard working, motivated, and determined to succeed at all that he aspired to be.

He joined the U.S. Marine Corps when he was 18, served for 4 years and then returned home to pursue his career in Law Enforcement. Joe also received his Bachelor's Degree and then years later completed a Master's Degree in Public Administration. So not only does he have the experience he also has the education that is needed. He is the father to 4 amazing children, and grandfather to 2 beautiful girls. Joe has made many sacrifices throughout his career, he has experienced many things throughout the years as an officer in the Guam Police Department and has excelled in all that he has done.

I have never questioned Joe's character, he continues to shine in all that he does, without a doubt will step up when needed, work hard, and be the best leader your organization needs. He is a huge asset to the Department of Corrections, he comes with a wealth of knowledge and experience to that will be of utmost importance in managing the Correctional facility, its occupants, and its team.

I humbly ask for your consideration in confirming my brother Joe to be the Department of Corrections Director.

Si Yu'os Ma'ase

Julie C. Cruz.

Frank T. Ishizaki

August 10, 2020

Senator Jose (Pedo) Terlaje
Chairman, Committee on Public Safety,
Border Safety, Military and Veterans' Affairs,
Mayors' Council, Infrastructure and Public Transit
Guam Legislature
Hagatna, Guam

Re: Confirmation of Joseph Carbullido for Director of Corrections

Mr. Chairman:

Thank you for this opportunity to testify before your committee.

I wish to provide testimony in support of the confirmation of Joseph Carbullido for Director of the Department of Corrections. Joseph is a former Marine, a Police Captain, and a family friend. I cannot think of anyone better than Joseph for this critical and difficult position. I have had the honor and privilege of watching him grow over the past 16 years.

During my tenure as Chief of the Guam Police Department, Joseph served with honor. He distinguished himself as a criminal investigator who solved some of Guam's most violent crimes. At the Department of Corrections, Joseph served as my Deputy Director. He was a quick study and developed into an impressive leader. Correctional leadership is probably the least appreciated responsibility of government. Law enforcement professionals are often ill-equipped to lead and manage corrections. It takes a special leader to learn the ropes and to become effective at corrections.

Joseph Carbullido is that special leader. He impressed me, early this year, during my short stint at DOC when he served as my deputy director. He was very good at his job and was able to transition into the directorship position.

I endorsed his appointment and recommend his confirmation as Director of Corrections. I believe that Joseph Carbullido will serve with integrity and will make our island community a safer place to live and work.

Sincerely,



FRANK ISHIZAKI

A Citizen of Yona,

Former Senator, Director of Corrections, and Chief of Police

August 7, 2020

Kevin Guerrero
Police Lt. Acting Division Chief
Auxiliary Services Division
Guam Police Department

Subject: Recommendation for Captain Joseph S Carbullido

Greetings to the reviewing authorities,

In the 27 years that I have been a part of the Guam Police Department, I have had the distinct privilege to work as a colleague with Capt. Joseph S. Carbullido. From that unique perspective alone, I would certainly endorse Capt. Carbullido for the Directorship of the Guam Department of Corrections. But among all of his contributions in service within the Guam Police Department, it is his style of leadership that distinguishes him within the Force.

His leadership among his fellow officers has become a staple throughout his career from his earliest days as a Police I Patrol Officer protecting our citizens in the Old Northern Precinct back in the late 1980's to his formative days in the criminal investigation/homicide and robbery units respectively that would both help shape and define his earlier career through the early to late 1990s.

This solid background would prove invaluable when as a Police Officer III, he took on new branch assignments through much of the early 2000s to again tackle the streets of both Dededo and Agat Precincts as for their Neighborhood Patrol in joint operation with the civilian Neighborhood Watch Programs.

Another milestone for his service and the Guam Police Department was when he was assigned as the PIO for the newly-branded "Crime-Stoppers" program from 2004-2006. This dual community outreach and criminal investigation unit had both the best elements of the Patrol and Neighborhood Watch programs as public safety and awareness were brought full-blown to the Citizens of Guam. The hybrid program was highly effective due in large part to the PIO information and leadership brought on by Capt. Carbullido.

His decorated service up to that point helped him evolve into the final major piece of his Police Service up to this point in holding positions as Operations Chief in the Criminal and Auxiliary divisions of the force to stints as Acting Precinct Commander in both the Hagatna and his previous position as the Precinct Commander of the Northern Precinct at the heart of Dededo, since 2012.

Capt. Carbullido has throughout his career garnered 22 medals and citations for combined meritorious service and valor as well as 35 letters of combined recommendation, appreciation and commendations over those same years.

A large part of Capt. Carbullido's success is due to his rigor in academic excellence. Before even all of that, he had an honorable military service record in the United States Marine Corps from 1979 through 1983 serving in both electronic Communications and as an education NCO towards the end of it, receiving both a rifle expert award and an Overseas Deployment Ribbon. At the core of his career he had then graduated in the 29th Police Cycle of the then Guam Public Safety Division.

Capt. Carbullido garnered both a Bachelor of Arts in Criminal Justice and Public Administration Graduating Summa Cum Laude (both a President, Regent and Dean's Scholar from the University of Guam) as well as attaining Top Academic Honors in Public Administration as a recipient of the Doc Pedro Sanchez Scholarship culminating in a Master's Program.

I had personally worked with him over the years in both the Neighborhood Patrol and the Criminal Investigation Division of the Guam Police Department. Serving as his assistant in this department until now (I currently am the Acting Chief of that division). I will say that over the years, his dedication to not just the job, but his meticulous body of work in attaining both training and instructing classes on criminal law and police procedural courses have been outstanding.

Those in the Force know of his appetite to expand his horizons on understanding the concepts of the Police and Public Safety professions. Literally thousands of hours of completed and instructed courses involving the spectrum of public safety policies and protocols have flowed through his career. From Police Force protection- to include Homeland Security protocols, through the heart of his profession with homicide and burglary investigations to even responding to disaster-level preparedness. I would say in a large part, that I (among others of his peers) had taken note and followed his lead in taking these courses of theory and putting it to best practices in the day-to-day operations within the Guam Police Department.

In the literal prime of his career, I summarize the aspects that had impressed me the most in my working and personal relationship about Capt. Carbullido was that through his own rigor to be the best he could be in the Force; the ability to accumulate and effectively use education to project unto current Police Theory and Law Enforcement Policies; and his ability to effectively promote and represent those ideals of the Guam Police Department in carrying them through various programs like Crime Stoppers and the Neighborhood Patrol/Watch has led to his Division promotions to his current position as Precinct Commander of the largest Police Division on Guam; the Northern Precinct in Dededo.

His body of work has given him a unique distinction and perspective on how to run security and rehabilitation programs in large settings like the Department of Corrections. His knowledgeable and proven leadership style, coupled with his effectiveness to promote the attributes of any system or program that he is involved in would be a natural and great fit as being the Director for the Guam Department of Corrections. The Correctional Facility sorely needs his professionalism and ability to effectively lead within the department's head and infrastructure would be a critical appointment for the G.D.O.C.

In the end, leaders like Capt. Joseph S. Carbullido are vital to the success of any law enforcement and security program that the Government of Guam institutes. I can personally attest to that as he has helped affect the arc of my own career in a uniquely positive light. He would be the best choice as Director for the Guam Department of Corrections.

Very Respectfully Submitted,

Lt. Kevin Guerrero,
Guam Police Department

Testimony of Katrina Palanca

For the Virtual Confirmation Hearing of Joe Carbullido, Scheduled for 8/12/2020

I am Katrina Palanca, daughter of Joe and Jenny Carbullido, and I am here today to support the confirmation of Joe Carbullido for Director of the Department of Corrections. Daughter? You might ask. Why are your last names different? Joe Carbullido is my step-dad, but I've called him dad since he married my mom when I was 6 years old. Since that day on June 12, 1999, Joe Carbullido -- dad -- raised my brother Tristan and me as his own.

One of my first memories of my dad was when I was around 6. Before my dad came into my life, I was pretty spoiled and didn't follow any rules. He had been trying to teach me to put away my toys. I was pretty inconsistent about doing so. One day, when I returned home, I found that my small stamp collection was missing. I searched everywhere for it and couldn't find it. I told my mom and dad that I couldn't find the stamp collection, and my dad finally revealed that he had thrown it away because I left it out in the hallway. I threw a fit -- stomped around, cried and cried. None of my tactics worked. The stamp collection was gone.

And from that point on, I made it a point to put away my toys.

I am so grateful for that moment, and all of the future years of discipline and guidance that my dad provided. I don't know where I would be without it.

And with discipline came diligence. My dad is one of the hardest working people I know. Having spent decades in the police department, he was always on-call. With the state of the world today, it's easy to forget that when others are running away from danger, police officers run toward it. I remember my dad driving through typhoons and leaving us at home with our mom so he can answer the call of duty. I remember my dad cutting short a New Year's Eve celebration to rush over to a crime scene. I remember days when his overnight shift schedules meant that he would hardly see his family. His duty and service to the island of Guam came first.

The sacrifices were justified by his love of the job. Though he would not talk about it much -- I don't think discussing criminal activity is the most appropriate topic for the dinner table -- I never heard him complain about being woken up at 2AM and rushing to a crime scene to be briefed on a case. That's how I knew that he really loved the job.

And when you love the job and live in service, you're not afraid to take on new challenges. I am very proud of my dad for taking on this new challenge leading the Department of Corrections. The role is an important one -- imperative to keeping the island of Guam the safe, family-oriented community that we all know and love. Even if he weren't my dad, I would confidently say that there is no one more hard-working, smarter and dedicated than Joe Carbullido to lead the agency. Thank you.

August 10, 2020

To: Senator Jose "Pedo" Terlaje
Chairperson, Committee on Public Safety, Border Safety, Military and Veteran's
Affairs, Mayor's Council, Infrastructure and Public Transit

From: Major Manuel R. Chong
Acting Police Commander
Operations Bureau Chief
Guam Police Department

Subject: **Confirmation Hearing for Department of Corrections Director**
RE: Joseph C. Carbullido

Buenas yan Hafa Adai,

This missive is my formal testimony in support for the confirmation of Joseph C. Carbullido for the Director of the Department of Corrections. It was I who recommended him to the position of Acting Deputy Director of the Department of Corrections earlier this year and it is my honor and privilege to support him in his quest to become the Director. When I nominated Joe for the Acting Deputy Director position, he accepted the position without any hesitation

The Department of Corrections has always been an agency that suffers from personnel shortages and scrutinized for overtime expenditures. It is not an agency that has people breaking the doors down to apply for positions. He knew that yet he was willing to accept the position.

I would like to give a brief background of what I know about Joe Carbullido: He is a military veteran who served in the U.S. Marine Corps; he joined the Guam Police Department and was a member of the 29th Police Cycle that went thru training from January 19, 1989 to August 24, 1989 at the Guam Community College; he was the Class Commander at one point in time; After graduation, we were assigned to the Dededo Precinct Command in different shifts; after several months on the job, we were assigned to the same shift; the two of us were highly motivated rookie officers and competed for cases while on duty.

After a few years, Joe was transferred to the Criminal Investigations Division where he was later sent to off island training on Homicide Investigations. It was thru his hard work and dedication as a Detective that he was nominated for the prestigious "Officer of the Year" award eventually and won it.

As we progressed in our careers, we came up the ranks together and were promoted at the same time for Police Officer 2, Police Officer 3, Sergeant 1, and Lieutenant. He pursued his education at the University of Guam and received his Bachelor's Degree and Masters in Public Administration at a time when not too many officers thought about getting their college

degree. He set the example for others to follow, myself included. He is a good coworker and offers his assistance to other Command Staff whenever he can in regards to personnel or vehicles.

He can pass the current Guam Police Department Police Officer Physical Agility Test and was able to pass the Air Force Physical Fitness Standards that was first implemented as the LEA PFQT Test and the 2.0 PFQT version. Not too many Directors, especially for the Department of Corrections and the Guam Police Department Police Chiefs, can pass even one of the above mentioned tests. Joe can pass all three versions.

Not only is Joe Carbullido a coworker but he is also a good friend. We have a great working relationship and he is a good leader. He leads by example and is not above talking to the lower ranking personnel on a professional or personal level. He is down to Earth, honest, and "tells it like it is" meaning that he will give his input on any matter or issue without "sugarcoating" it.

He is a fixture in the Guam Sports Community as he is a Basketball Referee. He also is a pretty good basketball player where he played in several basketball leagues as a member of a Guam Police Department team or for his section for the Police Week Basketball Leagues. He is a part of the 1995 Varsity Football League Championship team of the University of Guam Tritons where we were both Running Backs. No other team had two Police Officers in the Backfield. He is also a musician and his forte is Kalapana songs. When he starts singing and playing the guitar and you close your eyes, it's as if Brian Feary Jr. came back to life.

In conclusion, Joe Carbullido should be confirmed as the Department of Corrections Director. He has the military background, educational background, law enforcement experience, physical capabilities, he's a pillar of the sports community as an official and former athlete, he has the motivation and willingness to be the Director, and most importantly, the Acting Police Commander, the highest ranking uniformed Guam Police Officer, and Operations Bureau Chief of the Guam Police Department is endorsing him.

Thank you for your anticipated positive response.

Manuel R. Chong
Police Major

August 12, 2020

The Honorable Senator Jose "Pedo" Terlaje
Chairman, Committee on Public Safety, Border Safety, Military and Veterans Affairs Mayors Council,
Infrastructure and Public Transit, 35th Guam Legislature
Hagatna, Guam

**SUBJECT: WRITTEN TESTIMONY RELATIVE TO THE CONFIRMATION HEARING
OF MR. JOSEPH S. CARBULLIDO**

Dear Mr. Chairman,

My name is Alan P. Borja, Correction Facility Superintendent, for the Department of Corrections (DOC) and I am writing this letter to support the confirmation of Acting Director Joseph S. Carbullido.


Since Mr. Carbullido's appointment as the Acting Director of DOC in February 2020, within this short stint, he has proven to be a strong leader and is driven to move our department forward to success. He is educated and has extensive knowledge/experience in law enforcement. He is honest, understanding, supportive, delegate's responsibilities, and trusts his subordinates to successfully execute their duties with minimal supervision, promotes teamwork, inspires, motivates, and has managed to gain the respect of all staff.

In the midst of the pandemic crisis, Mr. Carbullido took charge and did not yield under pressure. He maintained his composure and worked diligently to obtain needed resource such as, cleaning supplies, protective gear, and equipment. He worked aggressively for the recruitment of new officers; reinstated the Special Operations Response Team (SORT) and has successfully garnered the support for long-awaited staff promotions.

Mr. Carbullido has improved and implemented numerous policies/protective measures to ensure the safety of inmates and staff alike. In the words of Denis Leary, "*Crisis doesn't create character: it reveals it*". Mr. Carbullido's character has revealed his commitment and dedication to DOC. His leadership skills and personal qualities is a testament that he is an asset to DOC who will help our department progress to better serve the clients left in our charge. Mr. Carbullido's skills have far surpassed my expectations and we both share the same *PENOLOGICAL* interests. I am honored to be working with Mr. Carbullido, and I fully support him being confirmed as our Director.

In closing, I would like to extend my utmost gratitude to Governor Lourdes A. Leon Guerrero, Lieutenant Governor Joshua F. Tenorio, and all the Senators from the 35th Guam Legislature for your continued support to DOC. Under the strong leadership of Mr. Carbullido our department will continue to strive for great success.

Sincerely,


Alan P. Borja
Colonel

cc: Members of the 35th Guam Legislature

August 12, 2020

Senator Jose Pedro Terlaje

Good afternoon, Senator Pedro Terlaje and members of the Committee on Public Safety:

Please accept this correspondence as written testimony in favor of Mr. Joseph Carbullido's confirmation as Director for the Department of Corrections. This will be brief but highlights the two major points from the Counseling Casework Division. As the administrator I want to point out that Mr. Carbullido has been with the Department since September 2019 and became our acting director in January 2020. He brings with him over two decades of experience in law enforcement.

Within three months of his start as our director, the COVID-19 pandemic started. This was an unprecedented event for our island and the world. Under his leadership the challenge of COVID-19 was addressed by enacting a protocol along with a standard of procedure for our institution. To this time there is strict enforcement of the safety measures with scheduled testing for the rest of our population. We are hopeful for a good outcome. Mr. Carbullido takes our safety very seriously as well as inmate safety and has been extremely cautious about containing any risk of an outbreak for our congregate setting and his management has been effective, thus far.

As you know, last week, 100% of employees were tested for the COVID virus and all 100 were negative. This is an outstanding accomplishment when we are making comparison to prisons on the national level. This is worthy of mention and acknowledgement.

Coming from the Casework Counseling Division, Mr. Joseph Carbullido has been supportive of staff and our programs. CCSD was able to promote one of our well-deserving social workers as well as to authorize interviews for two more promotions from within. The support to my division has built the morale of our workers and minimizes the high rate of turnover in this business.

Mr. Carbullido is moving us forward and is ready to lead as he has shown these past few months.

I am hoping that your committee will approve his nomination as Director. Thank you for your time.

Sincerely,
Theresa Camacho Tayama
CCSD Administrator

Confirmation Hearing for Joseph Carbullido

Donna Mafnas-Cruz <[REDACTED]>
To: "senatorpedo@senatorjpterlaje.com" <senatorpedo@senatorjpterlaje.com>
Cc: Director Joseph Carbullido <joseph.carbullido@doc.guam.gov>

Wed, Aug 12, 2020 at 12:42 PM

Hafa Adai Senator Terlaje,

My name is Donna Mafnas Cruz I am from the village of Dededo and have worked for the Department of Corrections for 23 years. Six (06) years as a Parole Officer and seventeen (17) years as a Correction Social Worker II. Mr. Carbullido is an excellent Director, since his appointment he has improved the Department of Corrections in the areas of communication, security, and moral. He is gearing to place the Department in the 22nd Century. He has also provided the department more equipment, staffing, and has supported staff to be upgraded as well as trying to retain employees. In the past the Department of Corrections seemed to be least important law enforcement entities, however Mr. Carbullido is putting DOC on the map, by obtaining training for it's employees to be a Correction Facility as it is stated, instead of a "Prison". " The Department of Corrections.

Since Mr. Carbullido has been the acting Director of Corrections, we have improved by deterring contraband from entering our facility, he has had ALL staff tested for Covid-19 and we all were negative, he has taken so many steps to ensure the safety for staff and it's prisoners to include plans in the event that Covid-19 hits our department. I support his Confirmation to Director of Corrections. Thank You!!

Sincerely,

Donna M. Cruz

License Bachelor of Social Work

Correction Social Worker II

Sent from [Mail](#) for Windows 10

Melanie W. Brennan


melanie.brennan@dya.guam.gov



August 7, 2020

Hafa Adai Senator Jose 'Pedo' Terlaje
Committee on Public Safety, Border Safety,
Military and Veterans Affairs, Mayors' Council,
Infrastructure, and Public Transit
35th Guam Legislature
140 Aspinall Avenue Ste. 202 Hagatna, GU 96910

Hafa Adai Senator Jose 'Pedo' Terlaje and members of this esteemed body,

Thank you for the opportunity to provide testimony for the confirmation hearing of Joseph "Joe" Carbullido. I have known Joe for decades, throughout our law enforcement careers attending various trainings, working on special operations, and at stakeholder meetings and more recently, in his capacity as the Acting Director of DOC and mine, as the Director of DYA, meeting regularly as members of this Administration's Public Safety Committee.

Joe's tenure of over 30 years at GPD speaks volumes about his commitment to public service, his glowing qualifications are further demonstrated by his rank as a Police Captain /District 1 Commander, his Adjunct Instructorship for the Criminal Justice Department of the Guam Community College, a Bachelor of Science in Criminal Justice, a Masters in Public Administration and his service to the United States military as a Veteran of the Marine Corps.

Though his experience and accomplishments are quite impressive, what I have found most significant and perhaps his greatest strengths are his quiet but intentional leadership skills and a genuine commitment to improving DOC despite the unimaginable challenges that have plagued the department for years and the mounting challenges of these uncertain times.

As managers of correctional agencies, Joe and I have had robust discussions about correctional reform efforts, our aging facilities, problems with recruitment, staff retention, succession planning, workforce development and morale, POST requirements, mandates of the Prison Rape Elimination



Act, risks of inmate suicide and escape, inmate lawsuits, inmate medical and mental health service delivery, substance abuse treatment and a whole host of parallel issues.

He believes collaborative leadership and shared resources will benefit the overall correctional system on Guam and ultimately enhance community safety.

Joe accepted his appointment as Acting Director of DOC in a time of crisis; without the fanfare of normal cabinet appointments. He has worked diligently and effectively every day since, to support his employees and address the multiple needs of the department. His life work in public safety make him the ideal candidate to navigate DOC through these difficult waters. DOC will evolve under his leadership to a place where public confidence is restored because the fundamental goal of inmate security is prioritized and personnel are given the tools they need to do an increasingly complex, demanding and often dangerous job.

It is for these reasons that I implore you to confirm his appointment as the Director of the Department of Corrections. Thank you for your time.

Kon respetu,

Melanie W. Brennan

August 10, 2020

To: All Honorable Senators (35th Guam Legislature)

From: Captain M.S. Lizama,

Email: maryhelen.lizama@doc.guam.gov

Contact: 671-734-3981/[REDACTED]

Subject: Written Testimony to support the Confirmation of Acting Director Joseph Carbullido to be our Director of Corrections.

Referenc: Confirmation Hearing August 2020 for Director Joseph Carbullido

Thank You Honorable Senators of the 35th Guam Legislature for giving me the opportunity to write a written testimony to support the confirmation of Acting Director Joseph Carbullido as our Director to lead the troops and our leaders at the Guam Department of Corrections. Acting Director Joseph Carbullido is a good leader who started last year in September 2019 and he remained here at DOC for almost one year.

I appreciate all the leaders of the past and present for being our leader and representing our Department. I ask that our leaders support our troops and command staff so that we could accomplish our mission which is Care, Custody, Control, and Rehabilitation. These are our goals and objectives. We have been through many challenges, oversights, successes, failures, and you could name all of it. But the thing is, it is ok to fail because that is what makes us strong and that is how we are going to learn to succeed? We are only humans and we make mistakes of our past. But, one thing is for sure, we did not leave our Department. We just stayed and did our jobs the best we could and I appreciate all the work that our troops and leaders have done in the past and present. We are working to make it better for the future.

We have been waiting for a new corrections facility to be built, which was promised and brought up so many times for the past thirty years and then it was thrown out of the drawing board. Or, the plan to build a Corrections Facility was just not a top priority and it was buried again. Promises were made and there was no real plan or action to build a Corrections Facility. As the years go by, our Facilities, the Adult Correctional Facility, the Women's Facility, Community Corrections Center, and the Detention Facilities are all in need of repairs and rapidly deteriorating. The population is still steady at over 635 inmates/detainees so we need new Facilities for our inmates/detainees and our Corrections Officers/Staff. We deserve this to happen. I am almost retired and I have yet to see this happen. The facilities are suppose to hold Medium Security Level Inmates but we have Maximum Levels, Behavioral Clients, and Detainees. We need to have three Corrections Facilities built and two Detention

Facilities built because the population has not gone down. The only way to reduce the population is to reduce the recidivism rate, which, is very high. In order to reduce the recidivism rate, they need to implement the second chance program which it works in the USA, because there was an Agency that handles inmates/parolees/probationers once they get released from Prison to help them get a place to stay, they help them get a job and public assistance. That is why the Ohio second chance program was a success because they help those who got released from Prison. It is easy to say but it is hard work taking care of humans. Do not think that it is easy because we face more challenges now. The other reason why its overcrowded because they are sending people to jail just for restitution, or because they are contempt of court, traffic ticket, DWI, misdemeanor rather than looking for an alternative to incarceration.

Ever since the beginning of 2019, we had leaders that started at the Department of Corrections. The truth is no one wants to oversee the operations of the prison ever since I started working here thirty years ago. I keep hearing whenever there is a new administration that no one wants to be assigned to Department of Corrections which makes us feel like we are really the step child of law enforcement. But, Acting Director Joseph Carbullido did not leave us, he stayed with us and is doing a great job allowing for us to do our work. He is also a good listener. I would ask for help and he would give good guidance on what to do?

During his tenure, Acting Director Joseph Carbullido, the following was accomplished-the recruitment went from one hundred fifty five (155) Corrections Officers and now we have two hundred and thirteen (213) Corrections Officers. We use to have seventeen (17) civilian personnel and now we have twenty one (21) civilian personnel. We had six (06) Parole Officers and now we have seven (07) Parole officers. We still have recruits that have been recently hired and the hiring for Corrections Officer is still ongoing. We also had the Post 7 Building renovated which was assigned as the COVID Facility and then immediately after, the former Hagatna Precinct was renovated. Uniforms were purchased and issued to inmates. We had the upgrades of the Perimeter in which towers are being built. We currently are waiting for the promotion of COIIs, COIIIs, Sgts. Lts., and Capts. Right now, we are bottom heavy and short of supervisors. This is why we need to promote more Supervisors due to the anticipated retirement of Corrections Officers/Supervisors. We have been getting our OT paid and COVID Differential Pay which is good. On July 30th, one hundred and ninety five Officers/staff were COVID tested with negative results. This Thursday, on August 13, 2020, six hundred plus inmates/detainees will be covid tested. There are other accomplishments done by both Acting Director Joseph Carbullido and Deputy Director Robert Camacho which are still ongoing.

Acting Director Joseph Carbullido, even during this pandemic stood by us and stayed with us here at DOC. He did not quit or give up. He stayed with us to help us and work with us. This is what I call team work? I ask that our leaders help our troops and command staff. I also ask that they help ensure that we accomplish our mission and our task through the purchases of equipment and everything needed to accomplish our mission. I ask our leaders to be aggressive in building new facilities for our growing population.

Lastly, I ask that our leaders look into the implementation of the Prison Industry Program so that when it does becomes successful, we could deposit the funds into the Prison Industry Funds at DOA to help defray the costs for housing, pay for child support, victim funds, restitution inmates expenses such as supplies-personal hygiene, cleaning materials, Corrections Officers equipment, overtime payment, building maintenance, utility bills etc.... Prison Industry is already a law and it can be done. I also ask for the Canteen to be open for so the Inmates/Staff could purchase personal hygiene and snacks. Vendors could lease the space and DOC could also earn a percentage of the profits gained while operating a business at DOC etc....all funds will be deposited into the DOA DOC Revolving Fund.

Once again, I support the confirmation of Acting Director Joseph Carbullido to become our Director of Corrections. I also want to thank Deputy Director Robert Camacho for also joining our team. Welcome to our DOC Family.

Submitted for your consideration and support.

Thank you,

Captain M.S. Lizama,

Prison Facilities Manager,

Safety/Security/Health/Sanitation Officer

NEWS HIGHLIGHTS

• **November 2019**- Samantha Brennan resigned as director of the Department of Corrections in November 2019. Her replacement, Frank Ishizaki, resigned in January.

November 23, 2019-An internal memo released Thursday assigned now acting DOC Director Joseph Carbullido responsibility for overseeing DOC operations, with the advice and recommendation of the warden and command staff.

• Joe Carbullido, the current DOC director, was temporarily assigned to the DOC deputy position from Guam Police Department in 2019 after the sudden resignation of Joey Terlaje as deputy director.

January 29, 2020-Department of Corrections director Frank Ishizaki will step down on Friday.

March 2020-Robert Camacho, the retired chief of police at the A.B. Won Pat Guam International Airport Authority, joined the Department of Corrections as its deputy director in March.

April 7, 2020-Out of an abundance of caution and pending further investigation, acting DOC Director Joseph Carbullido ordered all of the 38 recruits who may have had contact with the recruit who tested positive for COVID-19 to self-quarantine at home.

April 11, 2020 DOC acting Director Joseph Carbullido issued memorandums on April 6 reminding his staff to practice the 6 feet social distancing requirements and to wear a face mask while at work.

Gov. Lou Leon Guerrero said she'd like to test criminal suspects who might have coronavirus infections to minimize COVID-19 exposure in the prison.

"If we have criminals and there is a suspicion of possibly being COVID potential, then we will, of course, test them," she said.

There have been no positive COVID-19 cases among any Department of Corrections inmates or detainees. But acting Director Joe Carbullido has identified a space to isolate them in case someone does test positive.


April 30, 2020-As part of Department of Corrections' commitment in December to hire 60 corrections officers, the administration has sworn in 35 more officers as of Wednesday.

May 2020-The officers, sworn in by acting DOC Director Joseph S. Carbullido, now make up a total of 49 officers hired since December of last year.

The administration is actively recruiting additional officers to meet its goal by the end of September.

The recently sworn officers assigned to a platoon brings the total number to 202.

Joseph S. Carbullido



August 10, 2020

Honorable Senator Jose “Pedo” Terlaje
The Office of Senator Jose “Pedo” Terlaje
35th Guam Legislature
I Mina’trentai Singko na Liheslauran Guåhan
140 Aspinal Avenue, Ste. 202
Hagatna, Guam 96910

Subject: Testimony for Confirmation Hearing
RE: Director of Department of Corrections

Buenas yan Håfa Adai, Mr. Chair Honorable Senator Jose Pedo Terlaje and Honorable Senators of the 35th Guam Legislature.

First, I simply want to express my appreciation for the opportunity to testify before you on this confirmation hearing for my appointment as Director of Department of Corrections. Thank you, all. I want to acknowledge and thank the Governor of Guam, the honorable Lou Leon Guerrero and the Lt. Governor of Guam the honorable Josh Tenorio. I am humbled by the trust they placed in me, and I will always remember that it is you, the people of Guam, whom I serve.

I was born to Francisco Muna Carbullido of Agat and Juliana Topasna Santiago Carbullido of Umatac and was born the 10th of eleven children. I grew up in the village of Agat. My parents who are both deceased were World War II survivors. My father worked and retired as a carpenter for the Government of Guam Department of Public Works and my mother was a housewife who took care of the family.

I have been married to my beautiful wife Jenny for 21 years and have 4 children who are all adults now. Joleen Nelani, 34 years old, Collin Joseph, 30 years old, Katrina, 28 years old, and John Tristan, 24 years old. I have 2 granddaughters, Rylee, 12 years old and Rayden, 10 years old.

My life in public service started in 1979, when at 18 years old I enlisted in the United States Marine Corps to serve my country. But it wasn’t until ten years later, in 1989, that I would make a decision that solidified my career as a public servant.

1979 was the same year I applied to become a police officer for the Guam Police Department. Eight months later, I proudly graduated from the police academy and joined the rank and file as a first-year police officer and never looked back. I worked hard to prove myself and competed for

every promotion and ascended the ranks to my current rank as a Police Captain. I was assigned to just about every area of the police department as a subordinate, supervisor and senior manager.

Those areas include but are not limited to patrol, internal affairs, public affairs, auxiliary, administration and most notably at the Criminal Investigations Division as a Homicide Detective, Supervisor and Manager. I worked on the most heinous violent crimes that no one could imagine would happen in our beautiful island of Guam. Ironically, those violent criminals that I arrested and helped get convicted are now under my care to help rehabilitate.

I am a decorated police veteran receiving numerous awards including the highest award, "The Medal of Valor" for acts of bravery and lifesaving. I am also part of our educated work force in the government, a product of our public school system and the University of Guam. I have a Bachelor of Science degree in Criminal Justice with numerous academic awards graduating with honors as a Magna Cum Laude and a Master's Degree in Public Administration.

There is a great deal of responsibility that comes with protecting the people of Guam. When you're a police officer, you never truly clock out. The work follows you home. It's the same at DOC.

There hasn't been a day in the last thirty years that I have not thought about my mission to protect and serve. And in reflecting on the last three decades of my life, I've realized that what started as a job became a career. That career became my life. That life became my identity just as much a part of me as my mission to be a good son, a good husband, and a good father.

Here I am before you, embarking on a new chapter of public service as the Director of the Department of Corrections, a system that is vital to the safety and security of our island, but one that has seen years of instability.

The mission of the Guam Department of Corrections is to protect the public from the destructive action of law offenders through control and rehabilitation.

I am committed to not only upholding but excelling in that mission. Status quo is not an option.

As the Director of the Department of Corrections, I will place a renewed focus and emphasis on rehabilitation for offenders. The tendency for a convicted criminal to re-offend is both a local and national issue. We have a foundation for success with a handful of re-entry programs currently running, like the Residential Substance Abuse Treatment (RSAT) and the Educational Release, Work Release and Work Credit programs. But it is not enough. There are more programs that we just added and are in motion.

Although it is the philosophy that release preparation begins the first day of incarceration, focus on release preparation intensifies at least 18 months prior to release. The Release Preparation Program includes classes in areas such as résumé writing, job search, and job retention. Many institutions hold mock job fairs to provide inmates an opportunity to practice job interview skills and to expose community recruiters to the skills available among releasing inmates. Qualified inmates may apply for jobs with companies that have posted job openings. The program also

includes presentations by community-based organizations that help ex-inmates find jobs and training opportunities after release.

The Guam Immediate Violation Enforcement (GIVE) Program (better known nationwide as the "Swift, Fair and Certain Sanctions Program). Through this subaward which I signed and agreed to, the Judiciary will compensate DOC for the detention of GIVE Program participants who are sanctioned to jail time at DOC, at a rate of \$130 per day. This will also pay for the costs of physical exams for GIVE participants mandated to more than 14 days of detention. DOC has agreed to allow GIVE participants to receive individual and group drug and alcohol therapy and treatment through the Judiciary's contracted counselors.

A Pre-Apprenticeship Re-entry Program with GCC is in progress and under discussion. The program's intent is to provide inmates with different trades and job skills while we solicit the support of local employers to consider these individuals for job placements upon completion of the program and re-entry back into society.

We do not want revolving doors in our correctional facility. The people of Guam will be better served by rehabilitating criminals and providing them with the resources to become productive members of society when they are released.

A major part of ensuring that we succeed is to modernize the current facility. A new prison facility will alleviate the existing overcrowding problem and solve a large part of staffing and security challenges that are all key to providing adequate services to the prison population and ultimately, protecting the public. I will spearhead the development of a new correctional facility with vigor, urgency and most importantly, an actionable plan. A Master Plan has already been developed and submitted to Governor's Office for her approval. This will take us one step closer to our goal of a new prison. I will work closely with the Governor's Office and this legislative body to pursue all funding options available.

Behavioral and Mental Health Services: DOC and GBHWC have recently agreed to consolidate services by creating a GBHWC annex at DOC to better serve all clients in need of this service. After several discussions between the two agencies an Executive Order by the Governor of Guam was recently signed into effect and a Memorandum of Agreement between the two (2) agencies is forthcoming. Additionally, my vision supported by the current administration is to build a new Forensic Unit within DOC which would house these services.

Upon assuming the helm at DOC, I was faced with a media blitz regarding complaints by federal inmates alleging "inhumane conditions." Rather than denying or fighting the issue, I swiftly addressed this by using a Proactive Management Approach and resolved the matter to the satisfaction of the federal public defender.

With reference to the current COVID-19 environment we are in, DOC under my leadership developed a Pandemic Plan, COVID-19 Policy, COVID-19 Contingency Plan, and Quarantine and Isolation Operations Plan. These measures along with other internal directives and guidelines for prevention including aggressive procurement of protective supplies and equipment are all in place and have so far been successful in the fight against this pandemic.

The DOC Commissary is work in progress. This was recently enacted into law and a Policy is being developed as well as the Mechanisms of the system that need to be in place for implementation. This program will be electronically operated with a controlled Point of Sale (POS) from a contracted vendor. The benefit of having this system is that it will alleviate the high traffic of family members bringing in items to the facility and, consequently, decrease the number of contraband being brought in.

The Corrections Reserve Program: This is also in the works. A draft policy is already completed and awaiting a dedicated funding source to budget the program. DOC will start planning on the target groups to solicit for recruitment. Of course, those trained and experienced are the quickest and most ideal to target, e.g. retired officers, or those with Criminal Justice or LE backgrounds.

Federal Funding: \$2M in Department of Interior (DOI) funding was recently approved under my leadership to be allocated to replace the fire suppression units at both Hagatna and Mangilao facilities. A portion of this funding will also be used to repair or replace the air conditioners and locking mechanisms at the different posts. These are all pre-existing problems that have plagued DOC for years and is mentioned on the Federal Receivership Report which will finally be addressed.

Major Waterline Breakage: According to DOC staff, for many years, a major water breakage existed within the DOC Main Facility. This caused major concerns and affected the water pressure with little to no water at several posts. The toilets could not even be flushed in one of the most populated posts. A water buffalo had to be brought in and used to augment with the water issue. The water bill was increasing every month for years. Recently, I coordinated with DPW and Waterworks agencies and finally got the issue resolved.

Hagatna Detention Facility: We're in the process and near completion of renovating the area between the Federal & Local detention facilities. Accordingly, the wall and the gate were destroyed during one of the typhoons and has never been repaired. This has caused major security problems and was a contributing factor of a recent escape.

Parole Office: The Parole Office has completed its move to the old Hagatna Police Station. The building has been newly renovated and designed to suit the needs of our Parole employees. This includes a Parole Board hearing room.

Video Conferencing: In conjunction with the Judiciary of Guam, DOC is Renovating Space at both the Hagatna and Main Facility in Mangilao to set up a Video Conferencing capability to enable court hearings to be conducted between detainees and their attorneys with the Superior Court of Guam. This capability is greatly needed especially in light of the current pandemic.

Special Operations Response Team: Based on my assessment and recommendations from the DOC management team, I have re-instated the Special Operations Response Team (S.O.R.T). This is much needed to stabilize the safety and security of our employees. This specialized team operates with tactical skill sets and provides rapid response to all prison disturbances and/or incidents, can

conduct cell shakedowns and extractions for contraband and other emergency situations and augment personnel shortages among a list of numerous other capabilities.

Lastly, I am dedicated to improving the experiences of our most valuable resource, the men and women on the front lines of the Department of Corrections. The dedication and courage exhibited by Correctional Officers, Parole Officers, Case Workers, and our Civilian Support Staff who work behind the scenes deserve our utmost respect. The important work of these employees often do not receive the recognition they deserves. Their safety and welfare is a significant area of concern. Recruitment and retention will be a priority focus.

My Top Administrative Priorities:

1. Conduct Comprehensive Staffing Analysis. This is to try to resolve one of the biggest issues that has plagued the agency for decades. OVERTIME expenditure is a symptom of the actual underlying problem which is "Lack of Staffing." A re-alignment of the current Organizational Structure and Functional Statement will be a part of the analysis.

2. Recruitment and Retention. DOC requires adequate staffing and incentives for retention such as more promotions. There's a bottleneck at the bottom of the organization, not enough managers and a lack of leadership training. DOC needs to update its job descriptions for each Corrections Officer position and conduct a compensation study to ensure equal pay and competitive wages compared to other LE agencies.

Currently, about seventy-one (71) GG-1s for Corrections Officer I and (5) Parole Officer I positions have cleared BBMR and Department of Administration; (53) have been brought on board to include several re-employment and the rest are pending completion of the recruitment process. Additionally, twelve (12) GG-1s for civilian positions have cleared BBMR and are pending completion of the recruitment process at DOA. (35) GG-1s for promotions of Corrections Officer positions from COII thru Corrections Assistant Superintendent have been approved by BBMR and are pending review at DOA.

In closing, I would like to take the opportunity to thank my family, friends, colleagues and everyone who took the time to testify in support of my confirmation today. I also want to thank you Mr. Chair, Senator Pedro Terlaje and Senators of the 35th Guam Legislature for taking the time to listen to all the testimonies for your consideration on my nomination. I have always adapted and conquered all challenges throughout my career, and on this new journey that God has called upon me to help with, I am once again ready to step up to the plate as the Director of the Department of Corrections. I am ready to take on the challenge if I am privileged enough to be confirmed by this body. *Si Yu'us Ma'åse.*

Respectfully Submitted,

/s/

Joseph S. Carbullido

August 11, 2020

Jose "Pedo" Terlaje
Senator, Public Safety Chairman
Bridge Point Bldg. Ste 202
141 Aspinall Ave.
Hagatna, Guam 96910

Dear Senator Terlaje,

Buenas yan Hafa Adai! I'd like to thank you and your colleagues of the 35th Guam Legislature for the opportunity to provide testimony in support of Joseph S. Carbullido who seeks legislative confirmation as the Director for the Department of Corrections (DOC). I'd be remiss not too for such a qualified and good person and also for such an important and critical position in our government.

My name is Jason Aguon and I am currently a Lieutenant at the Guam Police Department (GPD) and serve as the Precinct Commander for the Tumon-Tamuning Precinct. I have known and worked alongside Mr. Carbullido for the past 26 years and know through my experiences with him that he is the right man to lead DOC at this time. It is no secret that DOC has been in the lime-light for awhile now, and knowing Mr. Carbullido's strengths, I know he'll make it right! Much of my success is a tribute to Mr. Carbullido's mentorship and courage. He is unafraid to tackle complex assignments few wish to endeavor into and he embraces the opportunity to learn and then teach along the way. He encourages and challenges his subordinates and peers to take on and resolve situations and emphasizes team building with the personnel he directly or indirectly works with. He is highly educated with an MPA at the University of Guam and was also an adjunct professor at the Guam Community College - which is a testament of his will and desire to share his knowledge and experiences. He has authored many effective and comprehensive policies within the different sections and divisions at GPD and does so with surmountable research, thought, vision and some good-ole common sense.

I know Mr. Carbullido to be a good and loving husband who truly cares for the welfare of his family. He is a stable, reasonable and accomplished person who struggles to ensure the betterment for his family and those he works with and serves. He has served his country honorably as a United States Marine Corps veteran and has used his experiences with the military to structure his lifestyle and to benefit him professionally.

Since his appointment to DOC by our Governor, the cooperation between GPD and DOC has improved tremendously. He has made every effort to smooth the problems and issues between the two agencies and continues to work and communicate with us effectively to improve our working relationship. Nevertheless, the possibility of the Guam Police Department losing Mr. Carbullido permanently is Bitter Sweet – it's a big loss for GPD, but a great gain and situation for DOC.

Sincerely,

Jason P.B. Aguon
Police Lieutenant, GPD



GOVERNMENT OF GUAM
HAGATNA, GUAM 96932

August 10, 2020

MEMORANDUM

Sinadót Jose "Pedo" Terlaje, Chairperson
I Mina'trentai Singko na Liheslaturan Guåhan
Committee on Public Safety, Border Safety, Military and Veterans Affairs, Mayors' Council,
Infrastructure and Public Transit

Subject: Letter of Support for Joseph S. Carbullido

Buenas yan Håfa Adai!

Please allow me to introduce myself, I'm Captain Darren Caldwell, a 31 year veteran of the Guam Police Department (GPD), currently assigned to the Support Division as the Division Chief. I'm writing this letter in full support of Joseph S. Carbullido's nomination to be the next director of the Guam Department of Corrections (DOC).

I first met Joe in 1989 as a fellow recruit in the 29th Guam Police Academy Training Cycle. As an 18 year old straight out of high school, I immediately noticed that Joe carried himself with an air of confidence and maturity beyond his years. Later, I would learn that Joe had finished his contract with the United States Marine Corps where he attained the rank of Sergeant before joining the Guam Police Department. With the experience he brought to the academy, Joe soon became a mentor to whom the other police recruits and I would often seek out for advice.

During our eight months in training together, his leadership traits like discipline and the never-ending pursuit of excellence quickly became evident and would serve as the impetus for his career progression (Police Officer I, II, III, Sergeant I, Lieutenant, and Captain) over the next several decades. I watched as he went from Patrol Officer to Detective, Precinct Commander, District Commander and now acting Director of DOC. During each assignment Joe continued to grow not only in police tradecraft but also as a manager and a leader.

As a lifelong learner, Joe furthered his formal education while raising a family and working full time, eventually earning his bachelor's degree in Criminal Justice and master's degree in Public Administration from the University of Guam. It's plainly evident that to Joe, persistence and hard work are inherent in his nature.

In conclusion, Joe's service to the people of Guam over the last 31 years is a testament of his dedication and consummate professionalism, which will no doubt continue if confirmed and allowed to serve as the Director of the Department of Corrections.

Sincerely,

A handwritten signature in blue ink, appearing to read 'D. J. Caldwell', with a small number '260' written to the right.

DARREN J. CALDWELL
Captain



GOVERNMENT OF GUAM
HAGATNA, GUAM 96932

August 11, 2020

MEMORANDUM

Sinadót Jose "Pedo" Terlaje, Chairperson
I Mina'trentai Singko na Liheslaturan Guahan
Committee on Public Safety, Border Safety, Military and Veterans Affairs, Mayors' Council,
Infrastructure and Public Transit

Subject: Letter of Support for Joseph S. Carbullido

Hafa adai Senator Terlaje,

My name is Anthony J. Arriola, I have been a police officer with the Guam Police Department for twenty-five (25) years and currently I am a Police Lieutenant assigned to the Criminal Investigations Division (CID). I am submitting this written testimony on behalf of Joe Carbullido's confirmation hearing for Directorship of the Department of Corrections.

I have worked alongside and under the leadership of Joe Carbullido on and off for about twenty (20) years starting with my first assignment at the Criminal Investigations Section (CIS) in 1999. It was during this time in CIS that I really got to know Joe Carbullido and his commitment to GPD. He was the Officer-In-Charge (OIC) of the Homicide-Robbery Section, which in my opinion are the most heinous crimes committed in any society. Joe's passion and commitment in solving these serious crimes are beyond reproach and there is no doubt in my mind that the families and victims as well as the Guam Police Department have benefited with Joe's leadership in his capacity at CIS.

Most recently as a newly promoted Lieutenant, I have worked for him as his deputy at the Dededo Precinct Command where he was the Precinct Commander. Regrettably, after only a few months I was transferred just when I was really learning how to be a Command Staff Officer; however, the guidance he provided was invaluable and set me on the right path to succeed for the remainder of my career with GPD.

In closing, I would like to add that Joe Carbullido's leadership is and will continue to be an asset to the Department of Corrections and it is my hope that Joe Carbullido be confirmed by the 35th Guam Legislature to serve as the Director of the Department of Corrections.

Sincerely,

ANTHONY J. ARRIOLA
Lieutenant

Fwd: Confirmation hearing for Acting Director Joseph S. Carbullido

Senator Therese Terlaje <senatorterlajeguam@gmail.com>
To: Senator Jose Pedro Terlaje <senatorpedo@senatorjpterlaje.com>

Tue, Aug 11, 2020 at 5:26 PM

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Office of Senator Therese M. Terlaje

Committee on Health, Tourism, Historic Preservation, Land and Justice

I Mina'trentai Singko na Liheslaturan Guåhan

35th Guam Legislature

Office Location: Ada Plaza Center, Suite 207, [173 Aspinall Avenue](#), Hagåtña, Guam 96910Mailing address: Guam Congress Building, [163 Chalan Santo Papa](#), Hagåtña, Guam 96910T: (671) 472-3586 F: (671) 989-3590 Email: senatorterlajeguam@gmail.comwebsite: www.senatorterlaje.com

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

From: **Mark Perez** <mark.perez@doc.guam.gov>

Date: Tue, Aug 11, 2020 at 4:54 PM

Subject: Confirmation hearing for Acting Director Joseph S. Carbullido

To: <senatorterlajeguam@gmail.com>

Greetings Honorable Senator Pedro Terlaje,

I am Mark Perez, a social worker with the Department of Corrections. Please accept this email as my written support for the continuation of Joseph S. Carbullido as the Director of Corrections.

Although I have had limited physical contact with Mr. Carbullido, his decisions and requests for assistance has certainly affected my job. In my view, Mr. Carbullido has provided the stability needed by this Department to aggressively respond to the current health pandemic, which is COVID 19. Seeing how he works with his Deputy Director and management team, to address the emergent and future needs of DOC shows that he is not one to shy away from dealing with problems, but one that desires to address current concerns while at the same time implementing strategies to ensure future occurrences will be responded to appropriately.

In sum, I support and recommend for Joseph S. Carbullido to be confirmed as the Director of Corrections.

Mark T. Perez, LBSW

Greetings Honorable Senator Pedro Terlaje,

I am Mark Perez, a social worker with the Department of Corrections. Please accept this email as my written support for the continuation of Joseph S. Carbullido as the Director of Corrections.

Although I have had limited physical contact with Mr. Carbullido, his decisions and requests for assistance has certainly affected my job. In my view, Mr. Carbullido has provided the stability needed by this Department to aggressively respond to the current health pandemic, which is COVID 19. Seeing how he works with his Deputy Director and management team, to address the emergent and future needs of DOC shows that he is not one to shy away from dealing with problems, but one that desires to address current concerns while at the same time implementing strategies to ensure future occurrences will be responded to appropriately.

In sum, I support and recommend for Joseph S. Carbullido to be confirmed as the Director of Corrections.

Mark T. Perez, LBSW
mark.perez@doc.guam.gov

August 12, 2020

To: 35th Guam Legislature
Committee on Public Safety, Border Safety, Military and Veterans Affairs, Mayors'
Council, Infrastructure and Public Transit

From: Anthony V. Camacho

Subj: Joseph S. Carbullido
Acting Director, Department of Corrections

Buenas yan Hafa Adai,

I write to you today in support of Joseph "Joe" S. Carbullido's confirmation as the Director of the Department of Corrections (DOC). I have had the pleasure of knowing "Joe" in his professional capacity for almost twenty years as a Police Officer with the Guam Police Department and now, as the appointed Acting Director of DOC. During this time, I have also grown to know him personally as we share the same group of friends, mainly law enforcement officers.

My first encounter with Joe was sometime in 1999, during my assignment as a Detective with the Guam Police Department's (GPD) Criminal Investigation Section (CIS). I was a rookie Detective at the time and Joe, a senior Detective with the Homicide Unit. It is easy to recall how I looked up to him and other detectives in that Unit as they were considered the elite Detectives who I believed at the time were capable of solving the most complicated of crimes. Although my first impression of Joe was his tough guy from Agat attitude, I soon learned more about the intellectual, professional and no-nonsense attitude side of him.

Joe quickly became a Supervisor with the Homicide Unit and eventually obtained his Bachelor's Degree from the University of Guam. Along with that a promotion and selection as Police Officer of the Year sometime in the early 2000's. He rose to the rank of Sergeant, Lieutenant and eventually Captain while earning his Masters in Public Administration again with the University of Guam. I recall telling myself that this was the career path I should follow as Joe made it evident that he was striving to be a top-level manager in the GPD, and I continued to strive to achieve the same in my professional capacity with him as a role-model.

After leaving GPD in 2013, I continued my professional and personal relationship with Joe. In my current role as the Acting Chief Investigator for the Office of Attorney General, Joe has opened up a line of communication that allows both our agencies to collaborate and ensure the safety of the people of Guam.

I trust his integrity, leadership, intellect and decision-making skills. He has definitely been an asset for the past few decades as a police officer, manager and now acting director of DOC.

Joe's experience, professionalism as a manager and most importantly, his integrity will prove him a good fit as the Director of DOC.

Knowing some of the challenges that our island and the DOC are faced with, I am confident that Joe will lead with the integrity and tenacity to move DOC forward.



Anthony V. Camacho



August 12, 2020

Senator Jose "Pedo" Terlaje
Chairman

Committee on Public Safety, Border Safety, Military and Veterans Affairs, Mayors Council,
Infrastructure, and Public Transit
35th Guam Legislature
140 Aspinall Ave, Ste. 202
Hagatna, Guam 96910

Re: Joseph Carbullido

Hafa Adai Mr. Chairman:

I am Ronald (Ron) B. Aguon, Assistant Professor of Public Administration and Legal Studies, University of Guam, School of Business and Public Administration. I am presenting this testimony in support of the confirmation of Joseph (Joe) Carbullido to serve as Director of the Department of Corrections. I will not belabor his qualifications in law enforcement and criminal justice, other than to say that I believe he is highly qualified to lead and manage the Department. My UOG colleague and former GPD Chief and Director of Corrections, Frank Ishizaki, will attest to this.

What I would like to focus on is the Joe Carbullido who was my student in the Bachelor of Science in Criminal Justice (BSCJ) Program, and in the Master of Public Administration (MPA) Program.

I remember Joe was a very diligent undergraduate student with a strong enthusiasm for learning, always expressing pride in his police profession, and sharing his knowledge and experience with the class, most of whom were pre-service students who lack work experience.

It was during his candidacy in the MPA Program where his leadership and management paradigm evolved. The Program provided greater challenges to MPAs in terms of advanced academics and professional studies. We taught administrative law, public management, sanctions, adjudication, among others.

Joe was a top performer in everyone of my courses. His understanding of law, public policy, management and leadership, and administrative procedures were extraordinarily solid. Two ethical values that he steadfastly advocated were the Rule of Law and Respect. Although the Rule of Law predominates in criminal justice, our Program emphasizes the importance of the Rule of Law in public personnel management. Every public agency must abide by the Constitution, the Organic Act, and local and federal statutes, even when performing personnel responsibilities.

For example, one of the perennial complaints of Directors is the difficulty of terminating or disciplining classified employees. This is undoubtedly true. Some attempt to overcome this by



forgoing or bypassing procedures, often resulting in reversible error and costing the agency enormous sums of money in backpay and attorney's fees, and other negatives. We stress to our MPAs that fundamental procedures are essential to due process. The only way to prevent a dismissal at this stage is through compliance. Overcoming procedural hurdles will get the case heard on the evidentiary merits, which must be supported by just cause as required by substantive due process. I'm confident that Joe will be managing under the Rule of Law as a matter of practice, and will avoid the pitfalls of Directors who have acted otherwise.

Respect for employees is a quality that makes a good leader. Recognizing capabilities, being treated fairly, and protecting rights are highly valued by employees and serve as the foundation of trust and reciprocity. Respect is part of Joe's character and will serve him well.

I have focused on personnel management, because, as we know, nothing is accomplished without good people and good leadership. Bad personnel practices produce bad results. These can be preempted by adhering to the Rule of Law, and treating employees with personal and professional respect.

The Department of Corrections is a critical component of the criminal justice system. I believe Joe Carbullido is the right person to manage and lead the agency in pursuit of its mission.

Respectfully submitted,
Ronald B. Aguon, Esq.

Email: rbaguon@triton.uog.edu; [REDACTED]

Telephone: (671)735-2510/01 [REDACTED]

J. JUSTIN EDQUILANE



August 11, 2020

Honorable Senator Jose "Pedo" Terlaje
35th Guam Legislature
Chairperson, Committee on Public Safety,
Border Safety, Military and Veteran Affairs,
Mayors Council, Infrastructure and
Public Transit
140 Bridgepoint Avenue, Suite 202
96910

Hafa Adai, Honorable Senator Jose "Pedo" Terlaje,

I am Justin Edquilane, a Police Officer III with the Guam Police Department. I submit my letter of support for Acting Director Joseph Carbullido in his consideration for Director of the Guam Department of Corrections (DOC). I have known the esteemed director for close to eight (8) years and have always known him to be a hard-working transparent, goal-oriented, and visionary person. His tenured and illustrious career with the Guam Police Department is proof that he is highly capable of possessing all these qualities which also make for a great leader for the Department of Corrections.

Through the years I have come to know him, from Precinct Commander of Tumon Precinct Command and Dededo Precinct Command, to District Commander, to Acting Operations Bureau Chief, and many other challenging positions of leadership, Director Carbullido has carried these qualities into his work and has taken care of his personnel ensuring he provide them the best working environment possible. His style of management considers the needs of his personnel and supports their advancement and growth by making sure they get the training they need to succeed. By taking care of his personnel, Director Carbullido can push forward the strategic goals of his area of management and produce positive results.

In his short but accomplished time as the Acting Director of DOC, I have spoken to personnel who see a rise in the esprit de corps, training, recruitment, position openings, and overall improvement of the Department of Corrections. The infrastructure continues to improve with the recent acquisition of the Old Hagåtña Precinct. With many improvements occurring in a short amount of time, I am sure Director Carbullido has much more in store for the Department of Corrections. Acting Director Joseph Carbullido is the right person for the stewardship of DOC, and I hope our 35th Guam Legislature share the same sentiment. Thank you!

Respectfully,

J. Justin Edquilane

J. Justin Edquilane



GOVERNMENT OF GUAM
HAGATNA, GUAM 96932

August 10, 2020

MEMORANDUM

Sinadót Jose "Pedo" Terlaje, Chairperson
I Mina'trentai Singko na Liheslaturan Guåhan
Committee on Public Safety, Border Safety, Military and Veterans Affairs, Mayors' Council,
Infrastructure and Public Transit

Subject: Letter of Support for Joseph S. Carbullido

Buenas yan Håfa Adai!

I hereby testify before the 35th Guam Legislature in full and absolute support of the appointment and confirmation of, Capt. Joseph S. Carbullido, for the position of director for the Department of Corrections.

It would be a time-sink for me to list Capt. Carbullido's educational background and his many other accomplishments; as I am assured that that information has already been provided to you by the candidate himself and by the many others whom have chosen to provide testimony in his support.

What I testify to is my knowledge and experience in having worked with Capt. Carbullido, throughout his 31 year career in the Guam Police Department – both as his supervisor and later as a peer and fellow captain. In a nutshell, Joseph Carbullido, has distinguished himself as an excellent candidate for the esteemed position of Director of the Department of Corrections, by virtue of his military and educational background, tenure with the Guam Police Department and the following leadership qualities he possesses:

- His decisions are deliberate and based on facts gathered.
- He is intelligent and wise.
- He is trustworthy, accountable and hard-working.
- He is honest and fair.
- He is tenacious and dedicated to the organization with which he is employed.

Most importantly, I have found that when pressed to make important decisions that could greatly impact the lives of his co-workers, subordinates, the Guam Police Department and our island community, Capt. Carbullido, **always chose to do what is good and right.**

Sincerely,

A handwritten signature in blue ink, appearing to read 'Kim M. Santos', written over a white background.

KIM M. SANTOS
Captain

Joseph S. Carbullido

Via Email: senatorpedo@senatorjterlaje.com

August 12, 2020

Honorable Jose “Pedo” Terlaje
Senator, 35th Guam Legislature
Suite 202 Bridge Pointe Building
140 Aspinall Avenue
Hagåtña, Guam 96910

Re: Response to Request for HIPAA Waiver

Senator Terlaje:

I have received a request from your office for a waiver pursuant to the Health Insurance Portability and Accountability Act of 1996 (HIPAA), authorizing disclosure of a mental health evaluation performed by Dr. Andrea M.S. Leitheiser regarding my fitness to serve as Director of the Department of Corrections (“DOC”). A letter from Dr. Leitheiser formalizing her determination that I am “deemed fit from a mental health perspective for promotion to the position of Director [of DOC]” was provided to you by the Office of Governor Lourdes A. Leon Guerrero on July 31, 2020. It is my understanding that you are requesting the complete file from Dr. Leitheiser’s evaluation, including any medical information provided therein and the doctor’s consequent impressions and notes. For the reasons discussed herein, I respectfully decline to provide a HIPAA waiver at this time.

5 GCA § 3113 authorizes the Governor to appoint the Director of DOC with advice and consent of the Legislature, subject to specific requirements, including that the candidate submit to psychological testing. I have fulfilled this requirement, along with all other requirements under the statute. I am aware that prior DOC directors have voluntarily provided full copies of their evaluations to the Legislature in furtherance of their appointment and confirmation, which is likely the reason behind your request. Although my evaluation was favorable, as evidenced by Dr. Leitheiser’s July 7th letter, I hesitate to voluntarily disclose the full evaluation or any other private medical information not required by statute, for the precise reason that it is private. Prior disclosures have resulted in widespread dissemination of private medical information that did not inform or affect the ultimate findings or recommendations of the Legislature regarding the

To: Senator Jose "Pedro" Terlaje
Fr: Joseph S. Carbullido
Date: August 12, 2020
Re: Response to Request for HIPAA Waiver

respective appointments. In the absence of a good faith basis to question my fitness or the expert findings of Dr. Leitheiser, it does not appear disclosure is necessary for the Legislature to assess my appointment. The importance of my privacy rights, and that of my family, should be preserved in the absence of any genuine concern or question regarding my competency, and I should not be required to compromise our privacy unless there is such concern.

I appreciate that the Legislature is tasked with assessing my qualifications for the position of Director of the Department of Corrections. I am humbled by, and grateful for, the support that you have shown me while I have served as DOC Director on an interim basis, and sincerely look forward to our continued partnership and mutual respect. I hope you will find that my performance over these past several months, coupled with the determinations made by qualified professionals regarding my fitness to continue to serve, meet the standards you have established for this position.

Senseremente,

/s/

JOSEPH S. CARBULLIDO



COMMITTEE REPORT DIGEST

I. OVERVIEW

The Committee on Public Safety, Border Safety, Military and Veterans Affairs, Mayors' Council, Infrastructure and Public Transit, convened a confirmation hearing on Wednesday, August 12, 2020 at 12:30 p.m. via Zoom Conference. Among the items on the agenda was the consideration of the appointment of **Joseph S. Carbullido** to serve as **Director, (Department of Corrections)**, and whose appointment history is as follows:

- Appointed by **I Maga'Hågan Guåhan A. Leon Guerrero** on **May 13, 2020**, to serve as **Director for Department of Corrections**, at the pleasure of the Governor.
- Appointment packet forwarded to *I Liheslatura* on **May 13, 2020**.
- Appointment packet forwarded to this committee for public consideration on **July 31, 2020**.

Public Notice Requirements

Notices were disseminated via e-mail to all Senators and all main media broadcasting outlets on Wednesday, August 05, 2020 (5-Day Notice), and again on Monday, August 10, 2020 (48-Hour Notice).

Senators Present

Senator Jose "Pedro" Terlaje, Chairman
Senator Joe San Agustin
Senator Louise Muna
Senator Regine Biscoe Lee
Senator Telo Taitague

II. SUMMARY OF TESTIMONY & DISCUSSION

The confirmation hearing was Called-to-Order at 12:36 p.m.

Chairman Jose "Pedro" Terlaje: Good Afternoon, Ladies and Gentlemen, this Confirmation Hearing is now called to order. Today's date is August 12, 2020 and the time is 12:36 p. m. The committee on Public Safety, Border Safety, Military and Veteran's Affairs, Mayors Council of Guam, Infrastructure and Public Transit is now conducting a confirmation hearing today for the Appointment of Joseph S. Carbullido to serve as the Director of Department of Corrections. For



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the record and in conformance with Section 8107 of Chapter 8 Title 5 GCA, the first public hearing notice was sent out on Wednesday, August 05, 2020, to adhere to the five working days requirement and the second confirmation hearing adhering to the 48 hours' notice was sent out on Monday, August 10, 2020 and in addition these notices were also sent out to all media and posted on the Guam Legislature's website. I would like to thank everybody for your participation this morning and we have like 16 people that is scheduled to testify this afternoon. Let me just put out the rules of engagement here and the rules of conduct as far as everybody that's going to testify. The host of this hearing will mute all participants until called upon by the chair. When called to speak, please ensure that you are "un-muted" and that you are speaking into your microphone. Members of the Committee and/or the Legislature wishing to speak may indicate their desire to the chair through the in-app chat feature. Individuals testifying shall first be recognized by the Chair before speaking and shall state their name for record-keeping purposes. The order of questioning will begin with the panel of Senators, who shall complete their lines of questioning for each respective item on the agenda. Upon completion of the panel's line of questioning, the Chair will pose questions. Each member will be allowed to pose a question to an individual testifying for a round and will be provided another round, if needed. Questions and testimony shall be confined to the substance or nature of the agenda. We're having audio issues so please bear with me. Let me just start with the rules of engagement here as to the character or the motive of any Senator, or any individual testifying, is NOT permitted. Any violations of this general rule of conduct will result in removal from the public hearing by the host. Now we will have those that are testifying for Mr. Joseph Carbullido proceed first and then we will have Mr. Carbullido testify for himself. So, I'm gonna go down with the listing we have about 16 individuals that will be testifying. So, if you can just keep your testimony in a minimum that will be helpful for all of us. First off, I would like to call on Patricia Taimanglo. Pat go ahead.

Dr. Patricia Taimanglo (Department of Corrections): (written testimony provided)

Chairman Jose "Pedo" Terlaje: Thank you very much, Pat. Second in line I wanna call Mr. Jose Munoz. Joe go ahead pari I know you have an appointment so your next.

Jose Munoz (Guam Community College) : Håfa adai, Si Yu'os Ma'åse for your invitation. I'm here to support the nomination of Joseph Carbullido to be the Director of Department of Corrections. Joe was taught from our Department at GCC under the Criminal Justice courses. He is very capable, very honest and like Dr. Taimanglo said very empathetic. He is a people person and he looks for solutions. I think his experience in law enforcement is unquestionable and we've been very fortunate that Guam Community College at GCC to work with some of the wonderful people in law enforcement on island including Chief Ignacio and Frank Ishizaki. So, I think we can place Joe Carbullido in that framework, and I think he's an excellent candidate on the position as Director for the Department of Corrections. Thank you, sir, and the rest of the committee, for your attention. Take care.



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Chairman Jose "Pedo" Terlaje: Thank you very much Joe. Next in line is Julie Cruz. Go ahead Julie. Julie can you hear me?

Julie Cruz: Yes, I can. (written testimony provided)

Chairman Jose "Pedo" Terlaje: Next in line I'm gonna call on Stephen Ignacio my favorite Police Chief go ahead pari.

Chief Stephen Ignacio (Guam Police Department): Háfa Adai, Senator. Thank you for calling me up next. Good afternoon Pedo Terlaje Chairman of Public Safety for the 35th Guam Legislature. Sorry I gotta scroll through my phone. Good afternoon to all other on this live stream. I'm here to provide testimony today on the confirmation of Joseph S. Carbullido as the Director of the Department of Corrections. I remember vividly Joe came into the Department after I joined possibly a year after I joined, and my first assignment was with Director Carbullido when we were both special agents or investigators at Criminal Investigators Section. We both rose through the organization criminal investigation and becoming Homicide Robbery Investigators and I think that's an important thing to point out because you need to have the ability to pay attention to detail and to be a very thorough and meticulous investigator to achieve a Homicide Robbery Investigator status. Joe has that quality Joe has built upon that quality throughout his career in the Guam Police Department rising through the ranks and ultimately being promoted to Police Captain. Joe there are many words to describe a Joe and if I may refer to him as Joe at this point. He's hard working and intelligent, he has the ability to learn to pay attention to the finer details and he is a very quick learner. I think the fact that he is a quick learner is obvious when Joe moved from the Guam Police Department to the Department of Corrections. Although, it is a law enforcement and Public Safety arena I believe that we all understand that we have two different missions and the ability of Joe to adapt to that change almost overnight it is really something that has to be pointed out as such an accomplishment. In his short tenure I've seen Joe done hiring and he has continued to doing hiring and promotions within his organization. Something that I'm aware that has not happened within the organization for many years. So, in the short tenure that Joe has been there he's achieved many many different things that have not been possible in such a very short period of time. As pointed out upon assuming Directorship in the acting capacity Joe has really brought stability to the Department of Corrections. I am here to provide favorable testimony on his behalf, and I ask the Legislature and the members to confirm Director Carbullido as the next Director of the Department of Corrections. I thank everybody for your time, and I thank you senators for providing me the opportunity to prevent to provide testimony on behalf of Director Carbullido. Thank you.

Chairman Jose "Pedo" Terlaje: Thank you, Stephen. Before we proceed I just wanna recognize some of our favorite senators that are here. I wanna recognize my Senator Telo Taitague, I wanna recognize Senator Biscoe Lee and Senator Louise Muna. Thank you, Senators, for joining us and



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sharing your thoughts this afternoon. So, next in line to testify I wanna go ahead and call on my old good friend Senator Frank Ishizaki. Thank you, Frank, go ahead.

Frank Ishizaki: Okay I want to make sure I unmute. Can you hear me? Ok.

Chairman Jose "Pedo" Terlaje: Yeah, loud, and clear pari.

Frank Ishizaki: (written testimony provided) Thank you Pedo, thank you Mr. Chair and thank you Senators who are there and everybody. It's a good turnout. I can just say Joe is a great guy and I think he's proven himself at GPD and at Corrections and I gotta disclose that I'm sort of related to him and I hate to do that but my primo Frank Frankie was married to his sister Mary and so we're all kind of connected but in spite of that I respect and like Joe okay. Sorry you know it's just I'm trying to be light on this but I think Joe has a great capacity with everything and I think Chief Steve just highlighted his um fine ability to discriminate you know between all the information and facts and I and he's a quick study and I was honored to know him at GPD when I was Chief for a little bit and I think he was a Sergeant at the time and I think we I think I was responsible for his promotion to a Police Lieutenant and then at DOC he uh and I felt sorry for coming in but I think we worked very well together and so I'm proud to say I'm connected to Joe in different aspects and I can't think of no reason why this body should not confirm him and I fully endorse him and everybody's saying great things so I'll keep it short. Thank you, Pedo.

Chairman Jose "Pedo" Terlaje: Thank you, Frank your still looking young Pari. Next in line I'm gonna call on Tom Tajalle. Tom, go ahead. Tom you have to unmute. Tom, can you hear me? He needs to unmute. Um, ok I'm gonna go to the next one Tom once you're ready just let me know. I want to call on the Acting Police Commander Manny Chong. Go ahead, Manny. Thank you. Manny can you hear me? Go ahead Pari. All of you guys are my Paris you know its election time so it's all of you are my Paris. We're having problems with the audio. If you can hear me can you answer your phone cause my office is trying to call you. Manny can you. Were still having problems. We're gonna go to the next one in line because I think they need to. Manny can you hear me now? We're gonna go ahead and go to the next uh okay moving forward let me call on Kevin Guerrero. Kevin can you hear me?

Lieutenant Kevin Guerrero (Guam Police Department): Buenas Yan háfa adai. Yes, Sir Panel. I'm here on to support Captain Joseph S. Carbullido for Director of DOC and I'm here to provide this testimony. (written testimony provided) I really humbly ask you to support his nomination for directorship. Thank you.

Chairman Jose "Pedo" Terlaje: Thank you and good testimony, sir.

Lieutenant Kevin Guerrero (Guam Police Department): Thank you sir.

Chairman Jose "Pedo" Terlaje: I wanna call on Katrina Palanca. Katrina, go ahead.



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Katrina Palanca: (written testimony provided) Chairman Jose "Pedo" Terlaje: Thank you very much Katrina. I'm gonna go back to and moving forward again, I want to call on Tom Tajalle. Tom, go ahead.

Tom Tajalle (BT International, LLC): Chairman, I apologize for the for the first, for the first round. Apparently, I had issues with the computer but anyway, I'd like to say hafa adai and goodafternoon Honorable Pedo Terlaje, Chairman of the Committee of Public Safety, committee members, and the honorable members of the 35th Guam Legislature. My name is Tom Tajalle and I am the president of BT International. I come before you today in support of the nominee of Joseph S. Carbullido to serve as the director of the Guam Department of Corrections. Before I begin my testimony, I would like to read a quote from one of our nation's greatest presidents, former President Ronald Reagan, whom I've had the opportunity to meet personally in my early 20's. By the way, I'm still in my early 20's. Ronald Reagan once said about a great leader and I quote, "the greatest leader is not necessarily the one who does the greatest, the greatest thing, but is the one who gets the people to do the greatest thing," and I want to repeat that again. "The greatest leader is not necessarily the one who does the greatest thing, but he is the one who gets the people to do the greatest thing. The greatest leader is not necessarily..." I'm sorry. With that said, I come before you today to say that Mr. Joseph Carbullido fits that description as a leader to serve as the director of the Department of Corrections, a person who I know can lead the Department of Corrections. I've known brother Joe as a longtime friend who has a very distinguished career in law enforcement. He has dedicated his life to public service and as a member to the first Guam's finest. Over 30 years, Joseph has risen through the ranks and remain committed to serving and protecting our island community. You would be hard and pressed to find a person with so many awards and sacculates from distinguished and matrious services to the medal of valor and even lifesaving medal. Joe has never thought twice to put himself in harm's way to save another, to help someone else. Throughout his career, he has served in various capacities within the Guam Police Department from patrolling Guam's street, to solving homicides, to spokesperson, to running precincts and divisions leading the rank and file. Each of these positions has given Joe ample experience to grow as a leader become more resilient and identify solutions to challenges. He is a man of his word; a man of integrity and compassion and he exhibits all of the characteristics of a great leader. As we all know, the Department of Corrections has had its fair share of challenges during this couple of years. The department has needed solid leadership and a leader who can bring the staff together as a team to work collectively to address the many issues facing the prison. Even during the pandemic, Joe has proven capable to handle any challenges that comes his way and did it in a way that united the personnel. I am confident in his ability and I know that he is the right person to help the department and move the prison forward for the future and especially during these trying times. Thank you for the opportunity to express my support and I humbly request your favorable consideration of Joseph Carbullido's confirmation. In closing, I would like to read another quote



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of what makes a good leader. "A good leader leads the people from above them. A great leader leads the people within them." Mr. Chairman, committee members, and honorable senators, Joe Carbullido is that man and that can lead the Department of Corrections. Thank you for giving me the opportunity to testify on behalf of Joe Carbullido.

Chairman Jose "Pedo" Terlaje: Thank you very much, Tom. I just wanna recognize one of our senators that just stepped in. Senator Jose San Agustin. The chairman of the the budget of our Government. Thank you, Joe for showing up. Thank you. Next in line, I wanna call up Manny, Major Manny Chong. We're still having audio problems with Manny.

Major Manny Chong (Guam Police Department): Can you hear me now?

Chairman Jose "Pedo" Terlaje: Yeah, go ahead Manny.

Major Manny Chong (Guam Police Department): Okay. Okay, thank you. Sorry about that.

Chairman Jose "Pedo" Terlaje: No problem.

Manny Chong: Time to get a new phone. Good afternoon Senator Jose Terlaje and everyone in attendance. My name is Major Manuel R. Chong, the Acting Police Commander and the Operations Bureau Chief of the Guam Police Department. (written testimony provided) Thank you, sir.

Chairman Jose "Pedo" Terlaje: Thank you very much, Manny. Going forward, I wanna call on my good friend, Pete Roberto. Peter, go ahead sir.

Peter Roberto (Guam Community College): Thank you very much Senator Terlaje and members of the committee. For the record, I'm Pete Roberto, under the Guam Community College and I just want to say first and foremost how excited I was when I heard the news that Joe was given the task to head up to DOC and assist the department. For the past seven year I've known Joe and in fact, of all places, we met in the parking lot and in the parking lot here at GCC, he was walking in and of all places, he was walking into class. You know, Joe has been, he has a passion for teaching. End of story. His desire for education is, goes before him and in fact, the students, even those who are in rank right now, know that they had Joe for class is either police ops or you know criminal investigations in the academy. So I am very happy and I fully support the nomination from Governor Leon Guerrero for Captain Jose, I mean Joseph Carbullido, to step into the role of director. Joe, again, is very familiar with the curriculum here at GCC. He is in fact given a lot of contributions and to his credit, you know, there has been a lot of changes in the curriculum, especially in police or theory, concepts of police operations and criminal investigations. Lastly, I just want to comment on something about Joe. We all know that Captain Carbullido is very much a very kind and very humble man and can be very methodical and kind of quiet, but what people don't see that I had the privilege to see here at GCC is his ability to



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collaborate, bring people to the table and actually, he doesn't really push himself on you. He is just a very, he's a strong listener and he actually brings things that are really important to the conversation and so with that, I know that he will really be a great addition to the POST Commission, and I wish him very well. Again, Senator Terlaje, thank you for the opportunity and good luck my good friend Joe. Thank you.

Chairman Jose "Pedo" Terlaje: Thank you, Pete. Thank you very much. Next in line, I want to call on the Warden of the Department of Corrections, Mr. Alan Borja. Go ahead, Alan. You have to unmute, Alan.

Warden Alan Borja (Department of Corrections): I'm gonna start all over. Buenas yan hafa adai, Mr. Chairman.

Chairman Jose "Pedo" Terlaje: Hafa adai, Warden Borja.

Warden Alan Borja (Department of Corrections): (written testimony provided)

Chairman Jose "Pedo" Terlaje: Thank you very much, Alan! Good testimony next in line Therese Tayama. Go ahead Nen, how is your Dad? Go ahead an unmute.

Therese Tayama (Department of Corrections): Thank you for asking Chairman Terlaje my Dad is doing well. Good afternoon everyone, good afternoon Chairman, good afternoon everyone from DOC and the public as well. (Spoken in Chamorro Translated to English) Who are you, Sir? I've never met him in my life. He's been with us as of September. The only thing that I knew of him is that he had served 2 decades in the Guam Police Department. I am the Daughter of a Retired Police Officer. I understand the sacrifices Ma'am that your father has made in service to our island. I can really appreciate that, and this speaks more of your father's character that has only been captured by you so honor to you for that. (Provided written testimony, see Attached)

Chairman Jose "Pedo" Terlaje: Okay, i'm going to allow her.

Therese Tayama (Correction Social Worker Administrator, Department of Corrections): Thank you, Mr. Chairman!

Donna Cruz (Correction Social Worker II, Department of Correction): (written testimony provided)

Chairman Jose "Pedo" Terlaje: Okay, okay next in line. I want to call Melanie Brennan.

Director Melanie Brennan (Department of Youth Affairs): (written testimony provided)



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Chairman Jose "Pedo" Terlaje: Thank you, Melanie! Next in line, I want to call on my good friend Bob Camacho. Go ahead. Bob you need to unmute!

Deputy Director Robert Camacho: So sorry! Good afternoon Senator Terlaje, Senator Biscoe and Senator Taitague. Thank you for this opportunity and of course thank you to the Acting Director. Most of the people that decide to come to the Department of Correction as a Director or Deputy Director pretty much. They don't realize the complexities of the Department of Corrections and the overwhelming challenges and I have to say that Joe has met these challenges full force and has addressed these issues, problematic issues with the Department of Corrections with a good heart and great leadership. I'm here to testify in support of Acting Director Joe Carbullido in his confirmation. I've had the honour and privilege of working with him as the Deputy Chief of Police several years ago at the Guam Police Department and also as the Deputy here at the Department of Corrections since March of this year. In both departments he has shown great management and leadership skills. I found Director Joe Carbullido as very qualified and well suited for this position. In the short time that he's been Acting Director he really has stepped up to the plate and garnered a lot of knowledge in such a short time this is quite incredible and this is very complex from legal issues to immigrant issues, food services and medical issues. It's just a whole overwhelming department and probably one of the hardest departments to run and he has managed the department during this extremely difficult time pandemic and through his leadership we're able to prevent I guess as mentioned before to avoid the widespread of Covid in our employees. And tomorrow we will be doing testing for all the 600 some detainees and inmates so we're hoping that works out well. He pushed for more personnel. We have about 70 recruitments that have gone through. He's fought for promotions as mentioned earlier. We had this water when I came in. I found out that we had a very bad water system that's going to the facility and sometimes the water was so slow that inmates had to use buckets to fill up certain areas so that was just resolved after many years of not being fixed that was done because he coordinated with DPW and Guam Water Works and we had to complete it we've also, conducted several critical training establishment of policies with the COVID and other matters of training and we're also applied for several federal grants. So this in the midst of everything else in the midst of all the pandemic and all the restrictions we were still able to do things in normal situations people would have just tapped out and say this is just too overwhelming under this watch we were able to secure over 2 million in the cares act and we re-established the sort team and the internal affairs. And from that time, we established these sword operations we've caught many of contraband to be infiltrated into the facility because of the leadership decision. We're establishing four different sites here at the Department of Corrections for video conferencing with the courts and this saves a lot of time and is cost effective overall. So that alone is a huge undertaking we've renovated the Hagatna Precinct and The Guam Detention Facility and now that we have the Parole Division. We did that within 2 ½ months also, will be establishing the first one behavioral health and wellness center. We've renovated 1 facility that was condemned, and we will be helping with the mental health clients coming from mental health and behavioral health and wellness centers. There are many other accomplishments and I think many people



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have already mentioned them. I won't get into that, but to keep brief. I worked with him for the past several months and I've seen that he has truly made a positive impact and his integrity is beyond and he's determined and committed to the mission is probably one of the most difficult agencies to run, but he has shown his ability to lead and is deserving of the confirmation. I've worked for the Department of Corrections for over 23 years. When I came back from retirement, I saw that he's really committed, and he has a certain leadership style very similar to Frank Ishizaki's personality and is able to look at things subjectively and make good decisions. The only disappointment I have is that he didn't tell me he knows how to sing; he's had a hidden talent. Otherwise you know I just want to say job well done Sir. I am in full support of his confirmation. Thank you very much!

Chairman Jose "Pedo" Terlaje: Thank you very much, Bob! Next one in line moving forward is Captain Lizama. I want to call on Captain Lizama to go ahead and do her testimony. Captain Lizama you're on!

Captain Maryhelen Lizama (Department of Corrections): Hello Sir, I'm using the warden's computer! Hafa adai, good afternoon to everyone! I am in support of Director and Acting Director Carbullido to be our Director for the Department of Corrections. We've been working for him for already 1 year. My testimony is like 4 pages long, so I don't want to read it, but I believe you guys have a copy of it. I'm just going to make it short. Everyone has said everything about Director Carbullido, his background in Law Enforcement says it all, especially the military. Also, the support from his family tells me that he's going to do his job good. Okay, because that's what corrections is about, we're watching 600 sum prisoners and they're really like our own children and that's in the interest of rehabilitation. Okay, it's not just about safety and security it's about rehabilitation. It is true that the difficulty is taking care of the prisoners here and why because they're humans, so we have to ensure that they are taking care of 24/7. We have to make sure that their constitutional rights are not violated. Okay, that's another thing Mr. Carbullido started last year in September and so far, the way. I see his demeanor. He's very professional, he's serious on the job. When something needs to be done he does it and also if I ask for help he gives me guidance and that's what I need guidance from my leaders especially in a difficult situation, so I support Director Carbullido even if he was with us only for one year. I'm pretty sure he already learned a lot about the corrections spill because it's not the same as any other law enforcement. Help all of us to do our job. Okay so that is all I have to say, I do not want to make it long because I'm a very chatty person. Okay, all right, thank you senator.

Chairman Jose "Pedo" Terlaje: Thank You Captain Lizama, before I move on to the principle, the acting director, I want to ask our Chairman for Budget because we do have a budget hearing session at two o'clock, I want to ask him, Joe if you can hear me? Joe if you can hear me, I want to ask you something. Joe can you hear me? Hey Joe, I want to ask you here, we're going to go back on the budget session today.



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Senator Joe San Agustin: When you are done Senator Terlaje because Joe Carbullido's confirmation is important. We need to get him settled, we need to get DOC on track and in black.

Chairman Jose "Pedo" Terlaje: Thank you, at this point in time, I want to call on the acting Director, Mr. Joe Carbullido to go ahead and present your testimony. Go ahead Joe.

Acting Director Joseph Carbullido (Department of Corrections): Thank you, Senator. (written testimony provided)

Chairman Jose "Pedo" Terlaje: Joe thank you very much. Good presentation and I want to call on our Senators, I want to start off with Senator Regine Biscoe Lee, senator go ahead and then we will go in line with Senator Telo and I will go last with Senator Joe San Agustin since we have the budget that we have scheduled so he said we can go ahead and delay the budget hearing. Go ahead Senator Lee, thank you ma'am.

Senator Regine Biscoe Lee: Si Yu'os Ma'ase Mr. Chair, and thank you all so much for providing testimony for us today. Dr. Taimanglo, Mr. Munoz, and Ms. Cruz I really appreciate your personal and character reference for your brother Chief Ignacio, Senator Frank, Mr. Guerrero, Ms. Polanca, also providing a very personal testimony. Mr. Tajalle, Major Chong, Mr. Roberto, Mr. Borja, Ms. Tayama, thank you Ms. Cruz, Director Brennan and the Deputy Director Mr. Camacho, thank you very much for your service and Captain Lizama thank you so much we really appreciate being able to hear from our community, exactly I mean certain kind of anecdotes about Captain Carbullido, about his leadership, about his determination, his integrity, his hard work, and his commitment to the people of Guam. So, I definitely want to start off by thanking our Governor and Lieutenant Governor for their nomination and Si Yu'os Ma'ase and Semper Fidelis to you Captain Carbullido and your family, your wife, your children, for accepting this nomination. We know that this is not an easy job, I am really glad to have had the opportunity to review your packet, to hear about your many years of service, your commendations, your willingness to continue serving and also that we have one thing in common, were both kalapana fans so that is really good. I want to thank Ms. Tayama and Ms. Cruz for recognizing that DOC remains COVID Free, and I really want to thank you Captain Carbullido for including the plans and policies that you have taken to really protect our employees, our detainees, inmates, and their families from this pandemic. So that was going to be my first question, but you already acknowledged that and answered it in your presentation, so I want to thank you. I also want to thank Dr. Taimanglo for her testimony, very grateful for her service and the work that she and



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her team do for our community at DOC and Mr. Carbullido I wanted to give you the opportunity to talk about the level of behavioral health services that are provided to our inmates, our detainees, I know that there has been great concern over the last few years that the capacity just is not there to provide adequate monitoring of you know everyone, the entire at-risk population at DOC, so I wanted to give you the opportunity to talk about the existing situation with regards to behavioral health and what your plans are to improve.

Acting Director Joseph Carbullido (Department of Corrections): Sure, thank you Senator for that question. So, I believe that our forensic unit which deals with the behavioral areas that your concerned about, they are doing a magnificent job, despite maybe four personnel including Dr. Taimanglo. We are in the process of also improving in that area because we are hiring. We are hiring several more employees to add to that unit. Knowing what the importance is of that unit and what their capabilities are as far as the need. So the current protocol is that there is a remedy request that is put in for every inmate or detainee that needs that service, once that remedy request is received, then it goes to one of the psych techs from the forensic unit and they make the assessment and they provide the services that is needed. It is not just that we are waiting for a remedy request to be given by the inmates or detainees, the officers are also responsible for observing and making that decision as far as who may need that service. So yes, I agree that there is a lot to be probably done as far as improvement, to ensure that all of our clients, our clientele is given that service however, at this current time we rely on what we have currently, which is the remedy requests and the observations from the officers.

Senator Regine Biscoe Lee: Thank you very much Mr. Carbullido. So, remedy request assessments and the officer observation and then just correct me and are you still requiring that an intake assessment or evaluation is done for every single person coming in.

Acting Director Joseph Carbullido (Department of Corrections): That's correct. They are there's an assessment that's made for every detainee that comes in or inmate.

Senator Regine Biscoe Lee: I also want to thank you for mentioning the EO by the Governor and that you have an MOU forthcoming. I just wanted to give you an opportunity if you're able to share any of those highlights or details with the committee regarding the MOU and what you hope to see with your collaboration with behavioral health and the behavioral health.

Acting Director Joseph Carbullido (Department of Corrections): Yes. So, the intent because of the lack of space up at the Guam Behavioral Wellness Center right now currently there's a lot of challenges that they're going through and we're having to like really struggle to help each other



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at this point in time especially with the court mandates when the court you know gives a court commitment order. Sometimes they force the issue and they kind of like at odds when it comes to enforcing the court order because of the lack of space that's required up at the Guam Behavioral Center. So, that's the main basis of why we are we're in discussions of the consolidation of these services. We have an identified area which is our post 7 that's going to be the new Inpatient Adult Unit (IAU) that's what it's going to be referred to which is the annex of the Guam Behavioral Health and Wellness Center. So, once that's standing up and standing which it's not right now because of the Covid situation we've prioritized that area right now for our isolation section. Based on the especially with the testing the priority testing that's forthcoming right now. So, when we get to that point we we're still in ongoing discussions with Guam Behavioral and Wellness Center to come up with the MOU it hasn't been completed but when we get to that point once we're past the hurdles that we're in right now with the ongoing testing then of course that would be stood up and that would kind of remedy the situation with all the influx and court orders and court commitment orders that they Guam Behavioral can't manage right now. So, that's the reason why we've consolidated service so that we can have both the inpatient and outpatient services.

Senator Regine Biscoe Lee: Thank you very much. I wanted to ask does DOC owe any money to GMH for medical services that are provided to inmates and detainees and if so can you give us an idea of how much is owed and what the plan is to pay the hospital.

Acting Director Joseph Carbullido (Department of Corrections): So, we have a contract with GMH for medical services that contract I believe somewhere around three million dollars every year and I'm not sure where we're at in our billing. We do fall behind to be honest with you, but I try to push it out as much as I can as fast as I can to make sure that we pay our dues.

Senator Regine Biscoe Lee: and how would you characterize the quality of health care that's being delivered based on this contract?

Acting Director Joseph Carbullido (Department of Corrections): Based on my observations we've done the best we can as far as providing the medical needs of our population.

Senator Regine Biscoe Lee: Thank you Mr. Carbullido. I also acknowledging that my colleagues also may have questions and I did hear something during your statement and it kind of there's a light bulb went off you were mentioning your concern with kind of breaking the cycle and not having DOC be a revolving door for inmates and that's certainly something that's a concern for me and many members of the legislature as well so I just wanted to give you an opportunity to kind of elaborate on your plans to address this concern about recidivism and not having this be a revolving door.



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Acting Director Joseph Carbullido (Department of Corrections): Yeah, so I mentioned that because I'm trying to focus and emphasize rehabilitation. The programs the programs are very important re-entry programs right. So it starts actually when they first come in through our doors so we need a really good programs to ensure that our inmates are given the opportunity to get involved in these programs that are provided to ensure that when by the time they're eligible for parole and to start getting ready to go back into society that we make them ready and be productive members of society instead of just pushing them out and making it a community problem. So, my focus is to ensure that our rehabilitation programs are solid and that everyone has the opportunity to avail to those programs and to prepare them to be productive members of society once there they re-enter back into the community.

Senator Regine Biscoe Lee: Thank you very much Mr. Carbullido again I just want to thank everybody who's provided testimony for this confirmation hearing I think it was very um it really helped to give us an idea I mean I don't know you personally but now I do feel like I kind of know you. It was really great to hear all about all of your years of service about your destination and the integrity that you bring to your work and I certainly appreciate that and I look forward to your confirmation I look forward to confirming you and I just really want to thank you in advance for your work that you'll do on behalf of the people of Guam. Thank you.

Acting Director Joseph Carbullido (Department of Corrections): Thank you, Senator I appreciate it.

Chairman Jose "Pedo" Terlaje: Senator Lee thank you very much. Joe I just wanted to check with you, or do you want me to go because the next speaker would be Telo.

Senator Joe San Agustin: continue to move because I'm next after anyway and I'm gonna support Joe so let's do it. We got Louise there Senator Louise so we're gonna you all got supporters.

Chairman Jose "Pedo" Terlaje: Senator Telo, go ahead. Go ahead.

Senator Telo Taitague: Si Yu'os Ma'ase, Senator Terlaje and Joe I noticed on your background your confirmation hearing at home during lunch and then I'm here at session hall right now getting ready to go into our session. But, I didn't want to miss your confirmation hearing and it meant a lot to you when you hear what everybody has to say and you know I think you were choking up when your sister Julie was speaking on your behalf and that always touches my heart when you get your older sister coming out and talk on behalf I think I saw a tear in your eye there you know. So it's always and Julie is such a sweet person it's a reflection of the family and appreciate hey Julie yes of course and just be there to support you with saying so much about the support you're going to get because you're going to need a lot of support in the position you hold like your daughter has mentioned earlier. So, Joe you know I've known you to be a very quiet guy and I've learned that don't underestimate the quiet ones you know at all. I know that you're



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a listener so it's very important but what I usually do is I talk to a few people at the um a few officers correction officers and asked them how it's going with Joe so far. How is it you know as a Director? How's he doing and this is the first time in a year and a half that I've gotten from all people I've spoken to great attributes about you. One of them says oh we're getting paid our overtime you know which has always been an issue so for these individuals to talk highly about you the officers there at DOC it speaks highly about you and I'm really happy to hear that because you know you had me at musician. Fellow musicians we come a long way. So, Joe how long have you been at DOC? You know since you've been here how long has it been?

Acting Director Joseph Carbullido (Department of Corrections): I think I was first detailed up there in September 26 if I'm not mistaken. Okay, September 26 of last year. Yes.

Senator Telo Taitague: So, you've been there long enough to see what's needed and definitely get a report card from some of your correction officers. So, and they gave you all A's so I'm giving you an A as well Joe. Good luck to you and thank you so much for serving in this very difficult position. It's a hard position of all the other directors so my hat's off to you and to all those who testified on him. Tom, I loved your Ronald Regan yes biba. Excellent excellent commentary there uh thank you everybody. Thank you, Joe.

Acting Director Joseph Carbullido (Department of Corrections): Thank you, Senator.

Chairman Jose "Pedo" Terlaje: Thank you, Senator Taitague and um going forward Louise Senator Louise Muna. Go ahead, mam.

Senator Louise Muna: Thank you. Thank you, Mr. Chair. I was hoping that you would pick me next so I could get out of my car I've been actually sitting in here. I was even considering going in the backseat because it's actually darker there but uh that would look really weird, I would feel very awkward talking to Director Joe in the backseat. But anyway, Director I just want to thank you for stepping up to the plate again You know, it's not an easy job. One of the things that I would recommend, you know, when you get confirmed, is that, you know the media is so quick to acknowledge and promote all the controversy and inconsistencies with every agency, and I think maybe a good thing to do is like, you know, just keep in contact with the media and let them know all of the great things you, you know, acknowledged in you testimony. And I think that's a good thing. They should know that because you know, most of the time, people only hear the bad stories and they all need to hear the good things that are happening at the agency. And so, create, you know, create that, create that that positive attitude towards DOC now. And I think that's what people really want to hear; you know. And so, I'm really looking forward to you stepping up there. You know, I know you are, you're from Dededo. I read your packet. I know you're a musician. I've known that for a while now and I also see you at the gyms. So, you know, I think that all around, you're a very good guy. And even though we're hearing all these



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testimonies from all of your colleagues and the public service agencies. I think one of the ones, the testimonies that I appreciate most, are the ones that are coming from your family to include your sister Julie and your daughter Katrina and even from Tom. Those are the ones that are important to me because those, those are the testimonies that really speak of your character and how you are gonna carry yourself out as the director for DOC. So, I really appreciate them coming up and talking on your behalf, that those emotional testimonies are very important, especially to us. We need to know who you are, from the inside and out as well. So, thank you very much for stepping up to this plate and you know, we look forward to you doing a lot of positive things for DOC and thank you again Joe and for liking Kalapana as well too.

Acting Director Joseph Carbullido (Department of Corrections): Thank you, senator.

Senator Louise Muna: You're welcome.

Chairman Jose "Pedo" Terlaje: Thank you very much Senator Muna. Going forward, I'm going to allow my favorite senator from budget. Thank you, Joe, for being the last one because, you know, we're late already, but that's okay. Go ahead.

Senator Joe San Agustin: Now we're never too late. We're going to take care of Joe. We're going to take care of DOC. You know there are many testimonies that have been presented. Can you hear me okay Joe?

Acting Director Joseph Carbullido (Department of Corrections): Yes, yes sir.

Senator Joe San Agustin: Okay. You guys can hear me well? Okay. You know, the testimonies that have been provided; I've been going in and out of it, but I've been listening to the, to the confirmation and you know senator, Senator Terlaje and Director Joe. You know I like how Tom presented a Reagan quote, but I'm surprised he didn't try to use John F. Kennedy, whereas, ask not what your country can do for you, but what you can do for your country. And what Joe has done, he didn't go and ask the community what he can do. He went and did what he could do for the community, which says a lot and every company starts off with a decision to try.

Acting Director Joseph Carbullido (Department of Corrections): Yes Sir! I'm in favor of trying to reduce the population that we currently have now. I would just like to have it go through the regular process as far as our case works with the classification committee and ensure that they do fall under that eligibility status that you know they're required to so long as it goes through the proper protocol and they're eligible like the recent. We've submitted to the governor already the recent graduating cycle and for her possible commute and commuting in their sentences.

Chairman Jose "Pedo" Terlaje: I'm talking about maybe misdemeanor things like that and those are the the type of inmates that I'm talking about, so i'll be talking to you and Melanie later on



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that one another thing Joe that I wanted to talk to you about about the reserve program because I am not sure I don't remember putting that increase for the reservist from 250 to 500. Is that in your budget Joe? I cannot remember you know when you get to be my age sometimes you forget but this is what I want to do all post certified is gonna be part of that race from 250 to 500 and that's what I'm going to do to make sure that you know we satisfy those workers that are doing that another thing Joe. I've been called by the families to remember Mashburn who was killed by the DOC. I just wanted to give you my thoughts about whether or not they wanted me to change the Department of Correction to Mashburn Correctional Facility. It's up to you I'm gonna take your word for it and if you want me to do something like that to change the name from Mashburn from DOC to Mashburn Correctional Facility. We can talk about that later on though.

Acting Director Joseph Carbullido (Department of Corrections): Yes, Sir!

Chairman Jose "Pedo" Terlaje: I just want to close this confirmation hearing and I'd like to thank all of you who participated into this confirmation hearing for Joseph S. Carbullido and if you have written a testimony you can email it to my email senatorpedo@seantorjpterlaje.com or hand deliver it to my office at 140 Aspinall Avenue Bridge Point Building Hagatna Guam, and the time now is 2:36 and the Committee on Public Safety, Border Safety, Military and Veterans Affairs, Mayors Council of Guam, Infrastructure Public Transit is now adjourned. Thank you very much everybody, thank you Senators! Let's get over there for the budget. Thank you, Joe!

The confirmation hearing was adjourned at 2:36 p.m.

III. FINDINGS AND RECOMMENDATIONS

The Committee on Public Safety, Border Safety, Military and Veteran Affairs, Mayors Council, Infrastructure and Public Transit finds that Mr. Joseph S. Carbullido is more than qualified to serve as the Director of Department of Corrections.

The Committee on Public Safety, Border Safety, Military and Veterans Affairs, Mayors' Council, Infrastructure and Public Transit hereby reports on the appointment of **Joseph S. Carbullido** to serve as **Director (Department of Corrections)**, with the recommendation to confirm.



COMMITTEE ON

PUBLIC SAFETY, BORDER SAFETY, MILITARY AND VETERANS AFFAIRS,
MAYORS' COUNCIL, INFRASTRUCTURE AND PUBLIC TRANSIT



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COMMITTEE VOTING SHEET

Nomination of Joseph S. Carbullido As a Director, (Department of Corrections). Term Length: To serve at the pleasure of the Governor.

Senator
JOSE "PEDO" TERLAJE
Chairman

Speaker
Tina Muña Barnes
Ex- Officio member
Vice Chair
Military, Veterans Affairs
And Mayors' Council of
Guam

Vice Speaker
Telena Cruz Nelson
Vice Chair
Public Safety

Senator
Joe S. San Agustin
Vice Chair
Infrastructure

Senator
William M. Castro
Vice Chair
Border Safety

Senator
Therese M. Terlaje
Member

Senator
Régine Biscoe Lee
Member

Senator
Mary Camacho Torres
Member

Senator
Louise B. Muña
Member

Senator
James Moylan
Member

Senator
Amanda L. Shelton
Member

COMMITTEE MEMBERS	SIGNATURE	TO PASS	NOT TO PASS	TO REPORT OUT	ABSTAIN	INACTIVE FILE
TERLAJE, JOSE "PEDO" Committee Chairman	 8/14/2020	✓				
MUÑA BARNES, TINA Committee Member	EVOTE 08/14/2020	✓				
NELSON, TELENA CRUZ Committee Member	EVOTE 08/14/2020	✓				
LEE, RÉGINE BISCOE Committee Member	EVOTE 08/14/2020	✓				
SHELTON, AMANDA L. Committee Member						
TERLAJE, THERESE M. Committee Member						
SAN AGUSTIN, JOE S. Committee Member	EVOTE 08/14/2020	✓				
TORRES, MARY CAMACHO Committee Member						
MUÑA, LOUISE B. Committee Member	EVOTE 08/14/2020	✓				
MOYLAN, JAMES Committee Member	EVOTE 08/14/2020			✓		
CASTRO, WILLIAM M. Committee Member						

REQUEST FOR E-VOTE: Appointment of Joseph S. Carbullido

Senator Pedro Terlaje <senatorpedo@senatorjpterlaje.com>

Fri, Aug 14, 2020 at 2:07 PM

To: Speaker's Office <speaker@guamlegislature.org>, Telena Cruz Nelson <senatortcnelson@guamlegislature.org>, Régine Biscoe Lee <senatorbiscoelee@guamlegislature.org>, Office of Senator Shelton Guam Legislature <officeofsenatorshelton@guamlegislature.org>, Senator Therese Terlaje <senatorterlajeguam@gmail.com>, "Mary C. Torres" <senatormary@guamlegislature.org>, Louise Muna <senatorlouise@gmail.com>, James Moylan <senatormoylan@guamlegislature.org>, Wil Castro <wilcastro671@gmail.com>, "Joe S. San Agustin" <senatorjoessanagustin@gmail.com>

Hafa Adai Committee Members:

Attached, please find the Committee Report for the appointment of **Joseph S. Carbullido** to serve at the pleasure of the Governor as the Director of the Department of Corrections.

Please indicate your preferred action, based on the following options:

- To Confirm;
- To Not Confirm;
- To Report Out Only;
- To Abstain; or
- To Place in Inactive File.

Please submit your response **ASAP**. Your response will be logged into the Committee Vote Sheet for **Joseph S. Carbullido** which will be filed with the Committee on Rules.

--

The Office of Senator Jose "Pedo" Terlaje

Committee on Public Safety, Border Safety,
Military and Veterans Affairs, Mayors' Council,
Infrastructure, and Public Transit

35th Guam Legislature
I Mina'trentai Singko na Liheslaturan Guåhan

140 Aspinall Avenue Ste. 202 Hagatna, Guam 96910
Tel: (671) 989-5301/ 3218
Email: senatorpedo@senatorjpterlaje.com

 **JSC Committee Report.pdf**
4869K

REQUEST FOR E-VOTE: Appointment of Joseph S. Carbullido

Joe S. San Agustin <senatorjoessanagustin@gmail.com>

Fri, Aug 14, 2020 at 2:33 PM

To: Senator Pedro Terlaje <senatorpedo@senatorjpterlaje.com>

Cc: Speaker's Office <speaker@guamlegislature.org>, Telen Cruz Nelson <senatorcnelson@guamlegislature.org>, Régine Biscoe Lee <senatorbiscoelee@guamlegislature.org>, Office of Senator Shelton Guam Legislature <officeofsenatorshelton@guamlegislature.org>, Senator Therese Terlaje <senatorterlajeguam@gmail.com>, "Mary C. Torres" <senatormary@guamlegislature.org>, Louise Muna <senatorlouise@gmail.com>, James Moylan <senatormoylan@guamlegislature.org>, Wil Castro <wilcastro671@gmail.com>

To Confirm

The Office of Senator Joe S. San Agustin

Committee on General Government Operations, Appropriations & Housing

I Mina'trentai Singko Na Liheslaturan Guahan

35th Guam Legislature

Guam Congress Building, [163 Chalan Santo Papa, Hagåtña, Guam 96910](#)T: (671) 989-5445 F: (671) 969-6737 E: senatorjoessanagustin@gmail.comWebsite: www.senatorjoessanagustin.com

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REQUEST FOR E-VOTE: Appointment of Joseph S. Carbullido

Louise Muna <senatorlouise@gmail.com>
To: Senator Pedro Terlaje <senatorpedo@senatorjpterlaje.com>

Fri, Aug 14, 2020 at 2:40 PM

Hafa Adai Senator,

To Confirm.

Si Yu'us Ma'ase,



Office of Senator
LOUISE BORJA MUÑA

I Mina' Trentai Singko Na Li Heslaturan Guåhan
163 Chalan Santo Papa Street, Hagatna, Guam 96910
Tel: (671) 969-9852/3 Email: senatorlouise@gmail.com

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REQUEST FOR E-VOTE: Appointment of Joseph S. Carbullido

Office of Vice Speaker Telena Cruz Nelson <senatortcnelson@guamlegislature.org>

Fri, Aug 14, 2020 at 3:42 PM

To: "Joe S. San Agustin" <senatorjoessanagustin@gmail.com>

Cc: Senator Pedro Terlaje <senatorpedo@senatorjpterlaje.com>, Speaker's Office <speaker@guamlegislature.org>, Régine Biscoe Lee <senatorbiscoelee@guamlegislature.org>, Office of Senator Shelton Guam Legislature <officeofsenatorshelton@guamlegislature.org>, Senator Therese Terlaje <senatorterlajeguam@gmail.com>, "Mary C. Torres" <senatormary@guamlegislature.org>, Louise Muna <senatorlouise@gmail.com>, James Moylan <senatormoylan@guamlegislature.org>, Wil Castro <wilcastro671@gmail.com>

- to Confirm

TCN

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--



The Office of Vice Speaker Telena Cruz Nelson

*Committee on Education, Air Transportation,
and Statistics, Research, and Planning*

I Mina'trentai Singko na Liheslaturan Guåhan | 35th Guam Legislature

[173 Aspinall Avenue, Suite 202A](#) Ada Plaza Center, Hagåtña, Guam 96910

Phone: (671) 989-7696/4678

Email: senatortcnelson@guamlegislature.org



Senator Pedro Terlaje <senatorpedo@senatorjpterlaje.com>

REQUEST FOR E-VOTE: Appointment of Joseph S. Carbullido

Senator Régine Biscoe Lee <senatorbiscoelee@guamlegislature.org>

Fri, Aug 14, 2020 at 3:39 PM

To: Senator Pedro Terlaje <senatorpedo@senatorjpterlaje.com>

To confirm.

SYM *rbl

[Quoted text hidden]



Senator Pedro Terlaje <senatorpedo@senatorjpterlaje.com>

REQUEST FOR E-VOTE: Appointment of Joseph S. Carbullido

James Moylan <senatormoylan@guamlegislature.org>
To: Senator Pedro Terlaje <senatorpedo@senatorjpterlaje.com>

Fri, Aug 14, 2020 at 4:11 PM

To report out only.

SYM.

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REQUEST FOR E-VOTE: Appointment of Joseph S. Carbullido

Speaker's Office <speaker@guamlegislature.org>

Fri, Aug 14, 2020 at 6:20 PM

To: Office of Vice Speaker Telena Cruz Nelson <senatortcnelson@guamlegislature.org>

Cc: James Moylan <senatormoylan@guamlegislature.org>, "Joe S. San Agustin" <senatorjoessanagustin@gmail.com>, Louise Muna <senatorlouise@gmail.com>, "Mary C. Torres" <senatormary@guamlegislature.org>, Office of Senator Shelton Guam Legislature <officeofsenatorshelton@guamlegislature.org>, Régine Biscoe Lee <senatorbiscoelee@guamlegislature.org>, Senator Pedro Terlaje <senatorpedo@senatorjpterlaje.com>, Senator Therese Terlaje <senatorterlajeguam@gmail.com>, Wil Castro <wilcastro671@gmail.com>

To Confirm.

Saina Ma'ase!

TRMB

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*Sinseru yan Minagåhet,***Office of the Speaker • Tina Rose Muña Barnes**

Committee on Public Accountability, Human Resources & the Guam Buildup

35th Guam Legislature

I Mina'trentai Singko na Liheslaturan Guåhan

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