



COMMITTEE ON

Guam U.S Military Relocation | Public Safety | Judiciary

I MINA' TRENTAI TRES NA LIHESLATURAN GUAHAN | 33RD GUAM LEGISLATURE



Senator
FRANK B. AGUON, JR.
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Thomas C. Ada
Vice Chairman

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Senator
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Senator
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Member

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Frank F. Blas Jr.
Member

Senator
James V. Espaldon
Member

Senator
Brant T. McCreadie
Member

Speaker
Dr. Judith T. Won Pat, Ed.D.
Ex-Officio

JUN 08 2016


The Honorable Judith T. Won Pat, Ed.D.

Speaker

I Mina' Trentai Tres Na Liheslaturan Guahan

155 Hesler Place

Hagatna, Guam 96910

VIA:  The Honorable Rory J. Respicio
Chairperson, Committee on Rules

RE: Committee Report on Bill No. 309-33 (LS), As Substituted by the Committee

Dear Speaker Won Pat:

Transmitted herewith is the Committee Report on Bill No. 309-33 (LS), *As Substituted by the Committee* - An act to add a new section 3a to chapter xiv of Public Law 33-66.

Committee votes are as follows:

6

TO DO PASS

1

TO NOT PASS

1

TO REPORT OUT ONLY

1

TO ABSTAIN

1

TO PLACE IN INACTIVE FILE

Respectfully,



SENATOR FRANK B. AGUON, JR.

Committee Chairman on Guam U.S. Military Relocation | Public Safety | Judiciary
I Mina' Trentai Tres Na Liheslaturan Guahan | 33rd Guam Legislature

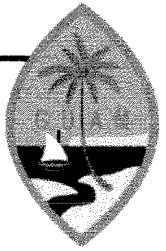
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COMMITTEE REPORT ON

BILL NO. 309-33 (LS)

As Substituted by the Committee

*"An act to add a new section 3a to chapter xiv
of Public Law 33-66."*



JUN 07 2018

MEMORANDUM

Senator
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Chairman

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Dr. Judith T. Won Pat, Ed.D.
Ex-Officio

To: ALL MEMBERS
Committee on Guam U.S. Military Relocation, Public Safety, and Judiciary

From: Senator Frank B. Aguon, Jr.
Committee Chairperson

Subject: Committee Report on Bill No. 309-33 (LS), *As Substituted by the Committee*

Transmitted herewith for your consideration is the Committee Report on Bill No. 309-33 (LS), *As substituted by the Committee* – (An act to add a new section 3a to chapter xiv of Public Law 33-66.)

This report includes the following:

- Committee Vote Sheet
- Committee Report Digest
- Copy of Bill No. 309-33 (LS)
- Copy of Bill No. 309-33 (LS), *As Substituted by the Committee*
- Public Hearing Sign-in Sheet
- Copies of Submitted Testimony & Supporting Documents
- Fiscal Notes/ Waivers
- Referral of Bill No. 309-33 (LS)
- Notices of Public Hearing
- Copy of Public Hearing Agenda
- Related News Report

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

Si Yu'os Ma'åse'!



COMMITTEE ON

Guam U.S Military Relocation | Public Safety | Judiciary

I MINA' TRENTAI TRES NA LIHESLATURAN GUAHAN | 33RD GUAM LEGISLATURECOMMITTEE VOTING SHEET

Bill No. 309-33 (LS), *As Substituted by the Committee* – "An act to add a new section 3a to chapter xiv of Public Law 33-66." sponsored by Senators B.T. McCreadie, V.A. Ada, F.F. Blas, Jr., F.B. Aguon, Jr., D.G. Rodriguez, Jr., T.A. Morrison, R. J. Respicio

Senator
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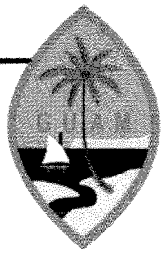
Senator
Frank F. Blas Jr.
Member

Senator
James V. Espaldon
Member

Senator
Brant T. McCreadie
Member

Speaker
Dr. Judith T. Won Pat, Ed.D.
Ex-Officio

COMMITTEE MEMBERS	SIGNATURE	TO DO PASS	TO NOT PASS	TO REPORT OUT ONLY	TO ABSTAIN	TO PLACE IN INACTIVE FILE
AGUON, FRANK B., JR. Committee Chairperson		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ADA, THOMAS C. Committee Vice Chairperson		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
VICE-SPEAKER CRUZ, BENJAMIN J. F. Committee Member		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
RESPICIO, RORY J. Committee Member		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
RODRIGUEZ, DENNIS G. JR. Committee Member		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
UNDERWOOD, NERISSA B. Ph.D. Committee Member		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ADA, V. ANTHONY Committee Member		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
BLAS, FRANK F., JR. Committee Member		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ESPALDON, JAMES V. Committee Member		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MCCREADIE, BRANT T. Committee Member		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SPEAKER WON PAT, JUDITH T. Ed. D. Committee Member		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**COMMITTEE REPORT DIGEST**

Senator
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Ex-Officio

I. OVERVIEW

Bill No. 309-33 (LS) was introduced on May 2, 2016, by Senators Brant T. McCreadie, V. Anthony Ada, Frank F. Blas, Jr., Frank B. Aguon, Jr., Dennis G. Rodriguez, Jr., Tommy Morrison, and R.J. Respicio and was subsequently referred by the Committee on Rules to the Committee on Guam US Military Relocation, Public Safety and Judiciary on May 2, 2016.

The Committee on Guam US Military Relocation, Public Safety and Judiciary convened a public hearing on Bill No. 309-33 (LS) on a Wednesday, May, 25, 2016 at 11:00AM in I *Liheslatura's* Public Hearing Room.

Public Notice Requirements

Public Hearing notices were disseminated via e-mail to all senators and all main media broadcasting outlets on Wednesday, May 18, 2016 (5-Day Notice), and again on Monday, May 22, 2016 (48-Hour Notice).

Senators Present

Senator Frank B. Aguon, Jr., Chairman
Senator Tom Ada, Vice Chairman
Speaker Judith T. Won Pat. Ed.D, Ex-Officio
Vice Speaker B.J. Cruz, Committee Member
Senator Brant McCreadie, Committee Member
Senator V. Anthony Ada, Committee Member
Senator Frank F. Blas, Jr., Committee Member
Senator Mary Torres
Senator Tommy Morrison

The public hearing was Called-to-Order at 11:00 AM.

II. SUMMARY OF TESTIMONY & DISCUSSION**Chairman Aguon:**

Welcome to our people who are watching this particular session. This public hearing sponsored by the Committee on Guam, Public Safety, and Judiciary is hereby convened. In today's agenda we do have several items. The initial legislation or the bills that will be discussed are Bill No. 291-33 relative to custody and visitation of deployed military parents.

Chairman Aguon:

Bill No. 296-33, relative to training requirements for concealed carry licenses. Bill No. 309-33, which is relative to compensation or promotional opportunities for our law enforcement within the Guam Police Department and Bill No. 311-33 relative to unlawful distribution of images of persons depicted in a state of nudity or engaged in sexual activities otherwise known as revenge pornography. For the purposes of the discussion this morning, I am going to move the items around just slightly. We will entertain Bill No. 309-33 initially. We do have the Chief of Police and several individuals who would like to provide testimony and I know that the Chief of Police and his personnel are providing security for our off island delegations from Fest Pac, so we want to insure that they are given that opportunity to return and continue to carry out that particular mission. Aside from that we will go back to the sequence of the agenda. I would like to thank the Vice Chair Senator Tom Ada to my left. Thank you very much Mr. Vice Chair for joining us this morning. Senator Mary Torres. Thank you senator and Senator Brant McCreadie for joining us this morning. Thank you. The first item now on the agenda Chief Cruz if I can invite you up front. We also have other individuals signed in. We have Paul Sayama. If you're going to provide testimony, please join us up front. Andrew Quitugua also from the Guam Police Department. If by any chance gentlemen you're going to provide testimony aside from the Chief, I welcome you up to the front panel. I'd like to Chief, if I can beg your indulgence, I would like to ask the primary sponsor of Bill No. 309-33 to provide his brief comments on that piece of legislation and then we'll proceed with your testimony this morning. Before Senator McCreadie is recognized, Senator Tony Ada, thank you very much for joining us this morning. Senator McCreadie, on Bill 309.

Senator Brant McCreadie:

Thank you Mr. Chair. Mr. Chair, I would like to thank you for scheduling this public hearing very expeditiously and I would like to thank the police officers who are in attendance. Also the co-sponsors of this Bill. To my left Senator Ada, Senator Frank Blas, Jr., Senator Aguon, who is the committee chair, Dennis Rodriguez, Tommy Morrison, and Rory Respicio. Just for the listening public, I would like to do a quick breakdown. I don't have an opening statement because the department I'm sure will have a lot of statements today, and that would be suffice for me and so I would just like for the general public to know what we are trying to accomplish and how we are going to do that and by the numbers. So the breakdown is as follows. Police Officer I. We are looking at promoting 15 officers. Police Officers II, 39. Police Officer III, 26. Police Sergeant I, 33. Police Sergeant II, 9. Police Lieutenant, 1, Police Captain, 6 promotions, Police Major 2, and Police Colonel, 1. That's a total vacancy of 102 officers and to my knowledge and my research; it's been as long as 1991 was the last promotion. I'm sorry, 1998, 18 years ago it was police officers I, II and III. Police Lieutenant and Captain and majors was 2010, and 2011. That was about 6 years ago and Police Colonel, 2012 four years ago and that Mr. Sayama has since retired. So that's a vacancy that we have at the police department. Now, how are we going to pay for this? We do have a vacancy pool with about 1.188 million dollars. A little north of that. The costs for promotions is estimated at \$745,000. That would leave a balance of \$443,681. Now the 443,000 would be used for a cycle of I believe and the Chief would probably touch on this of about 29 or 39 officers.

Chief Cruz:

That is our goal senator.

Senator Brant McCreadie:

Thank you. So this is what we are proposing Mr. Chair and I hope that the police department and I know I've had numerous meetings with everyone in this room on that side about several bills in regards to the police department and I hope we can all come together and fulfill this promotion and move on to some other problems and finding solutions to whatever we have in law enforcement. So thank you very much Mr. Chairman and I look forward to any type of testimony in support or in opposition thank you.

Chairman Aguon:

Thank you very much Senator McCreadie, and before I recognize Chief Cruz, I would like to invite the following individuals upon the conclusion of the Chief's presentation this morning. Mr. Raymond Perez, Eugene Charfauros, and Susie Santos by any chance you would like to provide oral testimony this morning you are welcomed to join us at the front table after the conclusion of the chief's presentation this morning. I would also like to recognize Vice Speaker B.J. Cruz. Thank you very much Mr. Vice Speaker for joining us for this public hearing. Chief Cruz.

Chief Cruz:

Good morning Mr. Chair. Before I get started I would just like to number one, apologize upfront. I'm dealing with a cough this morning so if my testimony gets a little disruptive again I want to apologize up front. Before I give my testimony, as you see on the screen, my testimony will be broken down into three parts. Recruitment and training, public safety and allocation, and then into the promotions into vacant position. I thought it was important I indicate that you'll understand the methodology by which I will be providing my testimony.

[Written Testimony Attached]

If you look at these charts senator, these are the positions Senator McCreadie mentioned. In addition to that we have indicated the number of positions that have been vacated from Police Officer I up through Police Colonel. The numbers of positions that have been vacated for those positions that are being held, what the promotion cost is and then what the cost increase. So as you can see, we have provided the detailed analysis to show the impacts of this particular bill should it be passed.

[Written Testimony Continued...]

Chairman Aguon:

Thank you very much Chief Cruz for your comprehensive testimony this morning. Before I recognize the author, just so that there's clarity in terms of the numbers you have just presented chief; \$762,000 is annualized anticipated promotional cost to the department?

Chief Cruz:

No it is not senator. It is the analysis at this particular point in time with the amount of vacancies that we have in the department as we take a look at our, I mentioned a table of organization. When we look at that organization and we compare that to the number of vacancies that exist, for those different reasons I have mentioned, the cost at this particular time is that amount of \$762,048.92.

Chairman Aguon:

Because the reason I ask that chief primarily because for the understanding of my colleagues and myself. If you are looking at \$760,000 as a total cost and we can absorb that during the balance of this fiscal year. If you initiate, this legislation passes let's say next week. You initiate your recruitment opportunities, promotional opportunities is implemented 60 days out after that particular promotional opportunity. So you're already looking at July if not the early part of August for the implementation of the promotions and the adjusted rates. So you got August and September. Two months in the fiscal year. So that's why I needed clarity in terms of whether \$762,000 is reflective of a three-month allocation for promotional requirements or a two-month allocation or an entire fiscal year.

Chief Cruz:

It for this entire fiscal year.

Chairman Aguon:

For an entire fiscal year?

Chief Cruz:

Right, that's correct.

Chairman Aguon:

Thank you very much chief. Senator McCreadie.

Senator McCreadie:

Thank you very much Mr. Chairman. Thank you chief. I just want to go back a little bit. We are trying to again, and when I say we, I just mean it as a partnership with the police department because I think that's the only way we are going to be successful. We are looking at. What is your goal? The magic number of police officers you would like to have that's suffice for the island or the communities' safety for police officers total. You're at 326 right now. Where do we need to be?

Chief Cruz:

We need to be at be at 500 and. We need to be when we get to the point where we are at that number of in or about 520 some officers, that would suffice and that is whole reason why I provided that analysis or that testimony about our population growth because as we look at that population growth, we look at how many people are on the island, and the diversity of our community, the 500 roughly 526 is the as you call it the magic number that will get the department to where we can provide the necessary services for our people.

Senator McCreadie:

So we need about 200 more officers?

Chief Cruz:

And that is what I provided in my testimony. 200 over the next, at least over the next 5 years.

Senator McCreadie:

Now, your 7th cycle last week that graduated I think was 18 members.

Chief Cruz:

Yes, sir. 18 members.

Senator McCreadie:

So you're looking at a safety net of 18 members that you can guarantee per cycle. Maybe 25 might be a little much 30-39-40, but you can guarantee that 18 would be a suffice number that you can say, that you can guarantee 18 maybe twice a year, three times a year.

Chief Cruz:

That's correct.

Senator McCreadie:

Okay, and that 400 is a little less than 400 because you have 762. I have 745. So, you're a little less than 443,000 leftover for the next cycle in the 1.1 million that we are talking about using for these promotions. Out of that 443,000 little less than that, out of that number, how many recruits can you fully graduate and then incur all the costs that actually gets them on the street as a police officer.

Chief Cruz:

That number is at 39 right now.

Senator McCreadie:

But does the 443,000 cover the entire 49, boots on the ground graduates.

Chief Cruz:

39, senator. Yes.

Senator McCreadie:

So anything less than 39 you'll have a surplus of money from this.

Chief Cruz:

Potentially, yes.

Senator McCreadie:

Okay. That's, because the way I'm looking at it, is you probably are going to have a hard time getting to 39. 18 would be the number that you'll have a much easier time getting to and then if you did 18 you would have money leftover in that little pool.

Chief Cruz:

Yes, I would tell you that I would agree to you up to a certain point in that we'd be hard pressed, but I will tell you, in the Guam Police Department we've made the recruitment of our officers with this money that's been appropriated and the analysis that we've done. We have kind of moved that. We've definitely put emphasis on that to the point where we've setup the mechanisms internally so that when we are ready to execute this, that it's a full court press if you will for us to try and meet that goal of 39 all together. So I understand. We are going to face some challenges, but we are setting the conditions for success. The mechanisms are in place so that we can achieve as many of that as possible.

Senator McCreadie:

From your, I know you have meetings with your top police officers. From your analysis, are you in support of this type of legislation to move forward? I think this is not going to solve all of the problems. I think this is one of many that we need to continue to focus on to get to that magic number that we are trying, but is the police department all in unison when it comes to these types of legislations?

Chief Cruz:

I would say that we are. The entire Guam Police Department is in support of this legislation.

Senator McCreadie:

Thank you.

Chief Cruz:

You're welcome sir.

Chairman Aguon:

Thank you very much Senator McCreadie and I just think Chief Cruz in regards to the testimony that you have provided this morning. I know you provided a lot of specifics as it applies to the growth and anticipated growth, but one thing that this body has done over the course of the last at least two legislatures is we've consolidated the opportunities for the Guam Police Department. One is the recruitment. That's why the vacancy pool fund was created specifically to ensure that those funds are set aside to allow our law enforcement agencies, our public safety agencies to be able to recruit new officers. The other component is, as an individual departs, that position becomes vacant and then promotional opportunities should become available. Unfortunately, it is a one z and a two z so to speak. One or two positions versus any mass promotions such as this, but I just want to say that and stand here and thank you very much for advocating for your officers because I think that the promotion should always be considered as part of the overall mechanism in taking care of your personnel so that in exchange they would take care of our entire island community.

Chairman Aguon:

So I certainly appreciate that.

Chief Cruz:

Thank you senator and I would say to that point senator the plan will work if you execute both. If you continue to recruit on a regular basis to support and the justification for that is the growth of our community. As the community grows you need to grow the police department to be able to provide adequate services, but that's only half the equation and that in addition to promoting, or recruiting, if you don't promote as well, the system doesn't function the way it was designed. So in addition to recruiting, we must also take a look at promotions to be able to make the system work effectively.

Chairman Aguon:

Absolutely. Thank you very much chief. Vice Speaker Cruz.

Vice Speaker Cruz:

Thank. Chief, how much was in the vacancy pool for the Guam Police Department this year?

Chief Cruz:

All together, we are looking at \$1.18 million.

Vice Speaker Cruz:

1.18

Chief Cruz:

Yes.

Vice Speaker Cruz:

And how much of that have you expended to graduate these 18 individuals?

Chief Cruz:

Right now I don't have the exact numbers. My ASO is not with me. I apologize Mr. Vice Speaker, but we have recruited, we have graduated 18 last Friday. I apologize. I don't have the exact number of the amount that we spent specifically for those 18.

Vice Speaker Cruz:

This was going to include some money. Is there a reason why the ASO is not here? I see plenty of blue, but I don't see the ASO. That would be the one person you would need at your side.

Chief Cruz:

I understand. Mr. Vice Speaker.

Vice Speaker Cruz:

Because I just wanted point out as you put it, you said couldn't fill the vacancies because there was no funding, but you've just stated this legislature, for funding shortages or something.

Chief Cruz:

No. I said we couldn't fill the vacancies because of the process, the length of the process. As a matter of fact, I have specifically stated that we are over appropriated. That would be physically impossible if we look at the recruiting process and all the processes that are involved set forth by POST that it would be physically impossible to expend that \$1.18 million because that \$1.18 million, if it existed on October 1st of 2015, that's 75 POTs and that's what I've said.

Vice Speaker Cruz:

Okay. Great. I just wanted that cleared because we did provide enough money that you could have.

Chief Cruz:

I agree.

Vice Speaker Cruz:

As to the process, has GPD discuss with GCC the possibility of utilizing or taking advantage of the individuals who have graduated with an AA Criminal Justice or Police Science up at, and I know that they're trained by your officers, and they have completed all their academics, and have an AA. Could the cycle be shorted by just using some of those individuals and then you do the P.T. and your specialized training? Could there be a special kind of cycle like that or do you insist that they have to start with you from the very beginning, go through all the academics, and the P.T. to come out of a cycle?

Chief Cruz:

Vice Speaker, what I would tell you is there have been attempts to do exactly what you have alluded to, and those attempts have shown us that there are gaps. There are flaws in that particular attempt. We've seen that. We have recognized that. It was tried. It was tested, and to that note, we've had to bring those officers back off the road put them through a regular cycle. A sanctioned cycle started by the Guam Police Department going through the entire system, so that we make sure that we cross T's and dot I's because what we're seeing is, and again we are collaborating with GCC to make sure that we can make that process better. I'm not saying that it can't happen vice speaker. It definitely could happen, but currently what's in place has been tried. It hasn't worked out that well. We've identified gaps, and we've gone back to address that.

Vice Speaker Cruz:

In one of the gaps that you've discovered...

Chief Cruz:

Well some of the gaps are some of the training that is given by GCC is not, number one is not mentioned specifically or brought up specifically in the POST Commission. So you see a disparity, and right now what the law says is to go off the POST Commission. So we go off of the public law and the public law says A through whatever, and when we take a look at that and we merit that up to what GCC provides, no offense to the Guam Community College, but sometimes there's a disparity. Then we take a look at that, which in the police department we say is necessary for a police officer to go out there and effectively do his job. There's a disparity there as well. So for those reasons we are going back and we are saying GCC has a decent program. They've got a good program. I'll say they have a great program, but like every great program we see that there's disparities in the law. There's disparities in what we say we should have; our police officers should have to be certified, truly certified in the territory.

Vice Speaker Cruz:

There was a time when the POST Administrator was at GCC. I've lost track since I no longer chaired. Is there POST Coordinator Executive Director, is that still at GCC?

Chief Cruz:

There is no per say Executive Director. The current acting Executive Director is the Chairman of the Board, who is Chief Robert Camacho from the airport police, and his Vice Chair is Major Vince Perez from Guam Customs and Quarantine.

Vice Speaker Cruz:

But GCC no longer has on their payroll their Executive Director. They are no longer carrying it.

Chief Cruz:

No Vice Speaker. Not that I am aware of.

Vice Speaker Cruz:

Has GCC been made aware of the shortcomings of their program as it relates to GPD's needs?

Chief Cruz:

We are working with the Guam Community College. We have identified that. Again they have their structure curriculum, and again I want to reiterate that I think their program is a great program, but when you take a look at the law specifically. So to answer your question up front Vice Speaker, we've had this kinds of discussions. We sat with Mr. Pete Roberto who is the Chairman of the Criminal Justice Department. We've had many discussions with him. We've outlined some of the gaps if you will on what the law says and some of the gaps we see from what we as a department, as a law enforcement entity see as certain gaps, and we are working on trying to close those gaps.

Vice Speaker Cruz:

So, what I'm hearing is that maybe about four dozen people in the last two weeks, in the last ten days have graduated from UOG's Criminal Justice Program and GCC's Criminal Justice Program, but those graduates from those two institutions did not get the requisite or at least the POST required academic courses from either those institutions to at least give them the leg up that you would not have to pay for their education or training in your cycle.

Chief Cruz:

What I am saying senator is that they put a curriculum together. I think it's a great curriculum and I'll continue to say that, but if you take a look at what the law specifically states and then you take a look at our assessment on what we say a police officer should have. I'm not saying that they are not certified. I'm not saying that their certificate does not mean anything. I think that their certificate means a lot, but at the same time we need to close the gaps that exists between what the law says and the POST Commission says, what our assessment is of what's necessary for police officers, and what GCC offers as a curriculum. The same would hold true for any community college in the United States or across the nations and you use their POST or their certificate and bring it to Guam.

Vice Speaker Cruz:

Yeah, but in this one we are all really close to each other and at one point even the POST Executive Director was a staffer at GCC and I'm just, it just surprises me that their academic courses aren't exactly on point because it would seem to me that these poor kids are paying for their education at either of the two institutions. Paying good money out of their own pockets. They are getting their degrees and they are not qualified to be in your or at least not determined by you guys to be academically sufficient for your program that they have to fill in the gaps with additional courses that you want to have them have.

Chief Cruz:

Senator, or Vice Speaker I would tell you that it's not just the Guam Police Department who feels the same way. I'm not speaking on behalf of the law enforcement entities. I speak strictly for the Guam Police Department, but in collaborating with the other chiefs and the heads of those law enforcement entities, they see relatively speaking they see the same picture. They bring these people who have graduated from the Guam Community College. Acknowledging it. Recognizing it. Accepting it. They bring it in and provide supplemental training to bring them up to what they believe is their standard for serving in that law enforcement entity.

Vice Speaker Cruz:

No, I can see the specialization in each one of yours. Okay, but I'm just saying for basic at least ten of the courses could've been taken in their AA or their BS degree or I mean BA degree at the two institutions. If you guys want to supplement it with three or four different course or a few more hours in academics plus your PT I could understand that, but at least to be able to utilize the education that they've already received otherwise, I really do think that both institutions should discontinue both of those programs because they are the largest number of people standing up at the commencement.

Chief Cruz:

I agree sir. I was there and I had 15 of my officers who graduated from the apprenticeship program. So our officers are part of that program, and I whole heartedly support that program. I was there and I congratulated them as they came off the stage. I believe in the program and I think that the program is good. All I'm mentioning is that at this point in time what we are trying to do is close the gap so that we get better to this baseline that you're referring to. So that one could hypothetically come right in and we can make use of that what you have mentioning in that we shorten the amount of time, but in the interim when we see that this is what the public law says 32-232 and our assessment of what's taken and what they didn't take we see that there are some gaps. We need to close those gaps and that's the reason why we put everybody through a cycle again.

Vice Speaker Cruz:

In your testimony you also mentioned that having these promotions would reduce the amount of promise compensation for officers that are filling vacant positions of higher rank than they are currently employed at. Is that correct?

Chief Cruz:

Yes. That's correct.

Vice Speaker Cruz:

How much has your promise compensation been for the last shortage have you in the last fiscal year?

Chief Cruz:

I know that I have provided testimony about a week and a half ago to Bills 304, 305, 306, 307, and 308, which came before your committee.

Vice Speaker Cruz:

Yes, and I understand and as compared, how much do you spend a year in overtime?

Chief Cruz:

In overtime, right now we are currently less than 600,000 in this fiscal year, which is \$1.2 million, almost @1.3 million less than we were this time last year.

Vice Speaker Cruz:

But usually, well at least before you came on the amount of overtime has been closer to \$2 million per year.

Chief Cruz:

Absolutely, but then again that's before my time.

Vice Speaker Cruz:

Yeah, so I'm hoping that this year it's not.

Chief Cruz:

Well like I said senator, if the fact that we are only at less than 6, we are at less than \$662,000, which is less than 1.2 or 3 million dollars, that's not indicative of our judicious spending of the people's money then I don't know what is. Because everybody you've seen behind here supports my initiatives to reduce overtime, if not completely stamp it out and the recruitment of the people of 200 officers over the next four years and the promotion system, if that comes into fruition we could hypothetically stamp out overtime in the Guam Police Department.

Vice Speaker Cruz:

Okay, great. I'm glad we got that on the record because I'm just telling you the reason why we set aside that \$1.1 million was for that very specific purpose. We didn't realize that you couldn't process 75. We wanted to have you process as many. We are trying to get you to those 200. That's why for the last two fiscal years, we've put in \$1.1 million just for filling new vacancies. New, because we wanted you to do that, and it's disappointing to find out that it's physically impossible or academically impossible to fill those positions during the fiscal year, but we did try to provide for that.

Chief Cruz:

I understand that Vice Speaker.

Vice Speaker Cruz:

And I just wanted that clear to the record that this legislature has tried very hard to set aside funds for the hiring of new personnel so that you can get to that number of 200 additional new officers over the last couple years. Alright.

Chief Cruz:

I appreciate that. Thank you Vice Speaker.

Vice Speaker Cruz:

Thank you.

Chairman Aguon:

Thank you very much Mr. Vice Speaker. Senator Morrison.

Senator Morrison:

Thank you Mr. Chair. Good morning chief.

Chief Cruz:

Good morning senator.

Senator Morrison:

Certainly I know we're here to talk about Bill No. 309 and I know that the author mentioned that I'm a cosponsor of the bill and I appreciate that. You know you talked about population growth and also the opportunity to in time to reduce overtime or completely stamp it out. I know that I mentioned this before in other settings and I've been in meetings with the chief of fire, Joey San Nicolas. You know we worked closely with this; I work closely with my colleagues to find ways to provide tools. That using 21st Century tools that can help augment some of the challenges of overtime. Certainly not be warm bodies throughout our, any area of our island, but we know that we are not due for another census report until about four years from now, but the existing report from the census basically shows a migration shift from south to central-north and I just want to know looking at a report, it doesn't really show a significant increase in population growth. However, it shows a major shift in migration. It's even reflective in the school enrollment and actually compatible to the 1980s enrollment and you know when we look at those numbers or when you look at those numbers and seeing that certainly when there's a shift in population, it obviously kind of creates the perception of our community that there is a lot of people here. Obviously we are building more schools, more structures in the north to accommodate that shift in migration. What happens when this occurs with the department? I mean I know obviously you got to shift personnel around, but when you are looking at these areas that are obviously losing population, how do still augment then making sure those areas are still covered properly. I still want to continue working with you and the department using technology. We've worked closely with yourself, the E91 system and I know that's very close to getting awarded and to tie in video security systems, but are we looking at how we could use these types of tools to augment, not only overtime, but still keeping, monitoring these areas and isolated areas may be losing population?

Chief Cruz:

I would say senator that number one to answer your question up front. How are we dealing with the shift or the migration if you will of the population around the island? From the southern part of the the island to the central, up north and vice versa. Coincidentally, when I sat with my senior staff and I gave them guidance and I gave them direction on the implementation of what I call a police officer trainee deployment plan. A plan to take a look at the 18 police officers that we have, and come up with a methodology of how to best employ those 18 police officers. We came up with a template if you will, and that template took into consideration our population growth. It took into consideration the number of people that exists within each one, each of the four precincts. It took into consideration the number of calls that we take, the number of complaints that are handled, the number of beat areas that we have, the number of people that exists at each of the precincts. So there's a lot of detailed analysis that went into sending five police officers to Dededo, five to Tamuning, five to Hagatna, and only three down to Agat. So we did that and we also took into consideration the trend of visitors that come in because the visitors go through all parts of our island.

4Chief Cruz:

So we think, we believe that we did a very detailed analysis in making sure that we did our parts to hand out or to cut up and dice up the amount of POT's that we have, but I will agree that with the shortages that we have, using 21st century tools that we have available to us and resources available to us to assist us in that, that would help to be able to deal with that in some of less populated areas. There's other programs and initiatives in the police department like the neighborhood watch program. That, in of itself is probably one of the single biggest programs that we have because it allows the community help the police department watch every corner of our community because I can't put a police officer at every street corner. I can't put a police officer at every house or what have you. So getting the community involved and doing the detailed analysis to make sure that we accurately looked at our personnel and we postured ourselves so that we deal with all these different aspects of our community, I think that we did a better than good analysis to figure that out, but when you tie that to what you had just mentioned, I whole heartedly agree that those kinds of programs and initiatives that help that Guam Police Department will only help us keep our community safer.

Senator Morrison:

Thank you chief. I certainly want to keep working with you on this because I know that we are still this shift take place the way our island is growing and I know the department is making the necessary adjustments. Again, we have some other measures we are working on and I know we are here to talk about Bill No. 309 but since we brought up some issues with population growth and how we can augment overtime and all that I really feel that working with the department and the E911 system and how we can certainly cover areas and of course as we know we are growing, even though we have to shift personnel, those areas are still certainly covered. We may not be there with a warm body, but we are monitoring these communities 24/7 so I thank you and the department's efforts, all the work we have been doing with you guys and certainly thank the author for allowing me to be a part of this measure. Thank you

Chief Cruz:

Thank you senator.

Chairman Aguon:

Thank you Senator Morrison. Speaker Won Pat.

Speaker Won Pat:

Thank you very much Mr. Chairman. At first I would like to start off of course and considering like you know you say the growth of our population and I still feel we really in a very safe community and I want to thank you and your men and women of course in spite of some of the shortages you're facing, and in spite of the fact I know that the communities expect to see you everywhere and I know you can't be everywhere, but I just want you to know that I am concerned about some of the things that you said because I do have oversight of higher institutions, and one the things that we did to make sure that our institutions are talking to each other is that we created this tri-board meetings to make sure that there is this smooth transition from our feeder schools you know into community colleges and universities.

Speaker Won Pat:

I am concerned now when you're saying that although they may be great programs, but if they are not communicating and the worse part of it all is that they are not responding to the needs of your officers, then I think we need to go back to the basics. I think we need to find out what those gaps are, and I'm hoping then we will be able to work with you on that to make sure again that we start to close the gaps and that you truly get the type of training that you need for your officers rather than having to go back to repeat again you know a second cycle. Okay.

Chief Cruz:

Yes, madam speaker.

Speaker Won Pat:

So that's the second thing. The third is with the implementation now of this bill to my understanding is that you're going then current, what you currently have in your budget to be able to do this without adding additional burden right to.

Chief Cruz:

That is correct madam speaker.

Speaker Won Pat:

Now I'm wondering. I'm sorry, I may have missed this in your testimony, but you know walk me through this. Is that. How many cycles are there in a year? For police training, recruitment and training?

Chief Cruz:

Well the process itself takes anywhere from 8-10 months. We try and limit it to the 8th month. We look at that as a time frame. So with that as a mark on the wall if you will, we put out in a year, whether it be a calendar year or a fiscal year one cycle per year.

Speaker Won Pat:

And how many individuals are part of that cycle per year?

Chief Cruz:

We can never have less than 13 because that is a requirement from GGC's since we go through their curriculum using the DOL's Apprenticeship program and it maxes out at 25.

Speaker Won Pat:

So in essence then, ideally then you'll only be able to get new recruits 25 a year.

Chief Cruz:

Yes, that is a general statement.

Chief Cruz:

However, I will tell you Madam Speaker we are working with the Guam Community College. Should we be able to figure out a solution, although their standard is no more than 25 because of a student instructor ratio, we are looking at if possible putting all 39. If we are able to hire all 39, before the end of the fiscal year and meet that time frame. Push all 39 through that same cycle. So although they have a maximum of 25, we are hoping to work with them so that we can effectuate all 39, but at this point it's no less than 13 no more than 25.

Speaker Won Pat:

Okay, because you've indicated as well that in the next five years, we are looking at approximately 200 and then so that technically would be like 40 a year.

Chief Cruz:

Yes, technically speaking you're right. Considering overlaps that one would bleed into the next or start in one fiscal year hypothetically and then finish up in the next fiscal year.

Speaker Won Pat:

Okay, so I'm glad you've done that analysis. The other analysis here that I'd like to know as well, which the Vice Speaker had alluded to is that you know we've always been providing in this quote unquote overtime pool, and I'm of the same opinion that to reduce the overtime then we are going to have to recruit more. Actually yes, if you're going to recruit more you can't have all of them at the entry level. You're going to necessarily. You would have to have promote up. Have you done an analysis now, and I'm glad that at least you're showing, you're saying six hundred some thousand dollars a year for overtime is what you've been at.

Chief Cruz:

At this point in time since the start of the fiscal year, October 1st of 2015 we are less than six hundred thousand at this point, at this current time.

Speaker Won Pat:

And how much would that get you to the end of this fiscal year? Right now it is less than six hundred, but will it reach a million by the end of the fiscal year?

Chief Cruz:

At this point in time, our projections are that we will. The current trend has us, considering where we are at to come close to it, but again we are doing our due diligence to stay under a million dollars. I can't say that it will and I can tell you why Madam Speaker because the forces of nature. So, if a typhoon shows up, overtime is going to be incurred and those are things the Chief of Police or anybody has no control of. If there are hypothetically a quadruple homicide. My officers are going to have to work overtime. So, there are those instances that are unforeseen that I have no control of that we will not be able to deal with so to that point I can't say we are not going to break a million dollars, but we are trying very hard to control that amount that we keep it. We are judicious in the execution of our monies.

Speaker Won Pat:

But barring those emergencies of course is that. Have you done, in particular for this bill and based on your testimony where in five years we want to be able to reach that goal of having 526 officers and so one is the planning of course for the training to make sure then that every year we are going to add on to those numbers to reach our goal. At the same time again, a high number of overtime and then bringing in more individuals so that your men and women are not doing double time, and that increase overtime is that then you would see again the overtime drop and of course I'm not saying that it wouldn't drop because we are going to have these other emergencies. That's a totally separate issue and we can deal with that. I'm just talking about the overtime costs of shortages you know of officers that you have right now you know in the department. So have you done also concurrently. Like you said, you need to recruit and you need to promote and they go together. In this case it's the same thing. So when you recruit, then you see then you know this case the opposite end, have you done an analysis in just a projection in 5 years as well?

Chief Cruz:

We have not come up with a hard and fast number Madam Speaker on that, but that is something we are taking a look at. When I rally my fiscal team budget committee and we take a look at that, the analysis we are doing right now, we are also taking it a step further to do exactly what you're saying. If we promote or if we continue to recruit at this trend of hopefully getting 200 officers over the next five years and promote accordingly, what impact does that have over the next five years? So I see exactly or know exactly what you're looking for and that kind of analysis is what we are taking a look at, and again part of that we look at the current trend and again the problem with that is the current trend takes into account that we are dealing with these shortages, but in a perfect world, if we had the 526 and we did promote accordingly, we are trying to take a look at what that impact would be with regards to overtime in the next five years. So we are not quite at that point where we are complete with that analysis, but I will tell you Madam Speaker we are taking a look at it.

Speaker Won Pat:

Okay, so this year, you have done the analysis in terms of how much of a cost to implement this. You know, when it becomes law of \$762,000. Have you done the exact same thing as well for next fiscal year as well and thereafter because what now we are factoring on here is of course the in full implementation of the 40% of what the increases has been and of course what you know was the end result of the hay study because that's definitely going to impact on your budget. And how then now. Because normally what we do here is when we receive a bill, we always would request for BBMR is to give us a financial impact statement. You know, how is this going to impact the overall budget of the government either this year based on what we are able to bring in, but now more importantly it's cause you're saying that this is going to be this year you have it in your budget so that may not be a problem. However, we don't know what it's going to be like in the next fiscal year and that would require BBMR to do that analysis as well and how is that going to then now change your budget entirely?

Chief Cruz:

Yes ma'am. So what we are looking at Madam Speaker is we look at the trend of the number of officers separating for one reason or another. We take a look at that trend and the goal of getting to that 200 over the next five years and that is going to drive our promotion process for all the subsequent years out. Now, what we are trying to do is develop a methodology throughout so that every year we can project even five years out. We are doing all this is because the Guam Police Department is in the process of taking a look at a strategic plan and if we do this right, and we figure this out, our ability to implement this will tie to the strategic plan, which has huge impacts on the budget. We will be able to determine every year how much exactly we are going to need for promotions. So to answer your question up front Madam Speaker, we are taking a look at it. There are certain factors that feed into that equation. Primarily the trend or the rate of separations and the fact we are trying to grow to that number. So as we take those two facets and put them together, we are looking at that analysis. We are not currently complete with that. You know, all things considered. We are trying to prioritize what we are pushing to the forefront of our analysis, but that is something we are definitely looking at. We see it for this current fiscal year because there is an opportunity there, and we are going to try and project that for the upcoming fiscal years as well.

Speaker Won Pat:

And thank you and I hope you'll be able to share that as well with the legislature. Not just only for this bill, but surely for this year as we start to, as we start the public hearings for the budget for the upcoming fiscal year. My last question is, I don't want to take up too much of the other members' time here, but in looking at the breakdown of your vacancies and you're new. I mean new as the chief of course, but you've been in the department before. Have you done another look or analysis in terms of really making sure that although you may have this vacancy issue you don't want to be bloated in certain places, you want to make sure you kind of re, like reorganize but not you know in the sense when we are saying we are going to revamp everything, but to reorganize, to respond then, to the needs of the community what the department need and not just because, this is what you have, this is the number of individuals that you have and this is where you need them to be. And you know, and I liken this to, you know an experience that I had as a former school principle, that you know, sometimes, principles make assignments of programs or courses based on the teacher but when I do my program, I do it based on my students. Then that tells me, how many I'm going to need, you see. And for what purposes and what courses to teach. That's how I'm asking you that question. Whether you have looked at this, also based on the needs of your community so you don't over burden, maybe, you know, certain officers at certain ranks, or something like to say, you have so many, you know, chiefs and no Indians type of thing.

Chief Cruz:

Yes ma'am.

Speaker Won Pat:

So have you done that as well?

Chief Cruz:

Absolutely Madam Speaker and I would say that to that point, we've done exactly what you have said. Because we have reached out to the community, and I can honestly say that, we've done that. Because in the neighborhood watch program, we are going to village, every village out there. We go to all these town hall meetings, on which I bring every precinct commander in there to listen to what the issues, questions, and concerns are, of our people. So like you have referenced going back to, not what the teachers want, but what to students want. I go back to not what my officers want, I go back to what the community wants. What is important to them in law enforcement? What is important to them in policing? What makes them safer in our community? And then that's how I decide, how do I deploy my POT's, my police officer trainees. How do I posture the four precincts that I have? How do I posture my criminal investigations division, my forensic science division, my services bureau, my admin division, what have you. All that is dependent primarily on the needs of the people, and what do the people want? And we build, the analysis is done, and we develop what I call, what I've learned in the military, what is our main effort? If our main effort is patrol operations, then that's where I'm going to focus a bulk of my officers. Taken into consideration that because we are dealing with surges, there's the need to do follow up investigations. So then I also have to look at, do I have a sufficient number of personnel on my criminal investigations division, so I have detectives to do follow up investigations, and what have you. So I would tell you that we have done that kind of analysis. We've taken a look at that, we are posturing ourselves in the police department to be able to meet those needs, but as you have eluded, to with your analogy, in your tenure as a principle, that is the same type of analogy I use as the Chief of Police in putting the needs of the people at the forefront to drive how we do business in the Guam Police Department.

Speaker Won Pat:

Thank you.

Chief Cruz:

You're welcome ma'am.

Chairman Aguon:

Thank you very much Speaker Won Pat. Senator Frank Blas.

Senator Blas:

Thank you Mr. Chairman. Good morning Chief.

Chief Cruz:

Good morning senator.

Senator Blas:

I don't know if you went through this earlier, I apologize if you have, but just for the purposes. Let me talk about your, I guess your structure, your fore structure, your break down. How many colonels do you have right now?

Chief Cruz:

We have no colonels right now, sir.

Senator Blas:

How many majors do you have?

Chief Cruz:

We have one major, sir.

Senator Blas:

How many captains do you have?

Chief Cruz:

Just a second sir. We have six, six captains right now.

Senator Blas:

Okay let me go back from the top. How many colonels do you need?

Chief Cruz:

One, sir.

Senator Blas:

Okay, how many majors do you need?

Chief Cruz:

We need three, sir.

Senator Blas:

Okay, so how many captains. So how many captains do you need?

Chief Cruz:

We need six.

Senator Blas:

So your captain vacancies, none positions right now? For today?

Chief Cruz:

For today, I can give you the exact breakdown, senator, on what we need across the board.

Senator Blas:

Yeah. And okay, but I'm just talking for today. Your fore structure for today.

Chief Cruz:

That is correct.

Senator Blas:

Because my questioning is going to go further, okay? Other scenarios. How many lieutenants do you have?

Chief Cruz:

Right now we have 13 lieutenants.

Senator Blas:

How many lieutenants do you need?

Chief Cruz:

We need 1.

Senator Blas:

So you need fourteen lieutenants total?

Chief Cruz:

We have thirteen, so all together fourteen.

Senator Blas:

So going back, you said you had six captains and you need six captains? Or, yeah, six more captain positions vacant?

Chief Cruz:

We have six positions available for captain.

Senator Blas:

Okay. What we have here is the breakdown of a vacancy signing, to know what you currently have, okay?

Chief Cruz:

Yes. We have six captains on board.

Senator Blas:

And thirteen lieutenants.

Chief Cruz:

We have thirteen lieutenants on board.

Senator Blas:

Okay. How many sergeant II's do you have?

Chief Cruz:

We have one sergeant II on board.

Senator Blas:

Okay. Sergeant ones. How many sergeant I's do you have?

Chief Cruz:

Twenty-one sergeant I's.

Senator Blas:

And your PO3's.

Chief Cruz:

Seventy-one PO3'S.

Senator Blas:

Okay. How many sergeant II's do you need?

Chief Cruz:

Sergeant II's, we need nine sir

Senator Blas:

Nine. You need thirty-three sergeant I's?

Chief Cruz:

Yes.

Senator Blas:

On top of the twenty-one that you already have?

Chief Cruz:

Based on our organization, on how we're structured, this is what we need.

Senator Blas:

Okay, and your PO3's, you have, you need 71 PO3's?

Chief Cruz:

We have 71

Senator Blas:

We have 71 PO3's, you need 26 more.

Chief Cruz:

That's correct.

Senator Blas:

Okay, now here's an even more difficult question. Of the positions that I've given to you here, how many are you going to lose to retirement by the end of the fiscal year, at the end of this year?

Chief Cruz:

For those that have submitted letters of intent to retire, we're looking at about five to six right now. To retire in this physical year.

Senator Blas:

So that's not, so five to six of what you currently have, that's not five to six of, that's including what you, what you're asking for.

Chief Cruz:

That's not withstanding what's in this

Senator Blas:

Notwithstanding.

Chief Cruz:

Yes.

Senator Blas:

Okay. What's your total force structure?

Chief Cruz:

326 uniform and roughly 52 civilians.

Senator Blas:

What's your optimal, what do you want to get at?

Chief Cruz:

Optimally, 526. Based on population, again and the table that we put together, our organizational table.

Senator Blas:

Okay, I see some guys that were in the police department when I was in there.

Chief Cruz:

Yes.

Senator Blas:

Captain Mark, do you remember what was the largest force structure we had? Four hundred some? Okay

Chief Cruz:

I gave that in the testimony, senator. The breakdown of when we peaked and when we were at our highest and when we were at our lowest. I gave that testimony earlier.

Senator Blas:

Okay. And I appreciate the discussions that we were having with regards to the recruitment the retention. You know, and hoping and seeing how we can a line what is being offered already at the University of Guam and the Guam Community College through POST Commission and what the requirements are. Is it very safe to say that you still there's that psychological component that's still needs to be, that is a major factor to it, in determining whether or not an individual, although they may have a master, bachelors, a masters or even a doctorate. Has the capacity to become a police officer?

Senator Blas:

Is this one of the things that you need to, that was probably lacking in as far as the gaps that existed in between the current academic courses that were offered and what they expectations and what they, what the needs are.

Chief Cruz:

I will say, senator, you are absolutely right. And even in this last cycle, we experienced that with one POT resigning, not long before graduation. Going though about six and a half months of academic training and a controlled environment at the Guam Community College. Then going out on the road for on the job training realizing that this is not what they were cut out for. So to answer your question directly, yes there is that psychological factor that we must take into consideration. We use the psychological evaluation upfront as a means to be able to determine suitability, whether a person truly is fit, or cut out, based on an analysis from a medical professional in the behavioral sciences area to determine that. However, the better assessment is when they actually get in. but we do see that there are those gaps that do exists. Somebody could walk into the door with a PhD, but they're not cut out to do law enforcement work. They're not cut out to do law enforcement work regardless of how many degrees they do have. So to answer your question upfront, yes senator, we do see those gaps and those were the gaps that we were referencing that we need to contain or close as we have discussions with GCC and the University of Guam.

Senator Blas:

And can that be said to, as you promote up the ranks. As you go up the ranks. That there is that same assessment with regards to, not just your academic knowledge, the knowledge that you have, but you know a number of other things that have taken into consideration, the psychological aspect of it

Chief Cruz:

I would say senator; you are absolutely right. In that, if a person, as we groom these individuals and try and get them the succession training and education that they need to be able to go from one rank to the next rank or several ranks, because that's what the law allows for, are they truly ready for that? So those are discussions that we're taking a look at but we do see that there are gaps there as well. Although a person is educated, and is qualified based on his or hers experience out on the road or in the department, are they truly ready for that position of higher rank, of higher responsibility?

Senator Blas:

And I think, this discussion, is important so that we. I don't want to offend, nor do I want to relegate you know, other positions that exists in other professions. But when you're talking about just the recruitment and then the promotions within the ranks of this organizations, that there are, on top of the knowledge gained or needed to be able to move up there's also a psychological factor.

Chief Cruz:

Absolutely.

Senator Blas:

That needs to be considered.

Chief Cruz:

Yes, sir.

Senator Blas:

And so when you are trying to find how, why it is becoming difficult to go from a PO3 to a sergeant I or sergeant I to a sergeant II, or even jump a rank if you can still do this. That it's much different if you were to go from another, I'll probably get in trouble by my wife and by you, okay. It's different from went from a teacher one to a teacher two. So that's what I wanted to make sure. There is that differentiation, so that we understand that here. Okay?

Chief Cruz:

Yes, sir. Thank you sir, I appreciate that, and we are looking into that.

Chairman Aguon:

Thank you very much Senator Blas. Senators, I'm going to have to take one more question and then we're going to proceed with the rest of the agenda because we do have other individuals who have signed in for this particular legislation. Vice speaker Cruz. Okay, Vice Chair Ada.

Vice Chairman Ada:

Chief Cruz, for these promotions, what's the criteria? Is it time in grade and time in service?

Chief Cruz:

It is a combination. There is time in grade, time in service, as well as education. For ranking officers, the current law indicates, or states that to be a ranking officer i.e.: lieutenant or higher you must possess the minimum of a bachelor's degree. So just like with the Chief of Police position, there are certain amount of experience that is required, there's a certain longevity that is required, there's also an education piece that is required for the ranking officers, the staff officers, and above.

Vice Chairman Ada:

Okay, so, and I ask that question simply because then, for example, although you have six vacancies, let's say for police captain, if one of the criteria is time in grade, how many lieutenants did you say you had right now?

Chief Cruz:

I have 13 sir.

Vice Chairman Ada:

13, so conceivably, only, well then, if there's a time in grade requirement then a sergeant II who could have been in the department for forever, would not be considered for a captains.

Chief Cruz:

That is not correct. Because the law allows for a police officer to jump ranks.

Vice Chairman Ada:

That's why I was asking about the time in grade. So normally, a lieutenant would not, could not, at least in the military a lieutenant could not be promoted to a major unless he has time in grade as a captain.

Chief Cruz:

So I stand correct on that comment I made senator, the requirement is longevity in the department so it would be time in service. Because the current law as introduced and passed by previous legislative bodies allows for a police officer to go from one rank and jump several ranks, exist there it would be longevity so that would go to time in service, that would equate to time in service.

Vice Chairman Ada:

Okay so it's very possible then for a police sergeant to bypass a lieutenant and the next day become the supervisor of that lieutenant he used to answer to.

Chief Cruz:

Based on the current law, yes sir.

Vice Chairman Ada:

Okay, great. Thank you.

Chairman Aguon:

Thank you very much Senator Ada. I do have chief, thank you very much for your testimony this morning, this afternoon on Bill No. 309-33. I would like to invite the following individuals who have signed up. I've noticed that they also have submitted written testimony, so if you would like the committee to consider your written testimony and forego on oral presentation then by all means that is an option that is available to you, but I do have Paul Sayama, Andrew Quitugua, Eugene Charfauros, Susie Santos, and Raymond Perez. So if I can invite these individuals if you would like to provide verbal testimony this afternoon. Paul Sayama, Andrew Quitugua, Eugene Charfauros, Susie Santos, and Raymond Perez please. Okay if I can get you to identify yourself for the record and then please proceed with your testimony. Thank you.

Mr. Eugene Charfauros:

[Written Testimony Attached]

And in conclusion of my testimony I would like to just add that pretty much what I said only complimented the presentation that our chief gave you and I know that there has been in the past several weeks or months you've seen a big turnout of police officers mostly in the lower ranks where I'm at, police officer II, Sergeants and below and we come out a support and a lot of times we don't provide a lot of testimony and that's due in part to the effective communication that our chief has with the command staff that is in place. All the information in reference to this bill to the past bills that have been introduced to this legislative body have gone down the chain from our chief through the command staff down to the police officer I so input has been gathered from the bottom and has been channeled to the top.

Mr. Eugene Charfauros:

So everything that the chief has presented is pretty much going to be repeated most of the testimony that you hear. The officers that are in this room today are here to support the chief because he speaks on our behalf and as you can see that's evident. And that's the first time that I've seen in the 18 years of my career that a chief has actually taken from the top all the way down to the bottom. Has gathered the input from the troops from the top, all the way down to the police officer trainee that just graduated last week from the police academy so he can come here prepared to give proper testimony to justify legislation that concerns our department so that concludes my testimony for Bill No. 309. Dang kolo Na Si Yuus Ma'ase Para I ...

Chairman Aguon:

Thank you very much Officer Charfauros. I appreciate your testimony this afternoon. Also, I would like to encourage everybody in the audience, because of Officer Charfauros, he reminded us about the level of support that is being extended to the Chief's comments so I encourage you to please sign in and just signify your support because it always enhances the overall presentation and support of the proposed legislation. ma'am. Please identify yourself for the record and proceed.

Ms. Susie Santos:

[Written Testimony Attached]

Chairman Aguon:

Thank you very much Officer Santos for your testimony this afternoon. Captain Perez.

Mr. Raymond Perez:

Thank you for the opportunity for us to testify on this bill. I actually put together, I hope it's going to be a quick slide show because I know it's getting closer to lunch for everybody. So, we'll just go through this real quick. So I actually put this together based on three reasons, which is legal reasons, proactive or the strategic reasons and the practical reason for supporting this bill and why it should be passed. Now the legal reasons basically come back to this whole issue of promise comp and under filing and detailed pay and the things we are not doing or haven't been doing for long time you've heard a lot of the testimony talk about how we haven't been prompting for over ten years and really what it comes down to, the positions and I have a slide here that has a summary of few of the positions, but if you look at the comparison of positions you'll see that a lot of folks are under filling and so these positions that we have established are obviously legally established. Number one, and because they are legally established they should have been filled, but we had as a department has an attitude of pressing forward and not necessarily worrying about these whether or not you are being promoted. Just go out and do your job you know. It's a very tasked and goal oriented organization. For the most part our folks don't really complain about what they are doing. They should just post for it and do it. Now this chart has a representative example, it's not everything, but if you really kind of take a look at it for example the police lieutenant shows that his job standard is commanding a section. However, you can talk to all our precinct commanders and you'll see that they're actually lieutenants. That position is typically a captain's job. Now you go down and you'll see your police sergeants.

Mr. Raymond Perez:

They supervise police officers, but what are they doing now? They are actually supervising PO3's or acting sergeants. Next level down the police officers. Now, this has recently been short of fixed, but we don't have enough sergeants to fix it. For the longest time for up until maybe a month ago or so, or actually even a few weeks our police officer III's are supposed to be team leaders and part of the team and not supposed to be the supervisors, but they have been doing the supervisory work for police officers. Now stepping down actually two levels to the police officer, as you read the job description there it says entry level position. And when you think about how our police officers have been serving, I think Susie are you a II or a I? You're a I and she just mentioned that she has been doing that work for how long? 10-11 years. 11 years just doesn't equate to entry level. It just doesn't make sense, and so when you look at what she has been doing, the full compliment when you look at the duties actually performed, she's doing the full compliment and she works independently. So she's really doing a police officer II or III job and that's really the jest of the whole thing when you talk about this legal reasons to do the promotions because right now we are not doing what we're supposed to do. This only sets things back where they are supposed to be if we move forward with the promotions. This is a graphic illustration of the levels of which personnel are performing. So, as you can see from the very bottom police officers are performing at the entry level, and officer II's are performing as team leads in some cases and once in awhile they actually perform as supervisors. Our team leads have been performing as field supervisors, unit supervisors. Again, we kind of fix hat partially out on the field on patrol, but when you look at CID or investigative units we pretty much have police officer III's doing the supervision. So the problems hasn't quite gone away. We still have the same problems and going up the line you see the trend there. The red arrows actually indicate what positions they are working into or what the coming down for. So and again, it's just a graphic illustration of what I just talked about. Now, the strategic side is really looking into the future. This chart is kind of visualization. If you're really going to look at this chart for reality you just have a bunch of spaghetti because if you look at the factors here we are talking about, globalization, technology, demographics, and societal values, it's just a big mix of things. This is just a clean chart that tries to explain something that really is a big mix up. Now, when we are talking about the globalization and economic, a lot of this stuff, I'll try to go over it real quickly because I understand that you know, I've turned in the slides by email but a lot of the stuff that happens with globalization drives pretty much everything and because everything is intertwined you're going to see issues with security and that's where you know on one side you look at this chart, we have challenges on one side and there is strategies on the other and I'm going to focus more on the challenges because the reason why I put this slide up here is to give an idea of how important globalization is going to the future because I just kind of talked about where we are going right now but going into the future we really need to think about what we are going to do 5, 10 15, 20 or even beyond that because there is going to be a change in our demographics, be changes in technology and so forth. All these factors are going to come in to play, but one of the big things based on the research that I've done is that mass migration drives a lot of stuff simply because when the people start looking for a better life, it changes the other factors, demographics, social values and so forth, but in the end when you look at this, it pushes a lot of social unrest and that obviously deals a lot with having to take care of the community and getting your police force ready for those things.

Mr. Raymond Perez:

At the lower side we have the market crash, because of the market crash that came out, there's been a lot of tight federal funding so although we have been relying on that a lot for some of the supplements that we get to help us carry out our responsibilities as a department, the monies are getting tighter and of course locally the monies are getting tighter too. Looking at this, it also pushed the need for information technology and of course we have to adapt to that. When you kind of go over to the side of this strategy, you see predictive policing. There's a lot of information technologies solutions, we try and make the analysis of our problems more efficient and really we can push into the information technology a little harder. We could probably get things done a little bit more effectively, but still the ground work will always always be done by our police officers one way or another. The other ones, we'll have to carry out these things. The analysis and the information technology that makes our work better and more effective is still going to be carried out by our officers. So technology, we kind of have, we all are very familiar with the issues of technology. We see the social media problems. Everything gets exposed. Your whole life is online and even when you don't want it to be. In fact that whole bill that's coming up about revenge pornography and those issues it's pushing forward. When people do things where they break the law to commit a crime there's got to be a way to enforce it. Anyway, getting back to this, the term knowledge democratization really talks about that and how information is available to everybody and what's going to happen is that we are going to have a very educated public and we are pretty much on that right now and pushing forward on trying to service the public who is very educated and has easy access to information is going to be a bigger challenge if we don't have our officers more educated, more in tuned. I kind of mentioned already, I kind of went over those issues with crimes and information technology and the internet and all of those concerns that we have with the virtual mobility. We are going to have scams and identity theft. We are going to have transnational crime. So we have to respond to that force by having our officers train and of course the issues of privacy rights which is coming up in one of the bills you are going to hear today. We also have to keep pace with that and make sure that we are up to date and up to par as being able to address it and take care of our citizen's privacy concerns. As mentioned earlier with demographics, the mass migration is, what the trend is in the future and based on the research that I've seen is that in the developing countries you start to have a tapering off of the population. So you are going to basically find people who are looking for greater opportunities out here in of course being associated with the United States, a western country where there is a lot of opportunities, there is going to be an influx and a lot of that is driven by the desire to improve your lively hood. So when we start to see the people come in, we are going to have to do better peace keeping if we start to have the social unrest and the conflicts within what's going on. We also have to consider other ways to look at if our population is going down, we are also going to have to adjust to those things with our future force because on a later side we are going to see that we are going to have a different kind of police officer that's going to come out with the new generation folks. They have a different way of looking at things. So that of course is up next and when you look at this, trying to address these issues with the new generation employees, that a lot of them are more transient when they go to work. I guess there has been a few studies about a lot of them having four or five jobs and you know they don't necessarily stay with an employer. So, how do we address that need? Part of that comes back to building a career progression plan. Actually building levels and I know that there was a question asked earlier about are we looking how our needs, are we looking at the students?

Mr. Raymond Perez:

Are we looking at the teachers? So when you use that analogy and we start looking at the public and what the public needs well obviously we are going to have to tailor that to make sure that the teachers are doing what is needed to give the students what they need and so we start looking at how we are going to build our force for the future and one of the things that kind of becomes evident to me is that we are really need to bring a better developmental system and perhaps even more grades within the system. In other words, how we have it right now. We basically have PO1's, PO2's, PO3's, but when you look at the structure, we have a lot of management and supervision, but in order for us to keep people at the line level and flatten perhaps our organizations so we have less management and supervision we may have to convert those positions so we can have the incentive to be a police officer longer. Right now if you're a police officer and you move up from a 1 to a 2 or a 2 to a 3 at some point you are stepping into supervision and management if you want to go beyond that and the problem that I see there is that now I take an excellent officer who does very well in the community and does a lot of things good in the field and you turn him into a manager. So you taken him offline. So future focus we need to start looking at. Maybe that's what we need to do. Expanding the line opportunities and reducing the upper level of our organization. So practical reasons really. If you look at it, it kind of meshes with what I just talked about, but you know as far as practical reasons today and now we have complexity that kind of proceeds, it kind of matches with technology and of course, we don't expect technology to go backward. It's never going to go backwards unless something really really bad happens to our world. It's not going backwards and we are going to have to continue to adjust. Business as usual. Statute and court decisions constantly change what we do and we have to keep up with it. So as the legislature passes laws, we have court precedence for the different constitutional findings in the Supreme Court. Of course we have to adjust; our folks have to keep up with those adjustments. I mention how we are going to have a more educated public, and again to service the educated public, our officers had better be on point to go out there and answer those complaints and give the public what they need. Just a little bit earlier I mentioned about having a developmental system. That again is something where if we build this system not just in building more chairs for our officers, but also building intuitive system where you know there is requirements for promotion that you demonstrate your knowledge and your skills as you go up. That's something that I hope would keep our retention going too and that of course that leads to the next bullet is that that would be incentive. And that incentive would help our new generation officers who may not decide to stay other than if you give them more opportunities maybe they'll stay a little bit longer. Maybe they'll continue to want to serve and I understand if you kind of study the length of service for a lot of folks there's a certain point and I think it's after the 10 year mark where they maybe don't stay as long. Roughly around the 10 year mark. Maybe before that, but after 10 years they tend to stay. So that's what we want to aim for. We want to make sure we keep our folks as long as we can because when they get really good at their jobs, then we want to keep those kind of folks on the line. Lastly on this slide is that talking about all the previous promises. The strategic concerns is that we have shifted from response nationally to more problem solving and admittedly I don't believe that we have gone that far here locally, but that is the trend. That's really the only way to make the most efficient use of your resources. Actually study, do the analysis of all of our problems. Actually come and see where we can attack the problem based on the root causes as opposed to just seeing the problem and then throwing more people at it. That's really not the answer.

Mr. Raymond Perez:

The answer is actually getting back to the root causes and finding what they are and then actually attacking the problem at the root causes. I guess to put it into perspective, there are certain communities that have used an approach where they had and disorder in their neighborhoods and what they found out is that after they started to analyze all of the reasons why the crime and disorder was coming about. They found out the reason why is because a lot of people were stealing to support drug habits. So when they attack the drug habit in that community, in that neighborhood it actually receded, but again it's one of those things we need to study what the root causes are and attack it that way. So, final slide. Like I said, I tried to make it as quick as possible. Final slide, ultimately we need to protect the community by retaining and developing talented officers with a community service mindset. So that's it. I tried to make it quick. I am subject to your questions.

Chairman Aguon:

Thank you very much Captain Perez. Officer Charfauros. Officer Santos. Thank you very much for your testimony this afternoon. For the information of the public, the committee will continue to receive written testimony subsequent to this public hearing date for the next 10 calendar days. The next ten calendar days. So thank you very much again officers and Chief Cruz. Thank you for your testimony this afternoon.

The public hearing adjourned at 1:20 PM.

III. WRITTEN TESTIMONY

The following individuals submitted written testimonies to the Committee on Guam U.S Military Relocation, Public Safety, and Judiciary before or after the scheduled public hearing on Wednesday, May 25th 2016 at 11:00AM in *I Liheslatura's* Public Hearing Room.

1. Mr. Joseph I. Cruz, Guam Police Department, Chief
2. Mr. Eugene C. Charfauros, Chalan Pago Resident, Constituent
3. Ms. Susie Santos, Guam Police Department, Police Officer I
4. Mr. Raymond Perez, Guam Police Department, Captain
5. Mr. Paul Sayama, Guam Police Department, Lieutenant
6. Mr. Fred Bordallo, Private Citizen

IV. FINDINGS & RECOMMENDATIONS

The Committee on Guam U.S Military Relocation, Public Safety, and Judiciary hereby reports out Bill No. 309-33(LS), *As Substituted by the Committee* with the recommendation TO DO PASS.


I MINA' TRENTAI TRES NA LIHESLATURAN GUÁHAN
2016 (SECOND) Regular Session


Bill No. 309-33(LS)

Introduced by:


Brant T. McCreadie 

V. Anthony Ada 

Frank F. Blas, Jr. 

FRANK B. AGUON, JR. 

D.G. RODRIGUEZ, JR. 

T.A. Morrison 

Rory J. Respicio 

**AN ACT TO ADD A NEW SECTION 3A TO
CHAPTER XIV OF PUBLIC LAW 33-66.**

2016 APR 22 PM 7:59

BE IT ENACTED BY THE PEOPLE OF GUAM:

Section 1. A new Section 3A is hereby *added* to Chapter XIV of Public Law 33-66 to read:

"Section 3A. Authorization for Promotions in GPD. Notwithstanding any other provision of law, the Chief of the GPD is hereby authorized to use funds from the allocations made to the GPD in Section 2 of this Chapter of this Act for the purpose of promotions."

Section 2. Severability. If any provision of this Law or its application to any person or circumstance is found to be invalid or contrary to law, such invalidity *shall* not affect other provisions or applications of this Law which can be given effect without the invalid provisions or application, and to this end the provisions of this Law are severable.

Exhibit A

BREAKDOWN OF VACANCIES	
Police Officer I	15
Police Officer II	39
Police Officer III	26
Police Sergeant I	33
Police Sergeant II	9
Police Lieutenant	1
Police Captain	6
Police Major	2
Police Colonel	1
TOTAL VACANCIES	132

I MINA' TRENTAI TRES NA LIHESLATURAN GUÅHAN
2016 (SECOND) Regular Session

Bill No. 309-33 (LS)

As Substituted by the Committee
On Guam U.S. Military Relocation,
Public Safety, & Judiciary

Introduced by:

Brant T. McCreadie
V. Anthony Ada
Frank F. Blas, Jr.
FRANK B. AGUON, JR.
D.G. RODRIGUEZ, JR.
T.A. Morrison
Rory J. Respicio
T.R. Muña Barnes

**AN ACT TO *ADD* A NEW SECTION 3A TO
CHAPTER XIV OF PUBLIC LAW 33-66 RELATIVE
TO AUTHORIZING THE GUAM POLICE
DEPARTMENT TO USE PUBLIC SAFETY
VACANCY POOL FUNDS FOR THE PURPOSE OF
PROMOTIONS.**

1 **BE IT ENACTED BY THE PEOPLE OF GUAM:**

2 **Section 1.** A new Section 3A is hereby *added* to Chapter XIV of Public Law
3 33-66 to read:

4 **“Section 3A. Authorization for Promotions in GPD.** Notwithstanding
5 any other provision of law, the Chief of the GPD is hereby authorized to use funds
6 from the allocations made to the Public Safety Vacancy Pool Cost Account in Section
7 2 of this Chapter of this Act for the purpose of promotions.”

8 **Section 2. Severability.** *If* any provision of this law or its application to any
9 person or circumstance is found to be invalid or contrary to law, such invalidity *shall*

1 *not* affect other provisions or applications of this law that can be given effect without
2 the invalid provisions or application, and to this end the provisions of this law are
3 severable.

Exhibit A

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TOTAL VACANCIES	132

COMMITTEE ON GUAM U.S. MILITARY RELOCATION, PUBLIC SAFETY & JUDICIARY

I Mina' Trentai Tres Na Liheslaturan Guahan | 33rd Guam Legislature



SENATOR FRANK B. AGUON, JR. **CHAIRMAN**

Bill No. 309-33 (LS) - An act to add a new section 3a to chapter xiv of Public Law 33-66. (Sponsor: B.T. McCreddie, V.A. Ada, F.F. Blas, Jr., F.B. Aguon, Jr., D.G. Rodriguez, Jr., T.A. Morrison, R. J. Respicio.)

Name (Please Print)	Agency/Organization	Contact Number	Oral Testimony	Written Testimony	In favor	Not In Favor
Paul Sayame	GPD	475-8518		✓	✓	
Anderson Durvina	GPD (support)	858-3249	—	—	✓	
✓ Joseph Cruz	GPD	475-8500	✓	✓	✓	

COMMITTEE ON GUAM U.S. MILITARY RELOCATION, PUBLIC SAFETY & JUDICIARY

I Mina' Trentai Tres Na Liheslaturan Guahan | 33rd Guam Legislature



SENATOR FRANK B. AGUON, JR. **CHAIRMAN**



Bill No. 309-33 (LS) - An act to add a new section 3a to chapter xiv of Public Law 33-66. (Sponsor: B.T. McCreadie, V.A. Ada, F.F. Blas, Jr., F.B. Aguon, Jr., D.G. Rodriguez, Jr., T.A. Morrison, R. J. Respicio.)

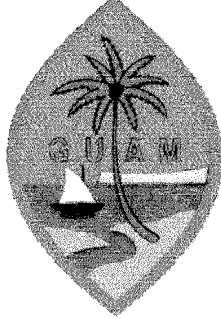
Name (Please Print)	Agency/Organization	Contact Number	Oral Testimony	Written Testimony	In favor	Not In Favor
✓ EUGENE CHARFAUDOS	GPD	475-8560	✓	✓	✓	
SERGE SANTOS	GPD	475-8560	✓	✓	✓	

COMMITTEE ON GUAM U.S. MILITARY RELOCATION, PUBLIC SAFETY & JUDICIARY

I Mina' Trentai Tres Na Liheslaturan Guahan / 33rd Guam Legislature



SENATOR FRANK B. AGUON, JR. **CHAIRMAN**



Bill No. 309-33 (LS) - An act to add a new section 3a to chapter xiv of Public Law 33-66. (Sponsor: B.T. McCreadie, V.A. Ada, F.F. Blas, Jr., F.B. Aguon, Jr., D.G. Rodriguez, Jr., T.A. Morrison, R. J. Respicio.)

Name (Please Print)	Agency/Organization	Contact Number	Oral Testimony	Written Testimony	In favor	Not In Favor
✓ Raymond Perez	SPD	727-2291	✓	✓	✓	



GUAM POLICE DEPARTMENT

DIPATTAMENTON POLISIAN GUAHAN

Government of Guam



EDDIE BAZA CALVO
Governor

RAY TENORIO
Lieutenant Governor

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

JOSEPH I. CRUZ
Chief of Police

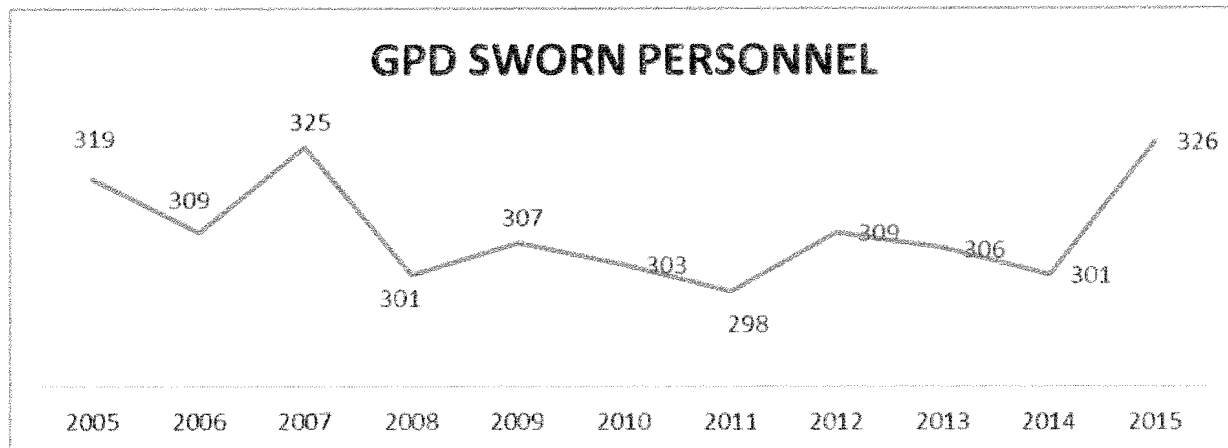
**WRITTEN TESTIMONY OF
JOSEPH I. CRUZ
Chief of Police, Guam Police Department
IN SUPPORT OF BILL 309-33(LS) -
RELATIVE TO AUTHORIZATION FOR PROMOTIONS IN GPD
Before the Committee on Guam U.S. Military
Relocation, Public Safety and Judiciary
33RD Guam Legislature
May 25, 2016**

Magof Ha'Ani yan Hafa Adai, Chairman Aguon and Members of the Committee on Guam U.S. Military Relocation, Public Safety and Judiciary.

I am Joseph I. Cruz, Chief of Police for the Guam Police Department, and I thank you for the opportunity to appear before you today in my official capacity along with key members of the Guam Police Department to render testimony in support of Bill 309-33(LS).

EXECUTIVE SUMMARY

The Guam Police Department strength reports for previous years, as seen in the graph that I have provided, represents the number of sworn personnel in the department at the end of each fiscal year from 2005 to 2015. Over these ten years, sworn personnel have dropped to the lowest numbers during FY2011 with 298 officers and the highest with 326 officers during FY2015.



In the four (4) fiscal years, from FY2012 to FY2015, the Guam Police Department recruited a total of sixty (60) sworn officers. In contrast to that particular rate of recruitment, a total of 46 sworn officers have separated during these same fiscal years through retirement, resignation, termination, and death.

According to US Census reports, Guam's population in 1990 was 133,152 persons which grew by 16.3% to 154,805 persons in 2000. The latest census report in 2010 is 159,358 with a smaller growth of 2.9% from the 2000 report. Guam's population has grown by 26,206 persons over the last twenty years. In great contrast to Guam's population growth is the decline in GPD's sworn personnel over the previous twenty years, from the highest number during FY1998 with 373, to the lowest in FY2002 with 255. This significant rate of attrition is directly attributed to the Government of Guam wide early separation/retirement program in FY2000.

GPD has yet to recover from this plummet of sworn personnel and over the last ten (10) fiscal years the average strength in sworn personnel is consistent at 309, ranging from 298 officers during FY2011, to 326 officers in FY2015. More importantly, is that the Guam Police Department is unable to recruit at a rate that is proportionate to the growth rate of Guam's population, as a result of funding challenges.

RECRUITMENT AND TRAINING

GPD's recruitment of sworn personnel has been, in part, dependent on available funding through the American Revitalization and Reinvestment Act (ARRA) funded Community Oriented Policing Service (COPS) Hiring Program grants and Department of Interior (DOI) Compact Impact grants since 2009. Costs associated with training and certification have been funded through the GPD budget until opportunities were made available from the US Department of Labor Apprenticeship Program grant in 2010, which is funded through the excise fees on labor by Guam's local businesses.

Working in conjunction with the Apprenticeship Training program administered by the Guam Community College, trainees are certified in this program at no cost to the department. The challenges faced by the grant program is a minimum number of trainees (13) needed to form a cohort receiving education in a reduced timeframe external to the traditional Spring and Fall semesters of the college. Without the required number of trainees, education completion can be as lengthy as two (2) years. The cost of education and certification training not associated with the Apprenticeship Grant Program is approximately \$7,542.00 per trainee for 49 credits that include admission fees, lab fees and books.

The outcomes associated with the recruitment, training and consistent funding through general appropriations without restriction, will increase the police force by at least one hundred and sixty four (164) sworn personnel by the close of Fiscal Year 2019. The ability to recruit at least 30 Police Officer Trainees during FY2017 will accommodate those that are scheduled to commence from the upcoming Police Academy, which starts in August 2016 with completion in April 2017.

The costs associated with the recruitment and training of a (1) Police Officer Trainee are seen in Annual Salary, Fringe Benefits, and a Uniform Allowance at \$39,973.00; Pre-Employment requirements of a psychological test and drug screening at \$620.00; Police Academy costs at \$7,542.00; and Essential Police Equipment at \$8,930.00. The total cost for the recruitment, training and certification of a Police Officer Trainee for the initial year is \$57,065.00.

The recruitment, training, and certification of a total of forty (40) Police Officer Trainees' every fiscal year beginning in FY2017 through to FY2021, will provide the much needed support of sworn officers to meet the community public safety needs. FY2017 and succeeding Fiscal Years until FY 2021 will recruit, train and certify a total of two hundred (200) Police Officer Trainees' and sustain those POT's certified in the preceding years. The chart below provides the budget impact for each Fiscal Year and the total impact expected from FY 2017 to FY 2021.

BUDGET INCREASE BY YEAR				
FY2017	FY2018	FY2019	FY2020	FY2021
\$2,282,600.00	\$3,881,520.00	\$5,480,440.00	\$7,079,360.00	\$8,678,280.00
TOTAL COST: \$27,402,200.00				

GPD expects to complete the recruitment of fourteen (14) POT's in June 2016, with a tentative Training Cycle start date of August 2016, before the end of the current Fiscal Year. Through close collaboration with the Guam Community College, GPD administers each Training Cycle through the institutions Criminal Justice Department. Pursuant to GCC's registration policies and course scheduling guidelines, GPD expects a total of ten (10) months for each POT Cycle to function in the field; from the date of hire, through the completion of certification training. This next chart provides a timeline projection of POT Training Cycles, which includes the current FY2016 recruitment of fourteen (14) POT's, in addition to the two hundred (200) POT's GPD intends to recruit in the next five Fiscal Years.

RECRUITMENT & CERTIFICATION INTERVALS				
POT CYCLE ID	DATE OF HIRE	CYCLE START DATE	COMPLETION	TRAINEES
8th POT Cycle	June 2016	August 2016	April 2017	14
9th POT Cycle	October 2016	November 2016	July 2017	40
10th POT Cycle	October 2017	November 2017	July 2018	40
11th POT Cycle	October 2018	November 2018	July 2019	40
12th POT Cycle	October 2019	November 2019	July 2020	40
13th POT Cycle	October 2020	November 2020	July 2021	40
TOTAL SWORN PERSONNEL RECRUITMENT				214

PUBLIC SAFETY RECRUITMENT ALLOCATION

The Public Safety Recruitment allocations places increased constraints on the General Fund appropriation by requiring \$1,188,681.00 in vacant position funding to be restricted to the recruitment of Police Officer Trainees. As of 4/28/16, a total of \$741,951.00 for Salaries and \$446,910.00 for Benefits (**\$1,188,861.00**) are available for the recruitment of Police Officer Trainees. This total amount initially funds thirty (30) POT's throughout the twenty six (26) pay periods in FY2016. The Guam Police Department's expectation in the application of this mandate is that we will not see expenditures in this account until the end of the third quarter or the 20th pay period of the fiscal year, directly attributed to the timeliness in the competitive recruitment process and extensive POST requirements during the pre-screening of candidates. The cost of salaries and benefits for twenty five (25) POT's whose projected date of hire at the beginning of Pay Period 20, or June 26, 2016, will be **\$320,031.92** for the remainder of FY2016. This provides funding opportunity with a balance from the \$1,188,861.00 in total recruitment allocations to **\$868,829.08**.

GPD will experience the inability to expend the entire recruitment allocation, with the remaining balance of **\$868,829.08**, which is restricted to salaries and benefits for POT's only, pursuant to the provisions of the FY2016 Budget Act. GPD provides the following contributing factors in our analysis of the Public Safety Recruitment Allocation:

- 1) The original intent of recruiting 30 POT's will grow to approximately 75 POT's if GPD encumbers the entire \$1,188,861.00 from pay period 20 through 26.
- 2) GCC agrees to a maximum class limit of 25 POT's for each training cohort which will begin no earlier than May 18, 2016, when the current cohort of twenty (20) POT's (7th POT Cycle) complete training.
- 3) Pre-screening requirements such as background investigations including a polygraph examination, a psychological evaluation by a medical professional, and drug screening processes for 75 POT's will not be reasonably complete prior to June 26, 2016.
- 4) GCC is considering the concept of starting the 1st cohort of 14 POT's on 8/29/16, then beginning a 2nd cohort of 25 POT's at least eight (8) to twelve (12) weeks afterwards, for a total of 39 POT's in training at the end of FY2016 and the beginning of FY2017. This concept is dependent on the availability of resources, considering other LE agency cohorts and the overall enrollment of students at the College will require careful coordination by both GPD and GCC.
- 5) The allotment does not allow for expenditures required with the recruitment of any amount of sworn personnel such as College Tuition and Fees, and essential police equipment.

For FY 2016, the Guam Police Department initially budgeted for the recruitment of 25 POT's in our budget proposal submission to the 33rd Guam Legislature in March 2015. An allotment schedule that realistically considered an appropriate amount of POT's recruited (a minimum of 25 to a maximum of 50), who can begin training well before the end of the Fiscal Year, cannot currently be implemented as a result of this restriction. These unremarkable restrictions placed on the Guam Police Department by the Public Safety Recruitment Allocation essentially over budgets for the recruitment of POT's who can be trained, certified, and equipped during the fiscal year, inclusive of a cohort of POT's who at the latest can begin training at the opening of FY2017.

The Guam Police Department is committed to the consistent recruitment of Police Officer Trainees at a rate that is agreeable with:

- 1) GCC's minimum requirement of thirteen (13) students to form a training cohort and 60 days to prepare for the resource needs of the students (ordering books, registration, and student-education assessment).

- 2) GCC's maximum allowable students per cohort at twenty-five (25) with a training time allowance of eight (8) months to complete the training requirements accepted by POST.
- 3) GPD's consistent ability to complete Background Investigations, Polygraph Examinations, and the procurement of services for the Psychological Examinations, and Drug Screening, for all POT candidates during pre-selection, which is an additional requirement by Police Officer Standards and Training (P.O.S.T.).

Since February 2014, GPD has consistently put forth POT Training Cycles with the start of the 5th POT Cycle, the 6th POT Cycle, and the ongoing 7th POT Cycle. GPD is in constant correspondence with GCC about training needs for both POT's and CVPR's. Provided that GPD completes recruitment processes by March 14, 2016, we can begin the registration of the 8th POT cohort at GCC and posture them for the training.

GPD's overall objective with this elevated recruitment program is to support the services needed by a much larger population, and on, which we know will grow significantly with the projected military buildup. GPD expects that the recruitment of two hundred (200) officers in the next five fiscal years will expand the department from three hundred and twenty six (326) to approximately four hundred and seventy (470) to five hundred (500) sworn officers, considering that GPD loses an average of ten (10) officers every year to separations. GPD has seen the loss of fifty-four (54) sworn officers in the last five fiscal years from FY2011 to FY2015 due to resignations, retirement, terminations, and untimely death.

Separation by sworn personnel throughout the ranks in GPD have been left unfilled in the last five fiscal years, with the exception of the Police Colonel position which was filled in FY2012 and then vacated this fiscal year. The great majority of these vacated positions are currently being filled by sworn officers in lesser ranks, and without a promotion program in direct support of an elevated recruitment program, sworn officers are not receiving just compensation for the duty they perform, and the increased responsibility they are expected to fulfill. The lack of an efficient promotion program in GPD has led to a substantial number of positions being under filled or being performed as a collateral duty and added responsibility across the sworn officer ranks in GPD.

GPD PROMOTIONS INTO VACANT POSITIONS

Having provided a discussion on the impact of GPD's plan for the recruitment of its police officers, it is important to highlight that a significant factor that largely impacts GPD's staffing, in direct relation to the Public Safety Recruitment Allocation provision for the

previous and current fiscal years, FY2015 and FY2016 respectively, is the inability to fund vacated positions. Provisions in both Fiscal Year Budget Acts restrict the vacated positions funding to personnel who do not exist in the GPD Staffing Pattern for FY2015 or funds strictly for the recruitment of Police Officer Trainees for FY2016.

GPD Staffing Pattern positions vacated by personnel separations have supported recruitment allocations for both fiscal years, and originate mainly with positions in the department that range from Police Officer III to Police Major. During the current fiscal year the Police Colonel position was vacated through retirement. Former senior level managers, such as Police Majors and Police Captains have vacated their positions in previous years and funding has been restricted by recruitment allocations, which does not allow us to fill these positions. Middle level managers such as Police Lieutenant and Police Sergeants I and II, have vacated positions in recent years, and those positions have yet to be filled. The most recent promotion of management positions was in May and December of 2010, when thirteen Lieutenant positions were filled.

Lower ranking line officer positions in the GPD Staffing Pattern have also been vacated over the years and are filled by Police Officer Trainees and Police Officers II, III, and I. The most recent promotion to fill any of these positions was back in 2004 and in 2005. The opportunity for these positions to be filled by promotion has not occurred since 2005, and in the recent two fiscal years funding to achieve these promotions has been restricted by the Public Safety Recruitment Allocation.

GPD has consistently performed assessments on the costs associated with filling vacated positions through promotion and provide the most recent cost in the chart that I have provided:

FY2016 PROMOTION PROJECTION				
RANK	VACATED	CURRENT COST	PROMOTED COST	COST INCREASE
POLICE OFFICER I	15	\$614,826.35	\$679,892.40	\$65,066.05
POLICE OFFICER II	39	\$2,781,016.08	\$2,962,251.70	\$181,235.62
POLICE OFFICER III	26	\$2,288,832.18	\$2,426,484.13	\$137,651.95
POLICE SERGEANT I	36	\$3,569,000.74	\$3,787,390.14	\$218,389.40
POLICE SERGEANT II	9	\$1,001,457.15	\$1,068,459.44	\$67,002.29
POLICE LIEUTENANT	2	\$217,061.30	\$231,966.52	\$14,905.22
POLICE CAPTAIN	6	\$747,355.83	\$802,561.39	\$55,205.56
POLICE MAJOR	2	\$251,582.00	\$270,513.85	\$18,931.85
POLICE COLONEL	1	\$130,790.00	\$134,451.00	\$3,661.00
TOTAL PROJECTED PROMOTION COST				\$762,048.94

In recent years GPD has incurred a debt of \$215,778.22 of promised compensation for personnel who have undergone the complete administrative processes to determine fair compensation. This is a direct result of the department not filling vacant positions through promotion. There exist a great number of personnel who are under filling positions who have not completed official reviews for fair compensation. GPD expects that continued claims by personnel for fair compensation would significantly increase the growth of this debt, and impact future budget appropriations.

CONCLUSION

The Guam Police Department has consistently budgeted for the recruitment of sworn personnel each budget cycle, taking into consideration the funding sources available, primarily through general appropriations with supplement funding by federal grant programs such as those previously mentioned. Additionally, the Guam Police department has developed a recruitment methodology that incorporates; staffing mandates codified in the GPD Enabling Act, the Islandwide Community Policing strategy, and the dynamics of crime that can be attributed to distinct populations at risk with high rates of arrest.

In this regard, the Guam Police Department built an organization table identifying four hundred and seventy six (476) sworn personnel in the Operations and Investigations Bureaus, which does not include support staff. GPD's strength of sworn personnel to date is three hundred and twenty (320), and if given the opportunity to efficiently recruit sworn officers in the cycles planned and executed in previous fiscal years, the department will grow at a rate that is cost effective to our budget. GPD is confident that if sufficiently funded for the recruitment of sworn personnel in the upcoming budget cycles, we can achieve the goal of officers in the line units before the close of FY2021.

GPD's budget restrictions mandated by the Public Safety Recruitment Allocations in the FY2016 Budget Act has prevented the upward movement of sworn officers to fill positions vacated by officers in the last two Fiscal Years. This restriction has created a debt of \$215,778.22 for promised compensation of personnel who have, and currently, under fill vacated positions in the agency. The cost to promote sworn officers into vacated positions is \$762,048.94 and if funded, would lessen the impact of promised compensation. More importantly, funding will provide fair compensation for vacated roles that are appropriately filled, and negate the consistent appeals by personnel.

I would like to take this opportunity to thank this committee for allowing me to provide this testimony in support of Bill 309-33 Mr. Chairman, this concludes my testimony, si Yu'os Ma' Ase para y tiempon miyu. At this point I am subject to any questions that you may have.

WRITTEN TESTIMONY OF JOSEPH I. CRUZ, Chief of Police, GPD
IN SUPPORT OF BILL 309-33(LS) – Relative to Authorization for Promotions in GPD
Before the Committee on Guam U.S. Military Relocation, Public Safety and Judiciary, 33rd Guam Legislature
May 25, 2016
Page 9 of 9

Dated this 25th Day of May, 2016

Respectfully submitted,

JOSEPH I. CRUZ
Chief of Police

Attachments
JIC:ABQ/scr

March 25, 2016

Mina' Trentai-Tres
Na Liheshlaturan Guåhan
155 Hesler Place
Hagåtña Guam 96910

Buenas Yan Hafa Adai,
Honorable Senators of our 33rd Guam Legislature. I am Police Officer III Eugene C. Charfauros and I sit before members of this legislative body in support of Bill 309 which would give our Chief authorization to use funds allocated from our current budget for the purposes of promotions.

I would like to thank Senator Brant T. McCreadie for introducing this legislation, along with the co-sponsorships of Senators

- Frank Aguon Jr.
- Tony Ada,
- Frank F. Blas Jr.,
- Dennis G. Rodrigues Jr.,
- Tommy Morrision and
- Rory J. Respicio

I come before all of you today as a proud member of our police department. I joined the ranks of the Guam Police Department in 1998 as a member of the 39th Police Cycle. From 1998-2001, a total of five police academies ranging from the 37th, 38th, 39th, 40th, and 41st Police Cycles graduated. For the first two years of my career I was part of a department that was properly structured and staffed, having over 500 uniformed personnel. As a Police Officer I, I experienced being assigned to a precinct that had a strong civilian support staff, with a uniformed command staff that consisted of a Police Major, A Police Captain, A Police Lieutenant, and two Sergeant II's. My platoon consisted of two (2) Senior Sergeant I's that supervised the patrol units, while senior ranking Officers in the rank of Police Officer III's and Police Officer II's were given beats to patrol and responded to calls alongside myself and other Police Officer I's. Then what we have all come to know as the "Mass Exodus" or "Early out Retirement" happened. This very same initiative that was intended to save our government money became a double edged sword, as it decreased our work force and required those that were left behind to under fill positions above their rank and grade.

According to the Bureau of Justice and Statistics, the United States overall has a ratio of 2.4 police officers per 1000 citizens, which has remained relatively constant over the last 30 years. Today, our Guam Police Department employs 314 uniformed police officers. With a population of approximately 162,000 people, Guam has a ratio of 1.4 police officers per 1000 citizens. 1 Officer short for every thousand people in comparison to the National Average. That's if we take into account the full number of 314 uniformed officers. From this actual number

- 22 are Command Staff Members ranging from our Chief of Police down to the Rank of Sergeant II, whose primary functions and duties are to manage our department. Following these 22 command staff members we have
- 21 Sergeant I's
- 71 Police Officer III's
- 60 Police Officer II's
- 117 Police Officer I's
- 23 Police Officer Trainee's. (Recent Graduation of 18 POTS, 5 awaiting training)
- These numbers do not include those that are currently on extended leave or up for near retirement.
- Factoring in those numbers actually leaves a realistic number of 268 "Boots on the Ground"

Within the past 18 years, I along with the peers of my generation have been afforded promotional opportunities twice. Most of us held the position of Police Officer I for five years before being promoted to the rank of Police Officer II in July of 2004. In December of 2006 I was promoted to my current rank of Police Officer III. Two weeks following my promotion I was immediately tested and given responsibilities expected of a Sergeant I as I was assigned a platoon of patrol officers to supervise. In the years to follow I continued to carry on these duties and responsibilities under the Investigations Bureau, serving as the Unit Supervisor for the Crimes Against Persons Unit and the Property Crimes Unit.

From December of 2014 to the present time I have served as the Officer In Charge of the Domestic Assault Response Team (D.A.R.T.). This multidisciplinary team consists of both uniformed and civilian personnel specializing in the field of Family Violence, Sexual Assault and Stalking. This specialized unit receives federal funding, which requires proper management and accountability in order to meet federal mandates and budgetary requirements. The complexity of my current assignment has elevated my duties and responsibilities, in which I now perform duties expected of a Police Lieutenant and at times even a Police Captain.

Despite taking on these responsibilities within the past decade I have not been alone. I have seen others at my rank, below my rank, and above my rank take on duties and responsibilities above their pay and grade. There are Police Officer I's that have been holding that rank for fifteen years. I currently have three investigators assigned to my unit who have been Police Officer I's for eleven (11) years, but yet have performed duties of a Police Officer II and III. I also have peers in my generation from the 37th, 38th, 39th, 40th, and 41st cycle that have not been given promotional opportunities in the past ten years, but have rose to the occasion of filling positions required of them in order to maintain the mission and objectives of our police department. Some of them serve as field or unit supervisors, while others serve as the Officer In Charge of other units such as Community Affairs, Crime Stoppers, our Detention Section and our Volunteer Services Section.

Most of us can request for detail pay, but that does not address the real problem. We will only find ourselves back here again in reference to legislation similar to Senator Aguon's Bill 308 and

Senator Rodriguez's Bill 310, both of which address the issues behind detailed pay and assignments.

In lieu of asking for detail pay, I have reserved my request for a day like today. I implore all of you to support Bill 309. For years the opportunity for promotion and to recover from the "Mass Exodus" has been put on hold due to funding issues, yet the women and men of your police department have continued to remain loyal in their unwavering commitment to serve and protect our island and its people. For the record, Bill 309 does not ask for additional funding for these promotions. The money is already within our budget. As leaders of our government, the passage of Bill 309 into Public Law will only show this legislative body's continued commitment to be fiscally responsible and prioritize "Public Safety" amongst its priority counterparts of "Education" and "Health"

This piece of legislation offers more than just mere promotions amongst the ranks. It presents an opportunity to provide the foundation of building a stronger and properly structured police department deserving of our people. This concludes my testimony in regards to my support of Bill 309.

Si Yu'u Ma'asse Put I Tiempon-miyu.


A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

Eugene C. Charfauros
Constituent/Chalan Pago

Good afternoon Chair man Senator Frank Aguon , Guam Military Affairs and Honorable Members of the Committee on Public Safety

I am excited to know that the opportunity to be promoted in the department is near. I am excited to say that after 10 years in being in the department, I'm getting the opportunity to grow in rank and not just in years. I am excited to know that for my fellow comrades who had served longer than I, are finally going to get an additional stripe. Sirs & Ma'ams, this opportunity has been a long time coming and well deserving for the men and women in blue, who has faithfully served this community. To many, GPD may not be the apple in their eye nor would they favor the promotion. As there been reports about officers coming short in their duties but there are many more reports of success that don't get recognized or publicized. Many remember the bad but no recognition on the good.

The men and women in blue have dedicated many years in their job and wore multiple hats to successfully accomplish the missions in the department. The Department has not faltered but has rose to every obstacles that came our way. For every rock thrown, we made home runs. It's about that time to recognize the men and women in blue and recognized them for what they deserve. Sirs and Ma'am, when the bill passed to grant us a 40% raise at a 1 year increment, we waited longer than that. And though it was committed to us, GPD Officers remained committed to the government and community. Sirs and Ma'ams, we have waited long enough for a promotion and I feel that it's that time to recognize all that we have done, and grant us to rise in ranks rather than hold us down. We are survivors in raging sea that has strong currents that wants to hold us down but how long should it be allowed for us to wonder in the ocean. Sirs and Ma'ams, activate the rescue team and do not allow us to wait any longer. I would like to end by humbly asking for your support and to vote in favor of Bill 309.

PO1 S. Santos




Office of Senator Frank B. Aguon, Jr. <admin@frankaguonjr.com>

Fwd: Testimony in Support of Bill No. 309-33 (LS)

Frank Aguon, Jr. <aguon4guam@gmail.com>

Tue, May 24, 2016 at 9:45 PM

To: "Office of Senator Frank B. Aguon, Jr." <admin@frankaguonjr.com>

Un Dangkolo' Na Si Yu'os Ma'ase' (Thank you very much)

Respectfully,

SENATOR FRANK B. AGUON, JR.

Chairman, Committee on Guam-US Military Relocation, Public Safety, and Judiciary

Mina Trentai Tres Na Liheslaturan Guahan (Thirty-Third Guam Legislature)

Suite 503, DNA Bldg, 238 Archbishop Flores Street,

Hagatna, Guam 96910

email: aguon4guam@gmail.com

Contact Nos. Office, 475-GUM1/2 (4861/2)

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

From: **Capt R Perez** <ray.perez@gpd.guam.gov>

Date: Tue, May 24, 2016 at 7:31 PM

Subject: Testimony in Support of Bill No. 309-33 (LS)

To: aguon4guam@gmail.com

Honorable Frank Blas Aguon, Jr.

Chairman

Committee on the Guam U.S. Military Relocation,
Public Safety, and Judiciary

Ste. 503 DNA Bldg

238 Archbishop Flores St.

Hagåtña, Guam 96910

Ph.: (671) 475-4861/2

e-mail: aguon4guam@gmail.com

Dear Senator Aguon,

I am submitting the attached document in support of Bill No. 309-33 (LS) - An act to add a new section 3a to chapter xiv of Public Law 33-66. Please do not hesitate to contact me if you have any questions.

Respectfully submitted,

Raymond Perez

Email: ray.perez@gpd.guam.gov

Alt Email: dial911@ite.net

Tel: 671 477-2979

"Quaerere Veritatis Ad Invenient Iustitiam"

~ Seek Truth to Find Justice

2 attachments



Promotion Presentation(1).pdf

460K



Promotion Presentation(1).pptx

214K

Support for Bill No. 309-33 (LS), An Act to *Add* a New Section 3A to Chapter XIV of Public Law 33-66

Testimony to the Guam Legislature
Wednesday, May 25, 2016

Source: Testimony of 5-23-2016

Authorization for Promotions in GPD

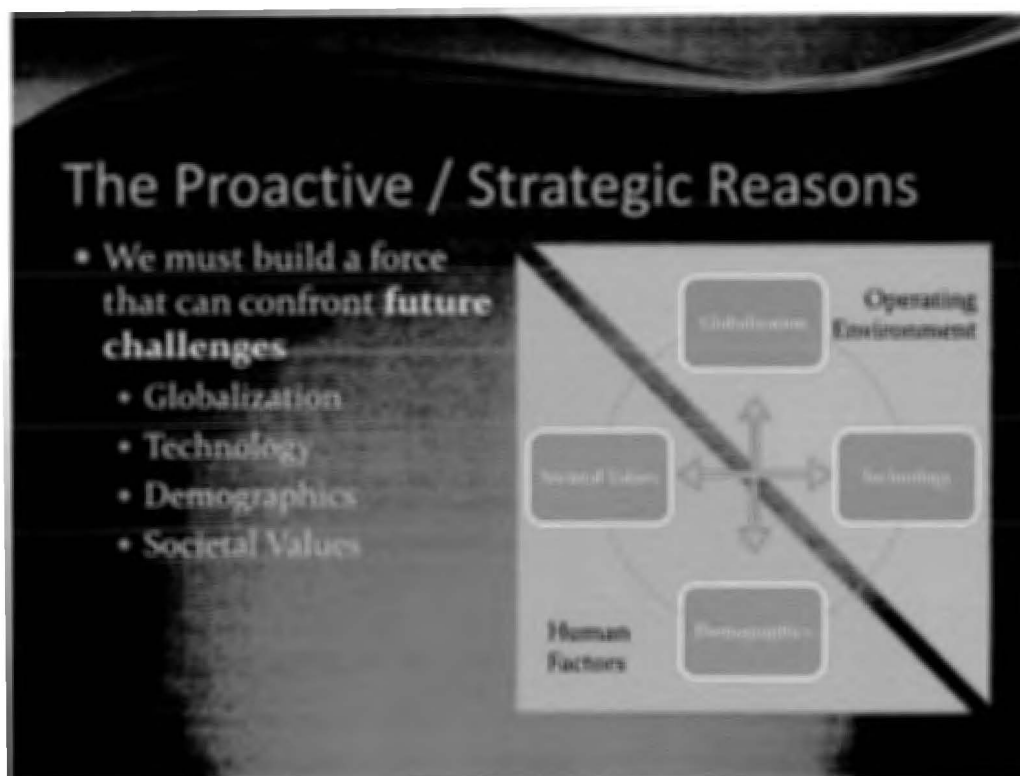
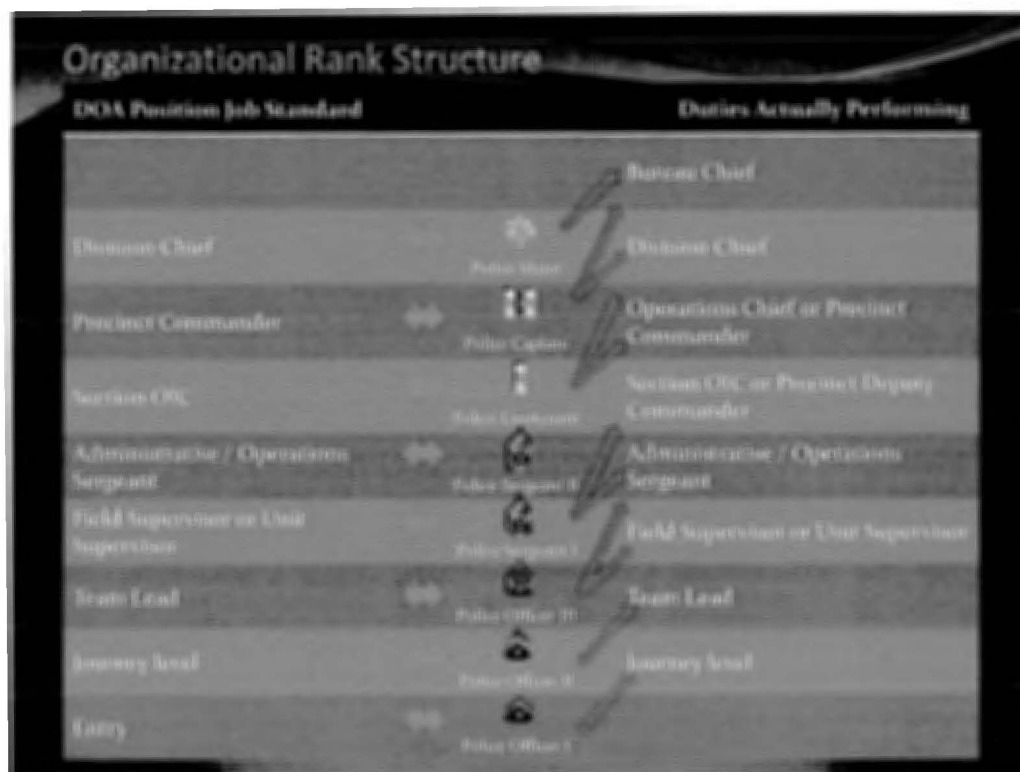
- The Legal Reasons
- The Proactive / Strategic Reasons
- The Practical Reasons

The Legal

- Promotion vacancies are legally established positions with specific, validated requirements at each of the performance levels
 - 4 GCA, § 4101.1(d) provides for the public listing of each job description and pay range assigned to each position
 - 4 GCA, § 6302(b) directs that classification and compensation evaluation be performed for employees
- GPD personnel have performed long-term underfilling of vacancies without compensation

Typical Position Underfilling

Job Std No	DCA Position Job Standard	Duties Actually Performing
Police Lieutenant 6-672	Employees in this class work with considerable freedom in the exercise of independent judgment in commanding a unit.	Commands, plans, assigns, supervises, and directs the activities of a platoon . (POLICE CAPTAIN Job Standard)
Police Sergeant I 6-674	Assigns, guides, requests, and supervises the work of assigned police officers.	Assigns, directs, requests, and supervises the work of assigned sergeants . (POLICE SERGEANT II Job Standard)
Police Officer III 6-673	Employees serve as team leaders and provide training and guidance to subordinate police officers and police officer trainees.	Assigns, guides, requests, and supervises the work of assigned police officers . (POLICE SERGEANT I Job Standard)
Police Officer I 6-670	This is entry level police work. Work is performed under the guidance of a Police Officer III or subordinate supervisor of a Police Sergeant I.	This is primary level police work. Performs the full complement of technical and specialized police work. Employees work independently . (Police Officer II Job Standard)



Globalization / Economics

Challenge

Influences national economy / politics / security environment

Promotes mass migration toward improved livelihood, drives intermingling of conflicting cultural values into liberal Western communities, accelerates bifurcation of wealth, contributes to social unrest

Market crash resulted in tight federal government funding, tech sector promoting information technology solutions to improve efficiency

Strategies

Adapt local plans / policies to benefit from national priorities

Adopt problem oriented policing, develop training for cultural interaction, develop / improve community partnerships to address issues, maximize citizen / volunteer integration

Diversify funding streams, implement tech-based solutions, Acquire specialized information technology and predictive policing solutions to compensate for lack of personnel

Technology

Challenge

Drives knowledge democratization

Promotes virtual mobility and online identities or anonymity, enables globalization for business, human convenience, local and transnational crime, promotes proliferation of scams and identity theft, advanced investigations require increased technology skills

Attenuates privacy rights, enables pervasive monitoring

Strategies

Adapt employees to serve educated population

Implement basic open source and cyber training, reward specialized qualifications for personnel retention, improve transnational and cyber crime response

Keep pace with Constitutional precedence and develop or update privacy rules

Demographics

Challenge

Economy drives mass migration with increased demand for skilled immigrant labor due to increasing life expectancy / decreasing population in developed countries; possible need to tap on retiree skilled labor

Immigrant labor and descendants bring diversity of culture and value systems

Strategies

Develop population needs analysis to facilitate peacekeeping, integrate cultural interaction / integration training; develop retiree service program

Develop minority recruitment for population diversity

Societal Values

Challenge

Mass migration and urbanization promote social unrest where mismatched habitations and value systems clash, promotes militant Islam and reshaped security and intelligence sectors / practices

New Generation employees show tendency to leave society and challenge in employment, expected to expose shift in work ethic; anticipated more transient employee attitudes, less loyal to employer

Strategies

Implement Community and Evidence-Based Policing solutions, improve intelligence and threat assessments, continue counter- and anti-terrorism specialization and programs

Build employee incentives. Establish clear career path goals, with progressive multi-tier line personnel promotion opportunities, consider alternative employment schemes (e.g. part-time officers, retirees), maximize volunteer services; redesign retirement program

The Practical Reasons

- Law enforcement **complexity** increases corresponding with technology advances
- **Statutes and court decisions** constantly change the nature of enforcement
- Proliferation of technology and democratization of information demands more informed and highly skilled officers to service a more **educated public**
- A positive **developmental system** is needed to ensure officers are consistently striving for **professionalism**
- **Incentive** must be built into structure to ensure **new generation** officers are challenged and allowed to develop
- Role of police in society has moved from being response oriented to a focus on **problem-solving**

Why Promote Police Officers?

- Ultimately, it is a need to **protect the community** by **retaining and developing** talented officers with a **community service mindset**

33rd Guam Legislature

Written Testimony Bill 309-33

Hafa Adai Senators,

My name is Paul Sayama and I serve as the Special Assistant to the Chief of Police (SACOP) holding the rank of a Police Lieutenant. I have been employed with the Guam Police Department since April 1984.

Over the past 32 years of service with the Guam Police Department, law enforcement officers are recognized and regarded as professionals. The law enforcement profession continues to evolve and meet the changing demands of our constituents in our community. Our Officers are required to keep current with the ever changing statutes and laws. We are often called upon to provide testimony or sit-in on committees to offer our expertise and our ideas towards creative, pro-active solutions.

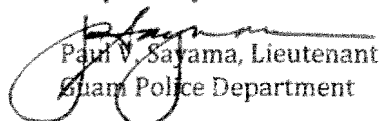
Law enforcement officers and more specifically, police officers should be regarded as professionals due to our specialized skills set which is acquired through education, training, and experiences that are critical tools required to meet the basic requirements in performing their jobs. Due to the continuing need for education and training, police officers who have attained skills and education beyond the basic requirements should be recognized for their motivation and be promoted accordingly.

Since I first started at GPD over 30 years ago, the basic entry level requirements have changed. Initially, an Associate Degree or equivalent sufficed, however, with the increase in duties and responsibilities to an educated community, the demographics of our entry-level officers is also changing. Many of our entry level officers have earned a Bachelor's Degree or even a Master's Degree. The knowledge and experience I have gained over the past 32 years, along with my educational background, earning a Master's Degree has well equipped me to serve in the Guam Police Department – so I can attest to the importance of an academic degree in combination with law enforcement training.

In 1999, there was a mass exodus of officers attributed to the early out option. Since that time, the Guam Police Department has had a difficult time in maintaining an adequate number of police officers and has had to augment the numbers with a volunteer workforce. Further, GPD has had a difficult time in retaining and motivating our current workforce, as other law enforcement entities offering competitive salaries and benefits are able to recruit our highly skilled and educated workforce.

Your support and passage of **Bill No. 309-33** would greatly demonstrate your commitment to protecting our community to assist the Guam Police Department to develop and ultimately retain a highly trained workforce capable and committed to community service.

Respectfully,



Paul V. Sayama, Lieutenant
Guam Police Department



Office of Senator Frank B. Aguon, Jr. <admin@frankaguonjr.com>

BILL 309 comments.docx

Fredbordallojr <fredbordallojr@yahoo.com>

Thu, May 26, 2016 at 8:28 AM

To: "admin@frankaguonjr.com" <admin@frankaguonjr.com>

Ok Billy promised that I would send information. I support BILL 309-33 yet the information I am sending should be considered by the legislature. In terms of actual cost to ensure it is manageable. I heard Senator Frank Blas Jr. Honing in on some great questions position by position and asking Chief Cruz the right questions such as how many police commanders do you need... How many police majors... How many police captains... Heard Chief Cruz state he had 71 Police Officer III positions onboard, and that his request for an additional 26 Police Officers to be Promoted to Police Officer III... Geez that will increase the Police Officer III positions to 97!!

Heard Senator Wonpat state to the Chief Cruz.. She was concern that Chief Cruz was not going to "bloat" the department with this promotion that could result in "too many chiefs few Indians" The increase of Police Officer III is just exactly that because Police Officer III positions are supervisory management positions. You can check DOA the Police Officer III position is a supervisor position.

Otherwise the other request that Chief Cruz is presenting are critical such as the need for Police Sergeants, Captains, Majors, Police Commander, and below some Police Officer I, to Police Officer II but those should be in increments competitive with cleared good conduct performance records not a history of adverse actions violating department rules and regulations. We should not be rewarding some officers in the force who have a negative performance record of disciplinary actions with an automatic promotion.

On another note that Vice Speaker B.J. Cruz mentioned during hearing, a FOIA request to the Guam POST Commission would elicit any info of a certified basic training program designed for persons with Criminal Justice Degrees providing reciprocity. The Vice Speaker is on the right track. There are a lot of Cj graduates looking for job opportunities with GPD.

Sent from my iPad

**BILL 309 comments.docx**

22K

For Consideration of BILL 309-33

Discussion:

The below data are estimates in personnel cost for Guam Police Department staffing levels based on FY2015 Guam Police Department 4th quarter staffing report. The decision for the promotion of officers within the Guam Police Department should be carefully considered. There are some significant issues of concern by the public that are expected to arise from proposals to increase the salaries of 132 police officers through promotions of 132 police personnel that the Chief of Police should be readily able to respond or address.

How the Chief of Police allays these concerns of another increased personnel cost of wages for the Guam Police Department should be transparent and compelling in terms of the efforts made for the public to feel confident about what the Guam Police Department is attempting to do with the timing of these promotions.

For instance, It is well known by the public that the Guam Police Department officers (Police Officer I. to Police Commander) and all Government of Guam law enforcement personnel were excluded from the Hay Study pay schedule and given a 40% law enforcement pay raise and that GPD included with the 40% pay raise for their officers an additional 10% hazard pay that all uniform personnel receive added to their pay incomes. This is evident with the large increases of salaries that Guam Police Officers earn currently as opposed to the salaries they were earning prior to the 40% law enforcement pay raise. To fact check this issue search for a Police Officer I base pay salary prior to the 40% pay raise (FY2000 Police Officer I. Base Pay) and compare that salary level with (FY2015 Police Officer I. Base Pay).

Next, It has been indicated by Senator McCreadie that it has been “18” years since Police Officer I, Police Officer II, and Police Officer III personnel have been promoted. This means that promotions for these ranks have not been occurred as far back as 1998, yet there are records of promotions that have occurred among police recruit positions elevated to Police Officer I. or Police Officer Trainees

elevated or promoted to Police Officer I. after successfully completing a probationary period.

From 1998 to 2016 of 18 years there have been a few advancements of Police Officer I. personnel to Police Officer II, so I would suggest an audit of current Police Officer II personnel at GPD be conducted of their date of rank for the accuracy of this information.

From 1998 to 2016 for a period of 18 years Police Officer III promotions have occurred with the most recent promotions of this rank occurring 2004-2009 which resulted in an over promotion of 70 police officer III personnel which at one time was even swelling at 85 Police Officer III positions.

It is noted here that the Police Officer III positions have been attributed to the highest cost of overtime rates given their job responsibilities and public testimony had been provided about the need for attrition for this rank, in other words reducing the number of Police Officer III personnel which is over strength and not expanding the rank that would be costly for the department. Today according to the GPD staffing pattern there remains a total of 70 police officer III positions.

Expanding Police Officer III positions with an additional 26 added with BILL 302 will again raise the level of Police Officer III positions to 96 Police Officer III positions thus increasing the department's cost and debt that would soon follow as these positions incur some of the largest overtime rate. Let's just put it bluntly, There is no shortage of Police Officer III positions at GPD today! So why promote here?

I would suggest to consider that for every Police Officer III promotion that was not needed the cost of that increased salary could have been allocated to filling the needed Police Sergeant I. for the Police Sergeant shortages or needed Police Officer Trainee/Police Officer I positions which also suffers from shortage of manpower and that's the issue that matters for the public.

It is significant to note that although there have been promotions to Police Sergeant I. personnel within the last 18 years from 1998 to 2016, the numbers of Police Sergeant I. personnel have drastically been reduced and this has impacted the department's effectiveness in terms of supervisory and management of missions

and programs. So there is a need for the Chief of Police to focus on increasing the ranks of Police Sergeant I. personnel.

From 1998 to 2016 for the period of 18 years the Guam Police Department had reengineered the way it operates by organizing divisions into bureaus and with this changed a reduced number of promotions had occurred with the rank of Police Sergeant II. Discussions and debate among management had occurred within this period to phase out the rank with cost savings of pay to be allocated to expanding the needed Police Sergeant I. personnel or towards the expansion of Police Officer Trainee (POT) and Police Officer I. ranking personnel.

An exploration of questioning the need of expanding the Police Sergeant II, I would suggest may lead to insights especially when it should involve reviewing the difference between the position descriptions of Police Sergeant I. and Police Sergeant II. Personnel position descriptions. The debates that have occurred related to the phasing out of this position involved thinking about the objective of filling these positions for a department that has changed in terms of organizational structure. Again the questions could lead to allocating the cost of 9 new Sergeant II positions toward the shortage of Police Sergeant I. positions or Police Officer Trainee/Police Officer I. positions.

During the past 18 years from 1998 to 2016 there have been promotions of Police Lieutenants, Captains, Majors, and the promotion of a Police Commander. Command personnel of these management level ranks have either retired or passed on, and the Chief of Police should make the effort to stabilize the top command structure of the organization through promotions, yet with caution of not to promote more than necessary. This means not promoting more Police Lieutenants or Captains than necessary, given the department's organizational structure.

BILL 309-33**Fy2015 GPD 4th Quarter Staff Report****Proposed Promotions GPD****Total number of Law enforcement Personnel**

Police Officer Trainee (POT)

Police Officer Trainee --- 39

Several POT are on training status with or awaiting police academy/ others completed academy assigned to patrol and attempting to complete probationary period for automatic promotion to Police Officer I ???

BILL 309-33**Fy2015 GPD 4th Quarter Staff Report****Proposed Promotions GPD****Total number of Law enforcement Personnel**

Police Officer I 15

Police Officer I.----103

Police Officer II....39

Police Officer II----55 * at sufficient level***

Police Officer III...26

Police Officer III---- 74 *** Over strength****

Police Sergeant I.--33

Police Sergeant I. ---20 **Shortage**

Police Sergeant II—9

Police Sergeant II----1 ***Phase out this position**

Police Lieutenant—1

Police Lieutenant --- 11

Police Captain--- 6

Police Captain ---6 ***Vacancies 4 or 5**

Police Major ---2

Police Major---1 ***Vacancies for 2**

Police Col—1

Police Col--- 0 *** Vacancy needs to be filled***

Salary ranges for cost estimates after 40% pay raise was implemented**

***These figures do not include Hazard Pay 10% added to wages and other special pay such as night differential or overtime pay if incurred, added holiday pay if work hours on holiday , and possible emergency typhoon pay during emergency situations. ***

Police Officer Trainee (POT) --- \$24,689.00 = base salary

Police Officer I. ----- Base pay per annum \$27,776---- to-- \$59,145.80 (highest paid Police Officer I.)

*** note over 50% of Police Officer I. personnel earning \$38,000 and over**

***15% of Police Officer I. personnel earning \$30,000- - \$37,000**

***35% of Police Officer I. personnel earning \$27,000 --\$29,000**

*** Add 10% hazard pay (\$8000 to \$10,000) to each pay range listed for position of Police Officer I and the estimate pay ranges changes to \$35,000 to \$67,000 in pay that Police Officer I. personnel earn per annum***

Police Officer II ----- Base pay per annum \$49,865--- to— \$65, 664.00 (highest paid Police Officer II.)

***note over 75% of Police Officer II personnel earn \$51,611.00 –to-- \$65, 664.00**

***25% of Police Officer II personnel earn \$49,865**

*** Add 10% hazard pay (\$8000 to \$10,000) to each pay range listed for position of Police Officer II and the estimate pay ranges changes to \$57,000 to \$73,000 in pay that Police Officer II. personnel earn per annum***

Police Officer III. ----- Base pay per annum \$48,325 --- to-- \$75,594 (highest paid Police Officer III)

*note over 65 % of Police Officer III earn \$61,495 ---to ---\$75,594.00

*34% of Police Officer III earn \$53,589—to--- \$60,000

*1% of Police Officer III earn \$48,325 – to \$52,000

*** Add 10% hazard pay (\$8000 to \$10,000) to each pay range listed for position of Police Officer III and the estimate pay ranges changes to \$56,000 to \$83,000 in pay that Police Officer III. personnel earn per annum***

Police Sergeant I.---- Base pay per annum --\$63,907 – to --- \$73,336.00 (highest paid Police Sergeant I.)

*note over 75% of Police Sergeant I. personnel earn \$70,855—to-- \$73, 336

* 25% of Police Sergeant I. personnel earn \$63,000--- to--\$68,460.00

*** Add 10% hazard pay (\$8000 to \$10,000) to each pay range listed for position of Police Sergeant I and the estimate pay ranges changes to \$71,000 to \$81,000 in pay that Police Sergeant I. personnel earn per annum***

Police Sergeant II.--- Base pay per annum -- \$71,528.00 and above

*** Add 10% hazard pay (\$8000 to \$10,000) to each pay range listed for position of Police Sergeant II and the estimate pay ranges changes to \$79,000 and above in pay that Police Sergeant II. personnel earn per annum***

Police Lieutenant --- Base pay per annum -- \$69,881 –to -- \$82,996 (highest paid Police Lieutenant)

*nine out of eleven police lieutenants earn a salary of \$74,858 –to-- \$82,996.00

*** Add 10% hazard pay (\$8000 to \$10,000) to each pay range listed for position of Police Lieutenant and the estimate pay ranges changes to \$78,000 to \$90,000 in pay that Police Lieutenant personnel earn per annum***

Police Captain --- Base pay per annum --\$70,000 – to-- \$87, 281 (highest paid Police Captain)

*** Add 10% hazard pay (\$8000 to \$10,000) to each pay range listed for position of Police Officer Captain and the estimate pay ranges changes to \$78,000 to \$95,000 in pay that Police Captain personnel earn per annum***

Police Major – Base pay per annum --\$93,951.20 and above

*** Add 10% hazard pay (\$8000 to \$10,000) to each pay range listed for position of Police Major and the estimate pay ranges changes to \$101,000 and above in pay that Police Major earns per annum***

Police Col./Commander --- \$94,000 and above

*** Add 10% hazard pay (\$8000 to \$10,000) to each pay range listed for position of Police Col/Commander and the estimate pay ranges changes to \$102,000 in pay that Police Col/Commander earns per annum***



COMMITTEE ON RULES

I Mina'trentai Tres na Liheslaturan Guåhan • The 33rd Guam Legislature

155 Hesler Place, Hagåtña, Guam 96910 • www.guamlegislature.com

E-mail: roryforguam@gmail.com • Tel: (671)472-7679 • Fax: (671)472-3547

Senator
Rory J. Respicio
CHAIRPERSON
MAJORITY LEADER

Senator
Thomas C. Ada
VICE CHAIRPERSON
ASSISTANT MAJORITY LEADER

Speaker
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Member

Vice-Speaker
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Senator
Michael F.Q. San Nicolas
Member

Senator
Nerissa Bretania Underwood
Member

V. Anthony Ada
MINORITY LEADER

Mary C. Torres
MINORITY MEMBER

May 26, 2016

Memorandum

To: Rennae Meno
Clerk of the Legislature

From: Senator Rory J. Respicio
Chairperson of the Committee on Rules

Subject: Fiscal Note

Hafa Adai!

Attached please find the fiscal note for the bill number listed below.
Please note that the fiscal note is issued on the bill as introduced.

FISCAL NOTE:

Bill No. 309-33(LS)

Please forward the same to MIS for posting on our website. Please contact our office should you have any questions regarding this matter.

Si Yu'os ma'åse'!

2016 MAY 26 PM 4:04

**Bureau of Budget & Management Research
Fiscal Note of Bill No. 309-33 (LS)**

AN ACT TO ADD A NEW SECTION 3A TO CHAPTER XIV OF PUBLIC LAW 33-66.

Department/Agency Appropriation Information	
Dept./Agency Affected: Guam Police Department	Dept./Agency Head: Joseph Cruz, Chief of Police
Department's General Fund (GF) appropriation(s) to date:	33,177,091
Department's Other Fund (Specify) appropriation(s) to date: Police Service Fund, Tourist Attraction Fund	2,255,445
Total Department/Agency Appropriation(s) to date:	335,432,536

Fund Source Information of Proposed Appropriation			
	General Fund:	(Specify Special Fund):	Total:
FY 2015 Unreserved Fund Balance		\$0	\$0
FY 2016 Adopted Revenues	\$0	\$0	\$0
FY 2016 Appra.	\$0	\$0	\$0
Sub-total:	\$0	\$0	\$0
Less appropriation in Bill	\$0	\$0	\$0
Total:	\$0	\$0	\$0

Estimated Fiscal Impact of Bill						
	One Full Fiscal Year	For Remainder of FY 2016 (if applicable)	FY 2017	FY 2018	FY 2019	FY 2020
General Fund	\$738,802	\$198,905	\$0	\$0	\$0	\$0
Special Fund	\$0		\$0	\$0	\$0	\$0
Total	\$738,802	\$198,905	\$0	\$0	\$0	\$0

- Does the bill contain "revenue generating" provisions? / / Yes /x/ No
If Yes, see attachment
- Is amount appropriated adequate to fund the intent of the appropriation? /x/ N/A / / Yes / / No
If no, what is the additional amount required? \$ _____ / / N/A
- Does the Bill establish a new program/agency? / / Yes /x/ No
If yes, will the program duplicate existing programs/agencies? / / N/A / / Yes /x/ No
Is there a federal mandate to establish the program/agency? / / Yes /x/ No
- Will the enactment of this Bill require new physical facilities? / / Yes /x/ No
- Was Fiscal Note coordinated with the affected dept/agency? If no, indicate reason: /x/ Yes / / No
 / / Requested agency comments not received by due date / / Other:

Analyst: Matthew Quinata Date: 5/4/16 Director: Jose S. Calvo Date: MAY 25 2016

Footnotes:
Bill 309-33 (LS) will allow the Chief of Police to promote uniformed personnel utilizing funds allocated to GPD for the Public Safety Vacancy Pool (PSVP) in Public Law 33-66. Total funds allocated is \$1,188,681. The GPD provided an estimated cost of \$738,802 in additional personnel costs for 131 uniformed positions for a full year. Estimated cost for Fiscal Year 2016 with seven (7) remaining pay periods is \$198,905. Please note, as of April 29, 2016, it is anticipated GPD will incur a shortfall of approximately \$1.7M for Fiscal Year 2016. Funding allocated to the PSVP could be utilized to cover the projected shortfall and/or outstanding obligations of the Guam Police Department. Also, the Fiscal Year 2017 GPD Budget Request does not take into consideration the cost of these proposed promotions.



COMMITTEE ON RULES

I Mina'trentai Tres na Liheslaturan Guåhan • The 33rd Guam Legislature

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Senator

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Senator

Nerissa Bretania Underwood
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V. Anthony Ada

MINORITY LEADER

Mary C. Torres


MINORITY MEMBER

May 2, 2016

MEMORANDUM

To: **Rennae Meno**
Clerk of the Legislature

Attorney Therese M. Terlaje
Legislative Legal Counsel

From: **Senator Rory J. Respicio** 
Chairperson of the Committee on Rules

Subject: **Referral of Bill No. 309-33(LS)**

As the Chairperson of the Committee on Rules, I am forwarding my referral of **Bill No. 309-33(LS)**.

Please ensure that the subject bill is referred, in my name, to the respective committee, as shown on the attachment. I also request that the same be forwarded to all members of *I Mina'trentai Tres Na Liheslaturan Guåhan*.

Should you have any questions, please feel free to contact our office at 472-7679.

Si Yu'os Ma'åse!

Attachment

I Mina'Trentai Tres Na Liheslaturan Received
Bill Log Sheet

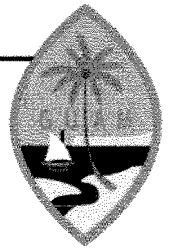
BILL NO.	SPONSOR	TITLE	DATE INTRODUCED	DATE REFERRED	CMTE REFERRED	PUBLIC HEARING DATE	DATE COMMITTEE REPORT FILED	FISCAL NOTES
309-33 (LS)	Brant T. McCreddie V. Anthony Ada Frank F. Blas, Jr. FRANK B. AGUON, JR Dennis G. Rodriguez, Jr. Tommy Morrison R. J. Respicio	AN ACT TO ADD A NEW SECTION 3A TO CHAPTER XIV OF PUBLIC LAW 33-66.	05/02/16 7:59 a.m.	05/02/16	Committee on the Guam U.S. Military Relocation, Public Safety and Judiciary			



COMMITTEE ON

Guam U.S Military Relocation | Public Safety | Judiciary

I MINA' TRENTAI TRES NA LIHESLATURAN GUAHAN | 33rd GUAM LEGISLATURE



Senator
FRANK B. AGUON, JR.
Chairman

Senator
Thomas C. Ada
Vice Chairman

Vice-Speaker
Benjamin J.F. Cruz
Member

Senator
Roy J. Respicio
Member

Senator
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Dr. Nerissa B. Underwood,
Ph.D.
Member

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Senator
Frank F. Blas Jr.
Member

Senator
James V. Espaldon
Member

Senator
Brant T. McCreddie
Member

Speaker
Dr. Judith T. Won Pat. Ed.D
Ex-Officio

Notified Stakeholders

- **All Senators / Stakeholders / Media**
- **Governor Eddie B. Calvo**
- **Lieutenant Governor Ray Tenorio**
- **Congresswoman Madeleine Z. Bordallo**
- **Chief Justice Robert J. Torres**
 - Joshua Tenorio, Administrator of the Courts
- **Special Assistant to the Governor on Military Buildup & Infrastructure**
 - Mark Calvo
- **Guam Customs & Quarantine Agency**
 - Philip Taijeron, Assistant Chief
- **Guam Police Department**
 - Joseph I. Cruz, Chief
- **Antonio Won Pat International Airport**
 - Charles Ada, General Manager
 - Edward Untalan, Chairman of the Board
- **Guam Airport Police**
 - Bob Camacho, Chief
- **Guam Port Authority Police**
 - Doris Aguero, Chief
- **Guam Fire Department**
 - Joey San Nicolas, Chief
- **Department of Corrections**
 - Jose A. San Agustin, Director
 - Carla Borja, Deputy Director
- **Guam Department of Parks and Recreation**
 - Robert Lizama, Director
- **Office of the Attorney General**
 - Attorney Elizabeth Barrett-Anderson
- **Public Defender Service Corporation**
 - Stephen Hattori, Public Defender
- **Department of Land Management**
 - Michael JB Borja, Director
 - David V. Camacho, Deputy Director
 - Marvin Q. Aguilar, Chief Planner
- **Guam National Guard**
 - Brigadier General Roderick R. Leon Guerrero, Adjutant General
- **Department of Administration**
 - Christine Baletto, Director
- **Attorney Bill Pesch**

SUITE 503, DNA BLDG. 238 ARCHBISHOP FLORES STREET HAGATNA, GUAM 96910

PHONE: (671) 475-GUM1/2 (4861/2) | FAX: (671) 475-GUM3 (4863) |

EMAIL: AGUON4GUAM@GMAIL.COM

WWW.FRANKAGUONJR.COM



Niel Tirador <committee@frankaguonjr.com>

1ST Notice – Public Hearing and Roundtable on Wednesday, May 25, 2016

1 message

Office of Senator Frank Aguon, Jr. Admin <admin@frankaguonjr.com>

Wed, May 18, 2016 at 8:38 AM

To: "Office of Senator Frank B. Aguon, Jr." <admin@frankaguonjr.com>

Cc: "Frank Aguon, Jr." <aguon4guam@gmail.com>, Committee <committee@frankaguonjr.com>, Lourdes Eclavea <staff@frankaguonjr.com>, Senator Aguon's Assistant <officeassistant@frankaguonjr.com>, Tricia Benavente <media@frankaguonjr.com>

May 18, 2016

MEMORANDUM

To: All Senators, Media, and Stakeholders

Fr: SENATOR FRANK B. AGUON, JR.

Subject: 1ST Notice – Public Hearing and Roundtable on Wednesday, May 25, 2016

In accordance with the *Open Government Law of Guam*, relative to notice for public meetings, please be advised that the *Committee on Guam U.S. Military Relocation, Public Safety & Judiciary*, will convene a Public Hearing and Roundtable on Wednesday, May 25, 2016, in the *I Liheslatura* Public Hearing Room with the following schedule:

Public Hearing at 11:00 A.M.—Included on the agenda are the following Bills:

- Bill No. 291-33 (COR): - An act to add a new chapter 39a, to article 3, title 7, Guam Code Annotated, relative to custody and visitation of deployed military parents. (Sponsor: Senator M.C. Torres)
- Bill No. 296-33 (COR): - An act to amend §60109.1(a)(8) of chapter 60 of 10gca relative to training requirements for concealed carry licenses. (Sponsor: Senator V.A. Ada)
- Bill No. 309-33 (LS): - An act to add a new section 3a to chapter xiv of Public Law 33-66. (Sponsors: Senators B.T. McCreadie, V.A. Ada, F.F. Blas, Jr., F.B. Aguon, Jr., D.G. Rodriguez, Jr., T. Morrison, R.J. Respicio)
- Bill No. 311-33 (COR): - An act to add a new § 28.110. to chapter 28 of title 9, Guam Code Annotated, relative to unlawful distribution of images of persons depicted in a state of nudity or engaged in sexual activities, otherwise known as "revenge pornography." (Sponsor: Speaker J.T. Won Pat. Ed. D.)

Roundtable at 3:30 P.M. — Included on the agenda are the following:

- Public Defender Service Corporation 2016~2019 Strategic Planning Presentation

The Hearing will broadcast on local television, GTA Channel 21 and Docomo Channel 117 or streamed online at: www.guamlegislature.com.

The Committee requests that, if written testimonies are to be presented at the Public Hearing, copies be submitted one day prior to the public hearing date, to the Office of Senator Frank B. Aguon, Jr. at Suite 503 DNA Bldg. 238 Archbishop Flores St. Hagatña, Guam, via fax to 475-GUM3(4863), or via email to:aguon4guam@gmail.com. Copies of the aforementioned Bill(s) may be obtained at *I Liheslaturan Guahñ* 's website at: www.guamlegislature.com. Individuals requiring special accommodations, auxiliary aids, or services should contact Lawrence Alcairo/Niel Tirador at 475-4861/2 or email at committee@frankaguonjr.com. Please feel free to contact my office should you have any additional questions or concerns.

Thanks!

Office of Senator Frank B. Aguon, Jr.

Committee on Guam US Military Relocation, Public Safety, and Judiciary

SUITE 503, DNA BLDG. 238 ARCHBISHOP FLORES STREET HAGATÑA, GUAM 96910

Tel: (671) 475-GUM1/2 (4861/2)

Fax: (671) GUM3 (4863)

aguon4guam@gmail.com | www.frankaguonjr.com

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1ST NOTICE PUBLIC HEARING 25-MAY-16.pdf

502K



May 18, 2016

MEMORANDUM

To: All Senators, Media, and Stakeholders

Fr: SENATOR FRANK B. AGUON, JR.

Subject: **1ST Notice** – Public Hearing and Roundtable on Wednesday, May 25, 2016

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Respectfully,


SENATOR FRANK B. AGUON, JR.

Committee Chairman on Guam U.S. Military Relocation | Public Safety | Judiciary

I Mina' Trentai Tres Na Liheslaturan Guahan | 33rd Guam Legislature

SUITE 503, DNA BLDG. 238 ARCHBISHOP FLORES STREET HAGATNA, GUAM 96910

PHONE: (671) 475-GUM1/2 (4861/2) | FAX: (671) 475-GUM3 (4863) | EMAIL: AGUON4GUAM@GMAIL.COMWWW.FRANKAGUONJR.COMSenator
FRANK B. AGUON, JR.
ChairmanSenator
Thomas C. Ada
Vice ChairmanVice-Speaker
Benjamin J.F. Cruz
MemberSenator
Rory J. Respicio
MemberSenator
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MemberSenator
Brant T. McCreddie
MemberSpeaker
Dr. Judith T. Won Pat. Ed.D
Ex-Officio



Niel Tirador <committee@frankaguonjr.com>

2ND Notice – Public Hearing and Roundtable on Wednesday, May 25, 2016

1 message

Office of Senator Frank Aguon, Jr. Admin <admin@frankaguonjr.com>

Mon, May 23, 2016 at 8:19 AM

To: "Office of Senator Frank B. Aguon, Jr." <admin@frankaguonjr.com>

Cc: "Frank Aguon, Jr." <aguon4guam@gmail.com>, Committee <committee@frankaguonjr.com>, Lourdes Eclavea <staff@frankaguonjr.com>, Senator Aguon's Assistant <officeassistant@frankaguonjr.com>, Tricia Benavente <media@frankaguonjr.com>

May 23, 2016

MEMORANDUM

To: All Senators, Media, and Stakeholders

Fr: SENATOR FRANK B. AGUON, JR.

Subject: **2ND Notice** – Public Hearing and Roundtable on Wednesday, May 25, 2016

In accordance with the *Open Government Law of Guam*, relative to notice for public meetings, please be advised that the *Committee on Guam U.S. Military Relocation, Public Safety & Judiciary*, will convene a **Public Hearing and Roundtable on Wednesday, May 25, 2016**, in the *I Liheslatura* Public Hearing Room with the following schedule:

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Roundtable at 3:30 P.M. – Included on the agenda are the following:

- Public Defender Service Corporation 2016-2019 Strategic Planning Presentation

The Hearing will broadcast on local television, GTA Channel 21 and Docomo Channel 117 or streamed online at: www.guamlegislature.com.

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—
Thanks!

Office of Senator Frank B. Aguon, Jr.

Committee on Guam US Military Relocation, Public Safety, and Judiciary

SUITE 503, DNA BLDG. 238 ARCHBISHOP FLORES STREET HAGÁTÑA, GUAM 96910

Tel: (671) 475-GUM1/2 (4861/2)

Fax: (671) GUM3 (4863)

aguon4guam@gmail.com | www.frankaguonjr.com

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2ND NOTICE PUBLIC HEARING 25-MAY-16.pdf

502K



May 23, 2016

MEMORANDUM

To: All Senators, Media, and Stakeholders

Fr: SENATOR FRANK B. AGUON, JR.

Subject: **2ND Notice** – Public Hearing and Roundtable on Wednesday, May 25, 2016

In accordance with the *Open Government Law of Guam*, relative to notice for public meetings, please be advised that the *Committee on Guam U.S. Military Relocation, Public Safety & Judiciary*, will convene a **Public Hearing and Roundtable on Wednesday, May 25, 2016**, in the *I Liheslatura* Public Hearing Room with the following schedule:

Public Hearing at 11:00 A.M.—Included on the agenda are the following Bills:

- **Bill No. 291-33 (COR)**: - An act to add a new chapter 39a, to article 3, title 7, Guam Code Annotated, relative to custody and visitation of deployed military parents. (*Sponsor: Senator M.C. Torres*)
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Respectfully,

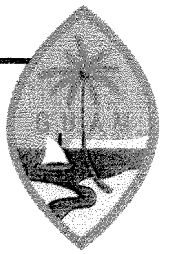

SENATOR FRANK B. AGUON, JR.

Committee Chairman on Guam U.S. Military Relocation | Public Safety | Judiciary

I Mina' Trentai Tres Na Liheslaturan Guahan | 33rd Guam Legislature

SUITE 503, DNA BLDG. 238 ARCHBISHOP FLORES STREET HAGATNA, GUAM 96910

PHONE: (671) 475-GUM1/2 (4861/2) | FAX: (671) 475-GUM3 (4863) | EMAIL: AGUON4GUAM@GMAIL.COMWWW.FRANKAGUONJR.COMSenator
FRANK B. AGUON, JR.
ChairmanSenator
Thomas C. Ada
Vice ChairmanVice-Speaker
Benjamin J.F. Cruz
MemberSenator
Rory J. Respicio
MemberSenator
Dennis G. Rodriguez, Jr.
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May 18, 2016

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Ex-Officio

The Honorable Edward J. Calvo
Governor of Guam

513 West Marine Corps Drive

Ricardo J. Bordallo Complex

Hagåtña, Guam 96910

Sent via email to: governor@guam.gov

Subject: **INVITATION** – Public Hearing and Roundtable on Wednesday, May 25, 2016

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SENATOR FRANK B. AGUON, JR.

Committee Chairman on Guam U.S. Military Relocation | Public Safety | Judiciary
I Mina' Trentai Tres Na Liheslatura Guahan | 33rd Guam Legislature

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May 18, 2016

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Ex-Officio

The Honorable Ray Tenorio
Lieutenant Governor of Guam
513 West Marine Corps Drive
Ricardo J. Bordallo Complex
Hagåtña, Guam 96910
Sent via email to: ray.tenorio@guam.gov

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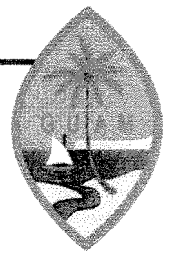
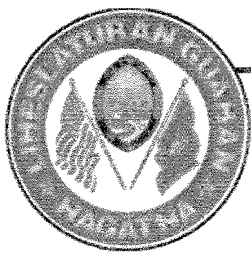
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May 18, 2016

Honorable Madeleine Z. Bordallo
Congresswoman

120 Father Duenas Avenue, Suite 107
Hagåtña, Guam 96910

Transmitted via Email to: gu00ima@mail.house.gov

Subject: **INVITATION** – Public Hearing and Roundtable on Wednesday, May 25, 2016

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I Mina' Trentai Tres Na Liheslaturaan Guahan | 33rd Guam Legislature

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The Honorable Robert J. Torres, Jr.
Chief Justice of Guam
Judiciary of Guam

Suite 300, Guam Judicial Center 120 West O'Brien Drive

Hagåtña, Guam 96910

Sent via email to: rjtorres@guamsupremecourt.com

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Mr. Joshua Tenorio
Administrator of Courts
Judiciary of Guam
Suite 300, Guam Judicial Center 120 West O'Brien Drive
Hagåtña, Guam 96910
Sent via email to: jtenorio@guamcourts.org

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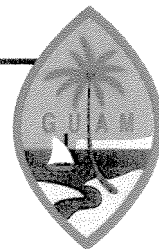
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Ex-Officio

The Honorable Elizabeth Barrett Anderson
Attorney General of Guam
590 S. Marine Corps Drive
ITC Bldg., Suite 706
Tamuning, Guam 96913
Sent via email to: ebanderson@guamag.org

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Respectfully,


SENATOR FRANK B. AGUON, JR.

Committee Chairman on Guam U.S. Military Relocation | Public Safety | Judiciary
I Mina' Trentai Tres Na Liheslatura Guahan | 33rd Guam Legislature

SUITE 503, DNA BLDG. 238 ARCHBISHOP FLORES STREET HAGATNA, GUAM 96910
PHONE: (671) 475-GUM1/2 (4861/2) | FAX: (671) 475-GUM3 (4863) | EMAIL: AGUON4GUAM@GMAIL.COM

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May 18, 2016

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Speaker
Dr. Judith T. Won Pat. Ed.D
Ex-Officio

Brigadier General Roderick R. Leon Guerrero
Adjutant General
Guam National Guard

Transmitted via Email to: roderick.r.leonguerrero.mil@mail.mil

Subject: **INVITATION** – Public Hearing and Roundtable on Wednesday, May 25, 2016

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Dr. Judith T. Won Pat. Ed.D
Ex-Officio

Chief Joseph I. Cruz

Chief of Police

Guam Police Department

Bldg 13-16A Mariner Ave.

Tiyan, Barrigada, Guam 96913

Sent via email to: joseph.i.cruz@gpd.guam.gov

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Ex-Officio

Mrs. Christine Baleto
Director, Department of Administration
590 South Marine Corps Drive
Suite 224, ITC Building
Tamuning, Guam 96913

Transmitted via Email to: Christine.baleto@doa.guam.gov

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Dr. Judith T. Won Pat. Ed.D
Ex-Officio

Attorney William (Bill) Pesch

173 Aspinall Avenue,

Ada Plaza Building, Suite 203,

Hagatna, GU 96910

Sent via email to: guamfamilylawoffice@gmail.com**Subject: INVITATION – Public Hearing and Roundtable on Wednesday, May 25, 2016**

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Ex-Officio

Attorney Stephen P. Hattori

Executive Director, Public Defender Service Corporation

MVP Sinajana Commercial Bldg., Unit B

Sinajana, Guam 96910

Sent via email to: sphattori@quamapd.net**Subject: INVITATION – Public Hearing and Roundtable on Wednesday, May 25, 2016**

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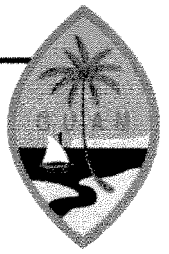
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action@weareguahan.com	cor@guamlegislature.org	joan@kuam.com
admin@frankaguonjr.com	coy@senatorada.org	joe@toduguan.com
admin@guamrealtors.com	danireyes@senatorbjcruz.com	joesa@guamlegislature.org
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bernice@tinamunabarnes.com	ewinstoni@yahoo.com	koreannews@guam.net
berthaduenas@guamlegislature.org	fbtorres@judiwonpat.com	koreatv@kuentos.guam.net
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bruce.lloyd.media@gmail.com	frank.blasjr@gmail.com	kurtzman.guamlegis@gmail.com
bshringi@moylans.net	frank@judiwonpat.com	law@guamag.org
carlaborja.73@yahoo.com	gerry@postguam.com	legislativecounsel@guamlegislature.org
carlo.branch@gmail.com	gerrypartido@gmail.com	leling@judiwonpat.com
carlo.branch@senatorbjcruz.com	ginaflores2595@gmail.com	life@guampdn.com
carlsanchez@judiwonpat.com	gktv23@hotmail.com	ljalcario@gmail.com
carlsonc@pstripes.osd.mil	guadalupeignacio@gmail.com	llmatthews@guampdn.com
ccastro@guamchamber.com.gu	guam.avon@gmail.com	louise@tonyada.com
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ccolbert@guamlegislature.org	guamnativesun@yahoo.com	managingeditor@glimpsesofiguam.com
cheerfulcatunao@yahoo.com	hana@guam-shinbun.com	mabuhaynews@yahoo.com
christine.quinata@takecareasia.com	hermina.certeza@senatorbjcruz.com	mahoquinene@guam.net
chucktanner@toduguan.com	hill.bruce@abc.net.au	malainse@gmail.com
cipo@guamlegislature.org	hottips@kuam.com	maria.pangelinan@gec.guam.gov
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cmduenas@guamlegislature.org	jason@kuam.com	marym@guamlegislature.org
committee@frankaguonjr.com	jason@senatormorrison.com	matthew.santos@senatorbjcruz.com
communications@frankaguonjr.com	jennifer.lj.dulla@gmail.com	marilyntablante@gmail.com
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Updated: May 9, 2016

mcperson.kathryn@abc.net.au	senatortonyada@guamlegislature.org
mcruz@hitradio100.com	senatorunderwood@guamlegislature.org
media@frankaguonjr.com	senjvespaldon@gmail.com
menchu@toduguam.com	sgtarms@guamlegislature.org
millie@tinamunabarnes.com	sitarose2@yahoo.com
mindy@kuam.com	sixquintanilla@gmail.com
mis@guamlegislature.org	slimtiaco@guampdn.com
mlwheeler2000@yahoo.com	smendiola@guamlegislature.org
monty.mcdowell@amiguam.com	sonedera-salas@guamlegislature.org
mspeps4873@gmail.com	speaker@judiwonpat.com
mwatanabe@guampdn.com	staff@frankaguonjr.com
natasha@toduguam.com	stephaniemendiola@gmail.com
news@guampdn.com	tasigirl@gmail.com
news@spbgum.com	tcastro@gum.net
nick@kuam.com	tcruzelson@gmail.com
norman.aguilar@guamcc.edu	team5andahalfstar@gmail.com
nsantos@guamlegislature.org	telo.taitague@visitgum.org
office@senatorada.org	tina.alicto@yahoo.com
officeassistant@frankaguonjr.com	tina@tinamunabarnes.com
oliviampalacios@gmail.com	tjtaitano@cs.com
onlyongum@acubedink.com	tom@senatorada.org
orleen@senatorbjcruz.com	tommy@senatormorrison.com
oyaol.ngirairiki@gmail.com	tony@senatorada.org
pacificjournalist@gmail.com	tony@tonyada.com
parroyo@k57.com	tritten@pstripes.osd.mil
pdkprg@gmail.com	tterlaje@gum.net
pete@tonyada.com	vparriola1@gmail.com
policy@frankaguonjr.com	vpaulino@guamlegislature.org
publisher@glimpsesofigum.com	xiosormd@gmail.com
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responsiblegum@gmail.com	ylee2@gum.gannett.com
rftcehan@yahoo.com	30thgumyouthcongress@gmail.com
rgibson@k57.com	
ricknauta@hitradio100.com	
rlimtiaco@guampdn.com	
robert@postgum.com	
rolly@ktkb.com	
roryforgum@gmail.com	
rowena@senatormorrison.com	
sabrina@kuam.com	
sarah.elmore@senatorbjcruz.com	
senator@senatorbjcruz.com	
senator@tinamunabarnes.com	
senatorbrantmccreadie@gmail.com	
senatordrodriguez@gmail.com	
senatorsannicolas@gmail.com	



PUBLIC HEARING AGENDA

Wednesday, May 25, 2016 at 11:00 AM

I Liheslaturan Guahan's Public Hearing Room, Hagåtña

AGENDA

- I. Call to Order at 11:00AM
- II. Opening remarks/Announcements

- **Bill No. 291-33 (COR)** - An act to add a new chapter 39a, to article 3, title 7, Guam Code Annotated, relative to custody and visitation of deployed military parents. (*Sponsor: Senator M.C. Torres*)
- **Bill No. 296-33 (COR)** - An act to amend §60109.1(a)(8) of chapter 60 of 10gca relative to training requirements for concealed carry licenses. (*Sponsor: Senator V.A. Ada*)
- **Bill No. 309-33 (LS)** - An act to add a new section 3a to chapter xiv of Public Law 33-66. (*Sponsors: Senators B.T. McCreddie, V.A. Ada, F.F. Blas, Jr., F.B. Aguon, Jr., D.G. Rodriguez, Jr., T. Morrison, R.J. Respicio*)
- **Bill No. 311-33 (COR)** - An act to add a new § 28.110. to chapter 28 of title 9, Guam Code Annotated, relative to unlawful distribution of images of persons depicted in a state of nudity or engaged in sexual activities, otherwise known as "revenge pornography." (*Sponsor: Speaker J.T. Won Pat. Ed. D.*)

- III. Closing Remarks
- IV. Adjournment

Senator
FRANK B. AGUON, JR.
Chairman

Senator
Thomas C. Ada
Vice Chairman

Vice-Speaker
Benjamin J.F. Cruz
Member

Senator
Rory J. Respicio
Member

Senator
Dennis G. Rodriguez, Jr.
Member

Senator
Dr. Nerissa B. Underwood, Ph.D.
Member

Senator
V. Anthony Ada
Member

Senator
Frank F. Blas Jr.
Member

Senator
James V. Espaldon
Member

Senator
Brant T. McCreddie
Member

Speaker
Dr. Judith T. Won Pat. Ed.D
Ex-Officio