



10/23/14
GCC
GUAM COMMUNITY COLLEGE

PEACE OFFICER STANDARDS & TRAINING COMMISSION

Office of the Speaker
P.O. Box 23069 GMF, Barrigada, Guam 96921
Judith T. Won Pat, Ed.D
1 Sesame Street, Mangilao, Guam

Kolehan Komunitad Guahan
Accredited by the
Western Association of
Schools and Colleges

Date: 10/31/14
Time: 3:52

32-14-2231

October 23, 2014

Received By: [Signature]
Honorable Tina Rose Muna Barnes
Legislative Secretary
I Liheslaturan Guahan
Suite 101
155 Hesler St.
Hagatna, Guam 96910

Office of the Legislative Secretary
Senator Tina Rose Muna Barnes
Date: 10-31-14
Time: 3:48
Received by: [Signature]

Subject: This is a Transmittal to I Liheslaturan Guahan of Proposed Rules and Regulations pursuant to the Administrative Adjudication Law

2014 OCT 31 PM 4:15

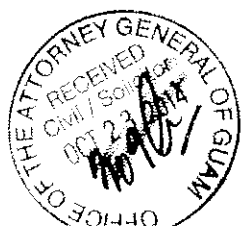
Dear Senator Barnes,

Buenas yan Hafa Adai! Transmitted herewith is the Peace Officers Standards and Training Commission ("P.O.S.T.") packet to create Bill No. ___-32 (COR), entitled AS AN ACT TO ADOPT THE RULES AND REGULATIONS OF THE PEACE OFFICER STANDARDS AND TRAINING COMMISSION CONCERNING CERTIFICATION OF PEACE OFFICERS AND STANDARDS FOR EMPLOYING AGENCIES AND TRAINING INSTITUTIONS, TO BE CODIFIED UNDER A NEW CHAPTER 3 OF TITLE 27 GUAM ADMINISTRATIVE RULES AND REGULATIONS.

On July 29, 2014 the Peace Officer Standards and Training (P.O.S.T.) Commission held a public hearing on the proposed Administrative Rules concerning certification of peace officers and standards for employing agencies and training institutions, to be codified under a new Chapter 3 of Title 27 Guam Code Annotated Administrative Rules and Regulations. After due review and consideration being given by the public, the P.O.S.T. Commission hereby submits to I Liheslaturan Guahan the proposed Administrative Rules concerning certification of peace officers and standards for employing agencies and training institutions for legislative review and adoption in accordance with the Administrative Adjudication Law, as well as legislative standards and code of rules that may be applicable.

The P.O.S.T. Commission is empowered by law to establish minimum standards for peace officers. Additionally, the public will not compromise their safety being that a peace officer's job entails responsibility over countless lives of our island community. These standards consist of administrative, educational and physical requirements that our peace officers must comply with in order to retain their certification as a peace officer.

2231



The health and fitness of peace officers is a high priority. Nationally, law enforcement officers have a high mortality rate. Cardiovascular disease, cancer, and suicide are the top causes of death with cardiovascular disease growing.

Stress amongst peace officers is higher than those of other occupations. Making instantaneous, life-saving decisions; being confronted with dangers; and dealing with irate individuals are all in the nature of the job. The stress that comes along with it creates major health concerns for them, physically, emotionally, and mentally. Divorce, suicide, and alcoholism are prevalent in the law enforcement community. The stress that accompanies these issues can lead to cardiovascular diseases, hypertension, back pains, and gastrointestinal disorders. Exercising and physical activity assists in the prevention of stress, further preventing these disorders. In 2006, the International Association of Chiefs of Police, or IACP, adopted a resolution recognizing the importance of fitness and wellness programs for peace officers and adopted career-long fitness and wellness standards. Such programs will reduce work-related injuries, improve personal well-being, and work performance.

As a result of implementing physical fitness standards, officers are less likely to become victims. In a scientific study, the fitness of an officer was the deciding factor of whether or not suspects would challenge an officer: if an officer looked to be out of shape, an offender was more likely to act against them. An officer must always be aware of how they present themselves and remember that how they act and appear in uniform will affect how others interact with them (Pinizzotto & Davis 1999).

Studies show that eighty percent (80%) of all in-service accidents are caused by unfit officers. The average cost of in-service heart attack can range between \$400,000 and \$700,000. Twenty to fifty percent (20-50%) of all early retirements, and fifteen to thirty-five percent (15-35%) of back problems are caused by lack of physical activity (Smith & Tooker 2005, p. 28).

An exercise program reduces the liability of an agency by keeping the officers ready to handle tasks with limited risk. Without it, an agency can be subject to avoidable liabilities, especially when using excessive force. In the case of *Parker v. District of Columbia*, a firearm was discharged due to the inability to properly subdue an aggressor due to being unfit, resulting in the aggressor being permanently handicapped and being awarded court-ordered damages by the police department.

Administrative and operational costs will be reduced by a physical fitness program. Such a program will promote "good habits," including but not limited to exercise, healthy diet, weight and stress management, and substance abuse prevention. It will increase loyalty, morale, and prevent turnover. Every law enforcement agency realizes the value of a physical fitness program in improving job performance, officer safety, and overall well-being.

The P.O.S.T. Commission members meet regular at the designated state agency, Guam Community College (GCC), to ensure that progress is being made with the Administrative Rules. They are comprised of the Chief of the Guam Police Department, the Chief of the Guam Airport Police, Office of the Attorney General of Guam, the Director of Customs and Quarantine Agency, the Director of the Department of Corrections, the Chief of the Division of Aquatic and

Wildlife Resources of the Department of Agriculture, one non-voting representative from the University of Guam (UOG), one non-voting representative from the Guam Community College (GCC), the Chief Marshal of the Unified Guam Judiciary, the Chief of the Guam Fire Department, and one voting representative from the Department of Administration, the Personnel Services Division. These members fully support the P.O.S.T. Commission and agree that it will bring improvements to the quality of life on the island.

Enclosed herewith and transmitted to you for your consideration and approval by the 32nd Guam Legislature are the following:

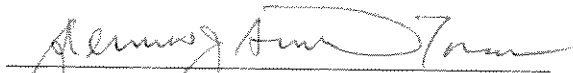
1. One (1) printed and identical electronic (word) version of the approved proposed regulations (Prepared in Bill Form and attached as an appendix);
2. One (1) printed and identical electronic (word) version of the entire record of any public hearing on the rules hereby incorporated as the following:
 - a. Published Notice of Public Hearing;
 - b. Review Sheet of documents maintained for review during the public hearing notice period;
 - c. Evidence of proposed regulations maintained for public review on Agency Website;
 - d. Public Hearing/Oral Written Testimony Sign In Sheet;
 - e. Public Hearing Written Testimony
 - f. Electronic audio file of the public hearing;
 - g. Public Hearing Transcript;
 - h. P.O.S.T. Commission letter to Attorney General justifying why there is no requirement for an economic impact statement (EIS);
 - i. P.O.S.T. Commission letter to the Guam Legislature justifying why there is no requirement for a economic impact statement (EIS);
3. One (1) printed and identical electronic (word) version of the approved proposed regulations Frequently Asked Questions;
4. One (1) printed and identical electronic (word) version of the Physical Fitness Qualification Test Forms;
 - a. PFQT Fitness Screening Questionnaire
 - b. PFQT Fitness Chart and Scoring Sheet
5. Governor of Guam – Letter of Support;
6. Lieutenant Governor of Guam – Letter of Support;
7. Guam Police Department, Department of Corrections, Judiciary of Guam, Port Authority of Guam, Guam Fire Department, Customs and Quarantine Agency, Guam Airport Police, Guam Homeland Security and Office of Civil Defense, Department of Agriculture, Department of Youth Affairs, Department of Parks and Recreation – Letters of Support;
8. Department of Administration – Letter of Review and Approval; and
9. Attorney General of Guam – Letter of Review and Approval

Based upon the foregoing, I approve and certify that the P.O.S.T. Commission has complied with all requirements of the Administrative Adjudication Law, as well as any legislative standards or code of rules that may be applicable, as it pertains to the promulgation of these regulations. In

this regard, I humbly submit these proposed regulations for final legislative review and adoption under these processes.

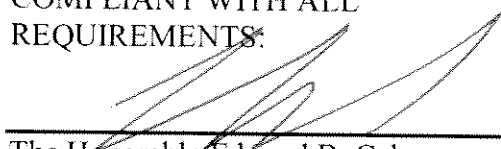
If you should have any questions, please contact me at 735.5554 or e-mail me at dennis.santotomas@guamgcc.edu. You may also contact the P.O.S.T. Chair, Airport Police Chief Bob Camacho at 642.4670 or e-mail him at bobcamacho@guamairport.net. Thank you for your kind consideration on this very important matter.

Sincerely,


DENNIS J. SANTO TOMAS
Executive Director, Guam P.O.S.T. Commission


10.24.2014
Date

APPROVED AND CERTIFIED AS
COMPLIANT WITH ALL
REQUIREMENTS:


The Honorable Edward B. Calvo,
Governor of Guam

10/27/2014
Date

APPROVED AND CERTIFIED AS
COMPLIANT WITH ALL
REQUIREMENTS:


The Honorable Leonardo M. Rapadas,
Attorney General of Guam
GPD 14-0851

10/27/14
Date

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ITEM

1

Approved Proposed Guam Peace Officer
Standards and Training (P.O.S.T.) Commission
Regulations in Bill Form

**MINA ' TRENTAI DOS NA LIHESLATURAN GUAHAN
2014 (SECOND) Regular Session**

Bill No. -32 (COR)

Introduced by:

Benjamin J. Cruz

**AN ACT TO ADOPT THE RULES AND REGULATIONS OF THE
PEACE OFFICER STANDARDS AND TRAINING COMMISSION
CONCERNING CERTIFICATION OF PEACE OFFICERS AND
STANDARDS FOR EMPLOYING AGENCIES AND TRAINING
INSTITUTIONS, TO BE CODIFIED UNDER A NEW CHAPTER 3
OF TITLE 27 - GUAM ADMINISTRATIVE RULES AND
REGULATIONS.**

BE IT ENACTED BY THE PEOPLE OF GUAM:

1 **Section 1. Legislative Findings and Intent:** *I Liheslaturan Guahan* finds that the Rules
2 and Regulations, GUAM *P.O.S.T. (PEACE OFFICER STANDARDS AND TRAINING)*
3 *COMMISSON ADMINISTRATIVE RULES*, were duly promulgated by the Peace Officer
4 Standards and Training Commission, both pursuant to § 51102(h)(2) of Chapter 51, Title 17,
5 Guam Code Annotated (Peace Officer Standards and Training Commission), and pursuant to
6 Article 3 of Chapter 9, Title 5, Guam Code Annotated (Rule-Making Procedures).

7 *I Liheslaturan Guahan* finds that there are a number of crimes that impact the safety of
8 our island community and there should be uniform minimum standards for peace officers on
9 Guam with respect to education, training, and physical fitness.

10 *I Liheslaturan Guahan* further finds that having this information readily available in a
11 central database system and at the Guam Community College (GCC) ensures that all peace

12 officers have access to the standards in order to readily prepare for the Physical Fitness
13 Qualification Test. Additionally, this allows for public participation and provides them with a
14 sense of security that all peace officers abide by a minimum standard.

15 It is, therefore, the *intent of I Liheslaturan Guahan* to adopt the Rules and Regulations
16 aforesaid, appended to this Act as Exhibit "A".

17 **Section 2. Adoption of Rules.** The Rules and Regulations, entitled GUAM *P.O.S.T.*
18 *(PEACE OFFICER STANDARDS AND TRAINING) COMMISSON ADMINISTRATIVE RULES,*
19 and attached hereto as Exhibit "A", are hereby adopted by *I Mina 'Trentai Dos Na Liheslaturan*
20 *Guahan,* and *shall* be codified under a new Chapter 3 of Title 27, Guam Administrative Rules
21 and Regulations.

22 **Section 3. Amendment of Rules.** The Peace Officer Standards and Training
23 Commission shall, pursuant to Article 3 of Chapter 9, Title 5, Guam Code Annotated,
24 review and amend, as may be necessary, the Rules and Regulations adopted pursuant to
25 Section 2 of this Act.

26 **Section 4. Severability.** *If* any provision of this Act or its application to any person or
27 circumstance is found to be invalid or contrary to law, such invalidity shall *not* affect other
28 provisions or applications of this Act which can be given effect without the invalid provisions or
29 application, and to this end the provisions of this Act are severable.

30 **Section 5. Effective Date.** This Act shall become immediately effective upon enactment.

CHAPTER 3

GUAM P.O.S.T. (PEACE OFFICER STANDARDS AND TRAINING) COMMISSION
ADMINISTRATIVE RULES

- § 3001. Peace Officer Training and Standards Commission
- § 3002. Authority and Responsibilities of P.O.S.T. Commission
- § 3003. Peace Officer Categories
- § 3004. Pre-Employment Requirements
- § 3005. Establishment of Physical Fitness Qualification Test
- § 3006. Standards for Certification for Each Category of Peace Officer
- § 3007. Minimum Standards for Certification of Basic Training Institutions
- § 3008. Minimum Standards for Employing Agencies
- § 3009. Inactive Status
- § 3010. Procedures and Sanctions
- § 3011. Reciprocity
- § 3012. Fees
- § 3013. Timeframe for Compliance
- § 3014. Subject to Revision

§ 3001. Peace Officer Training and Standards Commission.

- (a) **Mission.** The Peace Officer Standards and Training (P.O.S.T.) Commission is a territorial level organization whose mission is to establish and set minimum standards for the training, 17 G.C.A. § 51102(g)(4); hiring, § 51102(g),(h)(3); ethical conduct, *id.*; and retention, *id.*, of Peace Officers for the Territory of Guam through testing and certification.
- (b) **Terms of Office.** The officers of the Commission shall be a Chairperson and a Vice-Chairperson. The initial term of office for both the Chairperson and the Vice-Chairperson shall be two (2) years, after which term nominations for those offices will be sought among the members of the Commission. The members will then conduct an election to determine the Chair and Vice-Chair. An election will be held each subsequent two-year period. The Chair and Vice-Chair Positions will be held to one term only. However, an officer may seek re-election for office in the subsequent election, two years hence. Should an elected Chair or Vice-Chair be unable to complete the term in office for any reason, a replacement will be sought in the same manner as described above for the remainder of the term. That member will serve the remainder of the term.

- (c) **Meetings.** The Commission shall meet, at a minimum, on a quarterly basis.
- (d) **Executive Director.** The day-to-day operations of the Commission shall be administered by an Executive Director. The Executive Director shall have the qualifications as determined by the Commission and aligned in compensation and other respects as closely as possible with a position description the Director of Administration deems appropriate under the Government of Guam employment system. The Executive Director has the authority to fully implement the P.O.S.T. Commission statutory requirements.

§ 3002. Authority and Responsibilities of P.O.S.T. Commission.

The constitution, powers, and operation of the Commission is established by and under the authority of Title 17, Chapter 51, Guam Code Annotated, entitled “Peace Officer Standards and Training Commission.”

- (a) **Training Standards for Peace Officers.** In consultation with its member agencies, the Commission has the authority and responsibility to classify peace officer positions as defined by 17 G.C.A. § 51101(b), § 51102(g)(2), and establish minimum standards for the training and certification for each classification of peace officer. § 51102(g)(4), (1).
- (b) **Physical Fitness.** The P.O.S.T. Commission and its Executive Director shall be responsible for collaborating with all appropriate agencies to ensure the administration of the Physical Fitness Qualification Test (PFQT). The P.O.S.T. Commission shall develop forms and methods that all member agencies shall use and follow in processing and testing. The forms and methods shall be done in accordance with the compliance determination method and may be in paper or electronic form, through whatever system is so devised to record and serve as a report of a specified peace officer’s individual information as it pertains to this policy. These forms will include, at a minimum, the following: 1) Guam P.O.S.T. Commission Fitness Screening Questionnaire; 2) Guam P.O.S.T. Commission Fitness Charts and Scoring Sheets.
- (c) **Standards for Training Institutions or Training Programs.** The Commission has authority and responsibility to establish and set minimum educational and training standards for general and specialized training programs for peace officers, including curricula, instructors, and facilities. § 51102(e), (g)(5); § 51103(b)(1).
- (d) **Decertification.** The Commission has the authority and responsibility to deny, suspend, or revoke the certification of peace officers, for: (1) failure to comply with Chapter 51, Title 17, G.C.A.; (2) for the failure to achieve training requirements; (3) failure in carrying out their duties and responsibilities; (4) inability to maintain their psychological, moral and physical fitness; or (5) egregious misconduct. § 51102(h)(4).

- (e) **Research.** The Commission has the authority and responsibility to conduct research and encourage research by public agencies that is designed to improve law enforcement services, and programs and the methods by which the Commission performs its duties and responsibilities. § 51106(a)(5).
- (f) **Inspections.** The Commission has the authority and responsibility to conduct inspections of peace officer training programs to ensure that established standards are maintained. § 51102(h)(1).

§ 3003. Peace Officer Categories.

Peace Officers are those defined by Section 51101(b) of Title 17, G.C.A. By statute all peace officers may detain upon reasonable suspicion, 9 G.C.A. § 30.10; arrest under warrant, 8 G.C.A. §§ 15.70(b), 20.15(a); arrest without warrant under defined circumstances, *id.*; use reasonable force to effect an arrest or protect themselves or others, including lethal force, § 20.45; execute non-consensual warrantless searches under defined circumstances, § 20.50; release arrestees upon issuance of Notices to Appear, § 20.60; and other powers. For purposes of determining the qualifications required for certification, there shall be the following categories. § 51102(g)(2).

- (a) **Category 1.** Category 1 peace officers are peace officers who are employees of the Government of Guam and civilian volunteer reserves as authorized by law. They have taken an oath to uphold the law and they openly or by concealment carry firearms while on duty. They may use non-lethal force to restrain an arrestee and lethal force if necessary to protect themselves or others. Their job descriptions require they actively engage in the prevention and detection of crime and offenses, the maintenance of custody of pre-trial detainees and convicted prisoners, the conduct of criminal investigations, the maintenance of safety and order at the courts of Guam, and the supervision of probationers and parolees. Every sworn personnel employed in the following agencies, from entry level to highest rank, including positions such as Civilian Volunteer Reserve, Detention Officer, Police Officer, Sergeant, Lieutenant, Captain, Major, Colonel, and its agency head except as denoted by asterisk (*), shall be held by Category 1 peace officers:
 - 1) Guam Police Department
 - 2) Department of Corrections
 - 3) Customs and Quarantine Agency
 - 4) Department of Agriculture Conservation Officer
 - 5) Department of Youth Affairs*
 - 6) Park Patrol Officers, including the Chief Park Patrol Officer, Department of Recreation*
 - 7) Port Authority Police, including the Chief Port Authority Police Officer, Port Authority of Guam*

- 8) Airport Police, Guam International Airport Authority*
- 9) Marshals and Probation Officers of Guam Judiciary
- 10) Designated Attorney General Investigators, Office of the Attorney General*
- 11) Arson Investigators, Guam Fire Department*

(b) Category 2. Category 2 peace officers are employees of the Government of Guam, whose job description is of a specialized nature, including the execution of administrative search warrants and investigations of a specialized nature. The following positions shall be held by Category 2 peace officers:

- 1) The Attorney General and his/her designated Assistant Attorney General
- 2) Special Deputy Marshal, Guam Judiciary
- 3) All Fire Fighter Personnel engaged in the enforcement of the Fire Prevention Code and those GFD employees whom the Fire Chief specifically designates.

(c) Category 3. Category 3 peace officers are peace officers who have authority to enforce governmental regulations or laws as specified in their job description and within the scope of the agency mission. The following positions shall be held by Category 3 peace officers:

- 1) Rehabilitation personnel of the Department of Corrections as are designated by the Director of Corrections
- 2) Community Assisted Policing Effort Volunteer, Guam Police Department

§ 3004. Pre-Employment Requirements.

Applicants that request the Commission to review their education and training transcripts and/or certificates to determine whether they meet an equivalency to Commission standards must also provide the following prior to being hired or as deemed appropriate:

- (a) Clearances.** All applicants for peace officer certification must provide police, court, and traffic court clearances.
- (b) Driver's License.** All applicants must possess a valid Guam Motor Vehicle Operators license with the necessary applicable endorsements (i.e. Motorcycle, chauffeur, etc.).
- (c) Physical and Psychological Fitness.** All applicants for Category 1 and 2 positions must provide medical certification that they can pass the Physical Fitness Qualification Test (PFQT), a uniform minimum physical fitness standard, which is hereinafter established by the Commission, and a certificate as to the absence of mental or emotional conditions that would adversely affect performance.

- (d) **Firearms Identification Card.** All applicants must be eligible to possess and maintain a valid Guam firearms identification card if it is required by their job description.
- (e) **Drug Testing.** All applicants must pass a drug test prior to being hired and throughout their tenure as peace officers.
- (f) **Reading and Writing Proficiency.** All applicants must provide proof of satisfactorily passing an exam or course evidencing proficiency in reading and writing in English administered by an institution recognized or sanctioned by the P.O.S.T. Commission.

§ 3005. Establishment of Physical Fitness Qualification Test.

There is hereby established a policy that Category 1 and 2 peace officers shall meet a uniform minimum physical fitness standard in order to obtain and maintain their certificates from the P.O.S.T. Commission. The standard shall be denominated the Physical Fitness Qualification Test (PFQT) and except for exceptions hereafter noted, shall be equivalent to the U.S. Air Force fitness test, as currently embodied in Air Force Instruction 36-2905, dated 21 October 2013, or as amended.

- (a) The PFQT policy shall be phased into implementation over a three-year period from the effective date of this regulation. There shall be a mandatory test at the beginning of the second year and at the end of the third year. All milestones will be calculated from the effective date of this regulation. Nothing herein shall be construed to restrict or impede agencies from testing peace officers during the initial three-year period in addition to the mandatory test at the beginning of the second year and at the end of the third year
- (b) No peace officers may have their certification revoked or placed on probation or other adverse action on the basis of their physical fitness until the end of the third year. At the end of the third year the PFQT will be administered and the results will be used by the Executive Director to determine whether a peace officer's certification should be maintained, denied, suspended, or revoked.
- (c) Each individual peace officer is solely responsible for compliance with this policy. Nothing herein shall be construed to exempt each individual peace officer or place responsibility on any other person or entity.
- (d) Pursuant to 17 G.C.A. § 5114(b)(7), it shall be incumbent upon the individual peace officer or recruit/trainee to receive a health screening from a licensed health professional prior to undergoing their fitness assessment. Moreover, if a peace officer experiences a change in his or her health, it is the sole responsibility of the peace officer to obtain an updated health screening.

- (e) Peace officers must retest within 90 days following an Unsatisfactory PFQT. Agencies may not mandate peace officers to retest any sooner than the end of the 90-day reconditioning period; however, a peace officer may volunteer to do so. Retesting in the first 42 days after an Unsatisfactory PFQT requires agency head approval since recognized medical guidelines recommend 42 days as the minimum timeframe to recondition from Unsatisfactory to Satisfactory status in a manner that reduces risk of injury. It is the peace officer's responsibility to ensure he/she retests before the 90-day reconditioning period expires (non-currency begins on the 91st day).
- 1) First Unsatisfactory – A written warning is issued. The Peace Officer must retest within 90 days.
 - 2) Second Unsatisfactory – A second written warning is issued. A peace officer must retest within 90 days.
 - 3) Third Unsatisfactory – A third written warning is issued. A peace officer must retest within 90 days.
 - 4) Fourth Unsatisfactory – A peace officer's certification shall be temporarily suspended until a determination is made by the P.O.S.T. Commission. The peace officer shall be assigned to administrative duties. Agency heads shall make recommendation that the P.O.S.T Commission revoke the peace officer's certification upon review. The officer shall not be allowed to carry a firearm. Hazardous and increment pay may be denied. Employer shall take administrative action in accordance with Department of Administration's rules and regulations or applicable autonomous agency personnel rules and the Fair Labor Standards Act.
- (f) **Failure.** A peace officer is deemed to have failed to comply with this policy when that officer's performance in a PFQT test is below the standard as established by the standard form and as defined and/or referenced herein after the officer has been previously tested, given the requisite conditioning period, retested, and is still unable to meet the minimum standard. When a peace officer receives four Unsatisfactory PFQT results within a 24-month period and a Guam licensed health care provider has ruled out medical conditions precluding the peace officer from achieving a passing score, the P.O.S.T Commission shall deny, suspend, or revoke the individual's certification. All PFQT test results shall be provided to the Executive Director within fifteen calendar days after the completion of the PFQT.
- (g) Agency heads shall initiate or recommend administrative action only after the peace officer has: received four Unsatisfactory PFQT scores in a 24-month period; failed to demonstrate significant improvement (as determined by the agency head) despite the reconditioning period; and has had his/her medical records reviewed by a Guam licensed health care provider to rule out medical conditions precluding the officer from achieving a passing score.
- (h) A peace officer who fails to meet the PFQT fitness standards after full mandatory implementation shall be eligible for intra-departmental or inter-departmental

transfer pursuant to the Department of Administration Rule 9.100 or applicable Government of Guam personnel rules.

- (i) Peace Officers shall only be allowed a waiver of their fitness test if deemed appropriate by a person licensed to practice medicine; they are considered disabled under the Americans with Disabilities Act and Fair Labor Standards Act; or court case decisions. Department of Administration rules and regulations or applicable autonomous agency personnel rules shall be followed to determine a peace officer's fitness for duty, position transfers, suspension, or termination.

§ 3006. Standards for Certification for Each Category of Peace Officer.

Peace Officer Standards and Training Commission certification is a standards-based requirement of all personnel as envisioned by the author of the original legislation and adopted by the Legislature. Consequently, every position under the jurisdiction of the Peace Officer Standards and Training Commission must obtain and maintain Peace Officer Standards and Training certification as defined in these Administrative Rules and Regulations as a condition of employment or as a condition of continued service in any peace officer position. Any person who has been serving on a permanent basis as a peace officer on Guam prior to the promulgation hereof and who is currently employed as a peace officer, or was previously employed as a peace officer for at least ten (10) years prior to September 7, 2007, may be certified as a peace officer by the Executive Director without having complied with § 51104(b) and (c).

In addition to the requirements stipulated in §51104 and possessing minimum qualifications for all categories of peace officers, each category listed below shall possess the following qualifications:

- (a) **Category 1 Peace Officers.** All persons certified as Category 1 peace officers shall possess, at a minimum, a criminal justice academy certificate from an accredited college or university or P.O.S.T. Commission certified training program that, at a minimum, includes the following skills: Report Writing, Criminal Justice Overview, First Responder, Officer Survival and Use of Force, Firearms and Safety, First Aid, Cultural Awareness and Sensitivity, Dealing with Physically Challenged Individuals, Juvenile Justice and Delinquency Prevention Act, Active Shooter, Guam Criminal Procedure, and Guam Criminal Law. All persons certified as Category 1 peace officers shall possess, at a minimum the following:
 - 1) Certificate of In-Service Training approved and certified by the P.O.S.T. Commission
 - 2) Completion of any other required training directed by the P.O.S.T. Commission
 - 3) A valid Guam Firearms Identification Card (if applicable to job description)
 - 4) Completion of a polygraph test (if applicable to job description)
 - 5) Completion of a personal background investigation to determine suitability for employment

- (b) **Category 2 Peace Officers.** All persons certified as Category 2 peace officers shall, at minimum, demonstrate satisfactory completion of the following:
- 1) Certificate of In-Service Training approved and certified by the P.O.S.T. Commission
 - 2) Completion of any other required training directed by the P.O.S.T. Commission
 - 3) A valid Guam Firearms Identification Card (if applicable to job description)
 - 4) Completion of a polygraph test (if applicable to job description)
 - 5) Completion of a personal background investigation to determine suitability for employment.
- (c) **Category 3 Peace Officers.** All persons hired or certified as Category 3 peace officers shall, at a minimum, demonstrate satisfactory completion of the following:
- 1) Certificate of In-Service Training approved and certified by the P.O.S.T. Commission.
 - 2) Completion of any other required training directed by the P.O.S.T. Commission
 - 3) A valid Guam Firearms Identification Card (if applicable to job description)

§ 3007. Minimum Standards for Certification of Basic Training Institutions

- (a) **Training institutions.** Training institutions are any P.O.S.T. accredited schools, academies, centers, or any other places of learning whatsoever, which offer or conduct a law enforcement course, a corrections training course, or other required training courses.
- (b) **Admission Requirements.** Training institutions shall require the medical report of a duly licensed physician upon a form supplied by the Commission, which certifies that any applicant for the position of uniformed peace officer can, in the physician's professional opinion, safely perform the course work required.
- (c) **Transcripts.** Applicants shall present, and training institutions must require, certified transcripts of all prior secondary and post-secondary education and training as a pre-condition to admission into a basic training program.
- (d) **Facilities.** Training facilities, such as driver training, firearms training, and other practical exercises, must be commensurate to the type of activity being conducted.
- (e) **Instructors.** The hiring and employment of instructors by the institution shall be P.O.S.T. certified.

- (f) **Counseling.** Training staff and/or counselors shall be available to discuss training or personal matters with students on a one-to-one or group basis.
- (g) **Orientation.** Each training institution shall set aside a block of time at the beginning of the course for oral orientation and explanation of the institution's relevant rules and regulations, and their matriculation requirements.
- (h) **Discipline.** The basic training institution shall develop and implement rules and regulations for charging a student with a rules violation, the penalty for such violations, and an appeal process.
- (i) **Training Records.** Every training institution shall create training records for each student and develop and implement a procedure providing validated transcripts for such training. All training records shall be considered personal identifiable information.
- (j) **Testing.** The method of developing test questions shall be explained to the student.
- (k) **Grades.** Grades shall be pass or fail. There shall be a policy regarding re-testing, appeal of test results, and repetition of test areas if a failure is substantial or a result of excessive absences from class.
- (l) **Attendance.** The training institution shall have a policy of mandatory attendance and maximum percentage of excused absences.
- (m) **Rules of Safety.** The safety rules and regulations shall be provided to each trainee, along with the rules of conduct, which should be discussed in detail during student orientation. Trainees should be made to acknowledge receipt and understanding of the safety rules and the rules of conduct in writing. Such written acknowledgement shall be filed and made a part of the trainee's permanent record. High risk and high liability curriculum should have the safety rules posted in a conspicuous manner as a clear reminder to the students of the hazards and the potential risks involved. Instructors should periodically refresh their knowledge of the safety rules and rules of conduct.
- (n) **First Aid.** First aid and emergency plans should be included in instructor and student orientation materials. If courses include high-risk activities, emergency medical plans should be discussed with the students prior to the commencement of the activity.
- (o) **Graduation.** Diplomas or certificates of completion of basic courses shall be awarded. Such documents shall clearly and legibly identify the name of the recipient, the statutory mandate for the course (if any), the precise name of the course, dates of attendance, and the name, signature, and title of the institution executive certifying graduation or completion.

- (p) **Failure.** Students who fail a training course should be evaluated and a determination shall be made for continued training and/or employment by the hiring agency.

§ 3008. Minimum Standards for Employing Agencies

- (a) **Proof of Minimum Qualification upon Appointment.** Within fifteen (15) days of the provisional appointment, every agency member shall provide on a form provided by the Commission the names of applicants and other identifying information respecting persons that it has appointed to peace officer positions, which shall include certification and supporting documentation that it has complied with the requirements of Section 51104(b).
- (b) **Physical Fitness Testing.** Each agency employing Category 1 and 2 peace officers shall be responsible for the administration of the PFQT. The administration of the PFQT may be done in concert with the Department of Administration, or a designated entity whether or not under contract for such purpose, in consultation with the employing agency.
 - 1) The test proctor and/or assistants shall notify the tested peace officer of the results of each component immediately upon its completion and of the overall score when the test is complete. The location, time and date of such notification must be also noted on the form. The PFQT Fitness and Wellness Coordinator shall provide a copy to the officer at the earliest opportunity but no later than close of business the next immediately following regular work day. Notice of Failure duly provided to an officer shall serve as the initial stage of corrective action planning by the coordinator and, in consultation with the officer's immediate superior, should guide the officer in a realistic plan to come into compliance.
 - 3) Test proctors must adhere to the medical guidance indicated on the individual's health assessment when conducting the PFQT.
 - 4) Testing shall be done in accordance with applicable laws and Government of Guam rules and regulations.
 - 5) Testing shall be scheduled in such a manner as to avoid negatively impacting agency operations.
- (c) **PFQT Fitness and Wellness Coordinator.** All agencies employing Category 1 and 2 peace officers shall assign, within 30 days from the effective date of this policy, a primary and an alternate PFQT Fitness and Wellness Coordinator. The head of the Human Resource Division, Personnel Division, or similarly assigned personnel within the agency, may be assigned such duty as a collateral function. PFQT Fitness and Wellness Coordinators are, from 60 days after being designated by competent authority, responsible for:
 - 1) Educating peace officers about the PFQT program and the physical fitness standards that they must meet.

- 2) Ensuring original test forms are submitted to the P.O.S.T. Commission and copies maintained by the agency.
- 3) Development and maintenance of a health and wellness program that includes fitness assessment, goal setting, health and fitness education, and support;
- 4) Planning program organization, training, education and execution;
- 5) Corresponding with and encouraging peace officers to engage in activities and habits that will lead to satisfactorily performing at the minimum acceptable standard as contained in the compliance determination method;
- 6) Establishing, managing and protecting appropriate records and ensuring their confidentiality;
- 7) Collating and ensuring all program-relevant historical and statistical data is readily available to the P.O.S.T. Commission so that it may assess the program effectiveness and employee compliance;
- 8) Producing factually accurate records and reports of peace officer performance, signed under penalty of perjury by the individual who obtained and submitted such PFQT record, as directed by their supervisor, agency head, and the P.O.S.T Commission and/or its Director; and
- 9) Collecting all original test forms from proctors of tests.

- (d) **Mental and Moral Condition.** The employing agency's appointing authority can officially request a special medical examination conducted via coordination with DOA pursuant to DOA Rule 9.002.C or the employing agency's rules.
- (e) **Advanced In-Service Training.** Advanced in-service training requirements shall be determined by the individual agencies, and lesson plans, syllabi or curriculum shall be submitted to the Commission for review and certification.
- (f) **Adverse Action.** Within fifteen (15) days of final notice of adverse action, all agencies employing peace officers shall report to the P.O.S.T. Commission substantiated peace officer misconduct that may affect certification.
- (g) **Reporting Separation from Service.** Within fifteen (15) days of separation, agencies employing peace officers shall notify the Commission whenever an officer leaves employment, whether through termination, resignation, retirement, or death. (§ 51104(a)). In cases where officer misconduct led to the separation, a written report detailing the facts and circumstances shall be submitted to the Commission for consideration of sanction or censure.

§ 3009. Inactive Status.

The status of a peace officer's certification is active during periods of performance as a peace officer with a law enforcement agency.

- (a) **Lapse of Certified Status.** The certified status of a peace officer lapses after three consecutive years on inactive status.
- (b) **Reinstatement from Inactive Status.** A peace officer whose certified status is inactive and has not lapsed may have certification reinstated upon application to the P.O.S.T. Commission if the requirements are met for the new appointment.
- (c) **Temporary Certification.** All peace officers who have left the service of a law enforcement agency while in good standing may upon application obtain temporary certification while completing a refresher course specified by the Commission.

§ 3010. Procedures and Sanctions.

- (a) Persons and institutions who seek certification shall do so upon a form approved by the P.O.S.T. Commission.
- (b) The Commission may conduct interviews of candidates for certification to clarify or verify peace officer qualifications.
- (c) Sanctions for violation of rules or failure to adhere to standards shall be denial, suspension, or revocation of certification.
- (d) In denying, suspending, or revoking certifications of peace officers and training institutions, the P.O.S.T. Commission will follow the requirements of the Administrative Adjudication Law, Title 5 G.C.A., Chapter 9, Article 2.
- (e) The sanction that may be imposed will depend upon the type and severity of a violation of mandated standards, the facts and circumstances of the case, and the prior record of the officer or institution concerned.

§ 3011. Reciprocity.

- (a) Applicants may obtain certification as a peace officer if (1) they demonstrate graduation from a training institution of another jurisdiction that has a course of instruction equivalent to the course of instruction required by Section 3006, and the jurisdiction provides reciprocity, and (2) they complete a P.O.S.T. certified course of training in Guam law.
- (b) Law enforcement officers of the federal, state, and municipal governments, and other U.S. territories, with more than five years of law enforcement experience may obtain certification as peace officers if (1) their jurisdictions offer reciprocity on an equal basis, and (2) they complete a P.O.S.T. certified course of training in Guam law.

§ 3012. Fees.

There shall be the following fees for the services indicated:

- (a) Application for Issuance of Peace Officer Certificate: Fees for service will be a minimum \$50.00 per person for full evaluation of academic transcripts and training records. These fees shall be submitted into the P.O.S.T. Fund in accordance with § 51106.

§ 3013. Timeframe for Compliance.

Departments and agencies will come into full compliance with the rules and regulations specified by the P.O.S.T. Commission within three years of their effective date of approved P.O.S.T. Rules and Regulations. § 51102 (g)(7).

§ 3014. Subject to Revision.

These P.O.S.T. Rules and Regulations are subject to change as determined by the P.O.S.T. Commission and consistent with Title 5 G.C.A., Chapter 9, Article 3.

ITEM

2.a.

Published Notices of Public Hearing

John Malkovich and Cumberbatch recreate characters at Comic-Con

John Malkovich and Cumberbatch each made their own characters as themselves and as characters.

In San Diego Thursday, look at DreamWorks' "Madagascar 3."

They only just met one day in a voice-recording session.

But about that, because Cumberbatch is forward to working with John," said Cumberbatch. "John screams from the screen," he spoke. "That's the usual cadence in most other

mediums."

He called Malkovich "a legend of acting" and an "extraordinarily brilliant man."

Cumberbatch plays a wolf in the film — a super spy who runs an organization called the North Wind, which protects animal welfare. The "Sherlock" star joked that he went undercover to prepare for the role.

"I worked in Yellowstone Park as a wolf for a while," he said. "It got a bit hairy when, no pun intended, when I became the alpha male."

Malkovich plays the villain, an evil scientist octopus named Dave, whom Malkovich said looks like his youngest sister.

"She's going to have to learn about this," he said. "I didn't even call her before."

In Loving Memory

Felix Michael Rivera

Known as "Le" • Familian "Sara" / "Kakarote"

October 8, 1940 – July 20, 2014

was called home by our heavenly Father at the age of 73.

Funeral service being offered daily at St. Anthony Catholic Church in Tamuning at 7pm.

In his new life, Felix now joins his:

Parents: Ty Iolana, Jesus R. and Margarita L.G. Rivera.

Siblings: Jesus and Isabel Santos. Brother: John "Raunchy" Rivera.

Sister: Francisco R. Santos, Delia S. Garcia, and Franklin Rosario.

Step-Siblings-In-Law: Enrique L.G. and Rosario S. Untalan.

His love and memories will forever remain in the hearts of his:

Former Spouse: Elizabeth S. Untalan.

Grandchildren/Great-Grandchildren: Donna R. and John Herrero (Jole H. Brian Leon Guerrero (Maddox and Ardyn), Krysta Herrero and Zachary Cruz (Karwe), Margaret (Dorothy) ...

OBITUARIES

LIBRADA SALVADOR DOMINGO

Librada Salvador Domingo, also known as "Levy" and "Badang," of Dededo, died July 23 at age 61.

Mass is being offered at 7 p.m. weekdays, 5 p.m. weekends at Santa Barbara Catholic Church in Dededo. Funeral arrangements will be announced later.

DAVID ANTHONY TEDTAOTAO ALVAREZ

David Anthony Tedtaotao Alvarez, also known as "LT," familiarly Bang/Apu, of Cha'ot, Sinajana, died July 24 at age 56.

Mass is being offered at 7 p.m. weekdays, except Thursday; 5 p.m. Saturday; and at 6:30, 8:30 and 10:30 a.m. Sunday. Funeral arrangements will be announced later.

GOVERNMENT MEETINGS

July 29

■ The Guam Interoperable Communications Working Group will meet at 10 a.m. July 29 at Adelup. For more information or special accommodations, call Wil Castro at 929-6209.

■ The Guam Peace Officer Standards Training Commission will hold a public hearing regarding its draft administrative rules from 1 to 3 p.m. July 29 at Guam Community College Student Center, Room 5108. For special accommodations, call 735-5597.

July 30

■ The Port Authority of Guam Board of Directors will meet at 11:45 a.m. July 30 at the Port in Piti. For special accommodations, call 477-5931-4 ext. 430.

■ The Guam Housing Corporation Board of Directors will meet at 3 p.m. July 30 at the Guam Economic Development Authority in the IFC Building

in the Bell Tower Plaza, Hagåtña. For special accommodations or more information, call 475-7074 or email joleen.santos@dol.guam.gov.

■ The A.B. Won Pat International Airport Authority Board of Directors will meet at 3 p.m. July 31 in the terminal conference room. For special accommodations, call 646-0300.

Aug. 1

■ The Guam Environmental Protection Agency Board of Directors will hold a special meeting at 10 a.m. Aug. 1 at Guam EPA in Tiyan. The public is invited. For special accommodations, call 300-4751-3 or email maria.duenas@epa.guam.gov.

■ The Guam Board of Barbering and Cosmetology's application deadline for the National-Interstate Council of State Boards Cosmetology Examination is Aug. 1. For more information, call the Health Pro-

tection at the MCOG, Suite 111F, J&G Commercial Center, Hagåtña. For more information, call 472-6940 or 477-8461.

Aug. 7

■ The Guam Election Commission will meet at 5:41 p.m. Aug. 7 at the GEC in the GCIC Building, Hagåtña. For special accommodations, call 477-9791 or email vote@gec.guam.gov.

■ The Hagåtña Restoration and Redevelopment Authority Board of Commissioners will meet at 4 p.m. Aug. 7 at the Department of Chamorro Affairs in the Terlaje Professional Building, Hagåtña. For special accommodations, call 475-4279.

Aug. 20

■ The Mayors' Council of Guam's special monthly meeting will be held at 10 a.m. Aug. 20 at the MCOG, Suite 111F, J&G Commercial Center, Hagåtña. For more information,

LIFESTYLE

Pacific Daily News, Saturday, July 19, 2014
guampdn.com

GOVERNMENT MEETINGS

July 22

■ A continued status hearing in the matter of OPA-PA-14-005, Pacific Data Systems Inc. vs. General Services Agency, will be held at 9 a.m. July 22 at the Office of Public Accountability, Suite 907, DNA Building, Hagåtña.

July 23

■ The Guam Ancestral Lands Commission Board will meet at 2 p.m. July 23 at the Department of Land Management in the ITC Building in Tamuning. For special accommodations, call 649-5263 ext. 341/682.

■ The Alcoholic Beverage Control Board will meet at 5 p.m. July 23 in the Department of Revenue and Taxation director's conference room. For more information, call 635-1802/05.

July 24

■ The Emergency Medical Services Commission and EMS for Children Sub-Committee will meet at noon July 24 at the Tertaje Professional Building in Hagåtña. For special accommodations, call Jimmy Sian at 735-7102 or TDD 649-1801. For more information, call 735-7410/11.

■ The Guam Visitors Bureau Board of Directors will meet at 4 p.m. July 24 at GVB in Tumon. For special accommodations, call 646-5278.

■ The Guam Community College Board of Trustees will meet at noon July 24 at the GCC president's conference room in Building 2000. For special accommodations, call 735-5597.

■ The Guam Housing and Urban Renewal Authority Board of Commissioners will meet at 10 a.m. July 24 at GHURA in Sinajana. For special accommodations, call Kathy Taitano at

call 475-8900/1.

■ The Chamorro Land Trust Commission board will meet at 1 p.m. July 25 at the Department of Land Management in the ITC Building, Tamuning. For special accommodations, call 649-5263 ext 631.

July 29

■ The Guam Interoperable Communications Working Group will meet at 10 a.m. July 29 at Adelup. For more information or special accommodations, call Wil Castro at 929-6209.

■ The Guam Peace Officer Standards Training Commission will hold a public hearing regarding its draft administrative rules from 1 to 3 p.m. July 29 at Guam Community College Student Center, Room 5108. For special accommodations, call 735-5597.

Submissions

■ Send your government meeting notices to life@guampdn.com. For more information, call Community Editor Duane M. George at 479-0415 or send email to dmgeorge@guampdn.com.

REGAL CINEMAS
 FOR TODAY'S SHOWTIMES www.REGmovies.com
 or Call 671-649-1111
GUAM MEGAPLEX 14
 Please check on the day you plan to visit as showtimes may vary

MESSAGE OF A

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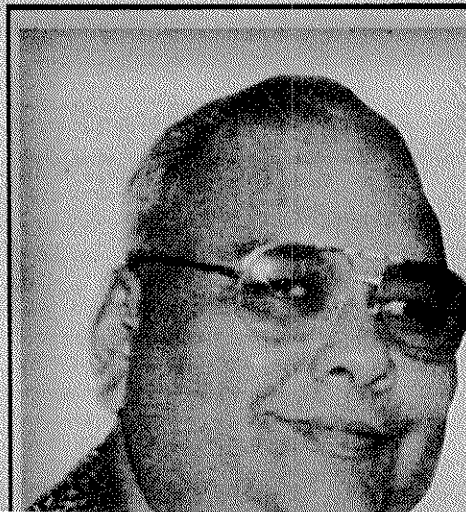
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ITEM

2.b.

Review Sheet of documents maintained for
review during the public notice period

PUBLIC VIEWING SIGN-IN SHEET:

PROPOSED ADMINISTRATIVE RULES FOR THE GUAM PEACE OFFICER AND STANDARDS (P.O.S.T.) COMMISSION

TITLE 27, GUAM ADMINISTRATIVE RULES AND REGULATIONS

| Date | Name | Contact Number | E-Mail Address |
|---------|-------------------|---------------------------------|-----------------------------|
| 7/29/14 | Alfonso, Calvert | 727-8465 | Calvert_alfonso@hotmail.com |
| 7/29/14 | Warren Monteverde | 929-0893 | warren.monteverde@gmail.com |
| 7/29/14 | Naomi Aguon | 685-8368 685-8368 | naomimaguon@hotmail.com |
| 7/29/14 | Joey Terlaje | 488-1317 | |
| 7-29-14 | Nadine Prewett | 929-6043 | np1lw.99@gmail.com |
| 7/29/14 | Katherine Cruz | 438-035 | Krit09Cruz@gmail.com |
| 7-29-14 | Manaura Quichocho | 689-2281 | quichocho.670@gmail.com |
| 7/29/14 | Ruth Duenas | 885-7987 | |
| 7/29/14 | Ray Camido | 727-3977 | |
| 7/29/14 | Austin Duenas | 415-9360 | |
| 7/29/14 | Deseri Bermudes | 475-9380 | |
| 7/29/14 | Geraldine Datan | 475-9380 | |
| 7/29/14 | Michael J. Lenden | 747-4996 | mike.lenden@gpd.guam.gov |
| 7/29/14 | Michael Q. Aguon | 475-5441 | michael.aguon@gpd.guam.gov |
| 7/29/14 | John P. Aguon | 475-8441 | john.aguon@gpd.guam.gov |

| | | | |
|---------|-------------------|----------|---------------------------------|
| 7-29-14 | R M G MARQUES | 4158596 | rosemarie.marques@sped.guan.ped |
| 7/29/14 | STEPHEN E. TUDELA | 777-8368 | |
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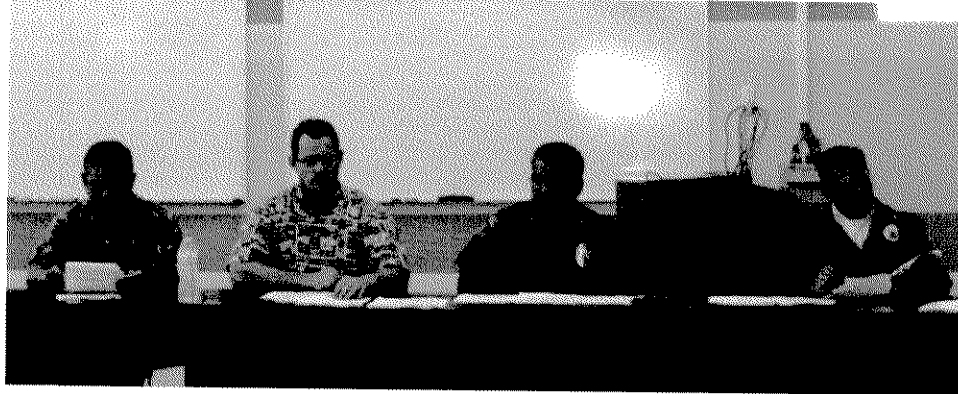
ITEM

2.c.

Evidence of Proposed Regulations maintained
for public review on Agency website



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

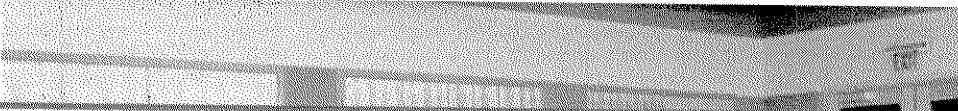


The Guam P.O.S.T. Commission meets regularly in the Guam Community College (GCC) Student Center (Training Room 5108)

The Guam Peace Officer Standards and Training (P.O.S.T.) Commission is a territorial level organization, endowed with the authority to establish and set the standards for hiring, training, ethical conduct and retention of Peace Officers for the Territory of Guam through certification and approval (17 GCA, Chapter 51).

Mission - A Territorial level organization whose mission is to establish and set the standards for the training, hiring, ethical conduct and retention of Peace Officers for the Territory of Guam through testing, certification and review.

Vision - Become a regional leader in establishing law enforcement career and workforce standards; assuring top-quality education & training; and providing effective services to develop professional peace officers and law enforcement organizations.



Quick Links

External Links:::

[CALEA](#)
[Joint Service Transcript \(JST\)](#)
[U.S. Air Force Physical Fitness Program](#)
[GOVERNOR's Executive Order 2012-07](#)

P.O.S.T. Archives:::

[DOCUMENTS](#)
[EVENTS/ACTIVITIES](#)
[P.O.S.T. Administrative Rules \(DRAFT\)](#)
[Frequently Asked Questions \(FAQs\)](#)
[P.O.S.T. Powerpoint Presentation](#)
[PFQT Fitness Screening Questionnaire](#)
[PFQT Fitness Chart and Scoring Sheet](#)
[P.O.S.T. Commission Comment Sheet](#)

Peace Officer Cycle Graduates:::

[20th Guam Fire Rescue Cycle \(01.09.2014\)](#)

ITEM

2.d.

Public Hearing/Oral & Written Testimony

Sign-in sheet

GUAM P.O.S.T. (PEACE OFFICER STANDARDS AND TRAINING) COMMISSION
PUBLIC HEARING SIGN-IN SHEET

JULY 29, 2014, 1:00 P.M.

SUBJECT: PROPOSED ADMINISTRATIVE RULES FOR THE GUAM PEACE OFFICER AND STANDARDS (P.O.S.T.) COMMISSION

| PRINT FULL NAME | ORGANIZATION | ORAL | WRITTEN |
|--------------------------------|--------------------------|------|---------|
| JOJOY TERLAJE | GUAM MARSHALS | | |
| Jose S. Cruz | GFD | | |
| Alex M. Castro | GFD | | |
| Pedro A. Leon Guerrero JR | CQA | | |
| Fred Borda | GPD | | |
| Michael Torres | | | |
| Raymond Perez | GPD | ✓ | |
| Roy Carriolo | GFD | | |
| Michael Torres | GPD | | |
| Campos Ignacio P | GFD | | |
| Concepcion Estrella | GPD | | |
| ANDREW B. ANTONIO | GPD | ✓ | ✓ |
| JOHNNY AGUIAR | GPD | ✓ | |
| Mendiola, Adonis | DYA | — | ✓ |
| Plones Joseph G | GFD | | |

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|-----------------|-----|---|--|
| | | | |
| MAM IGLESIAS | GFD | | |
| JOHN C. CAMACHO | DYA | | |
| MIKIE AQUON | SPD | ✓ | |
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ITEM

2.e.

Public Hearing Written Testimony

CPT RAY Perez / GPD

RECEIVED 7/29/14

SECTION: § 3003 (c) 2)

ACTION: Delete reference to Community Assisted Policing Effort (CAPE) Volunteers

JUSTIFICATION: CAPE volunteers are not defined in law as officers, peace officers or sworn officers. Therefore, the POST rules should not include them, unless the law is amended to include volunteers. Ref: 8 GCA § 5.55; 16 GCA 3401.1(f); 10 GCA § 77302; 17 GCA § 51101(b).

SECTION: § 3006 (a)

ACTION: Establish clear and meaningful specification for Peace Officers' Skills, Knowledge and Ability (SKA)

JUSTIFICATION: Reference to "skills" needs further defining (some are not skills, but training courses). If there were any area that the POST rules should strive for the greatest impact, it would be in articulating the crucial knowledge and skills needed for a person to enter a profession that may have a profound effect on citizen's lives. To that end, the elements needed--not just the course titles--must be spelled out in greater detail and not be assumed to fill the needs based on a course description.

SECTION: § 3006

ACTION: Establish ^{category} clear and meaningful specification for Peace Officer initial entry supervisor/manager/chief executive's Skills, Knowledge and Ability (SKA)

JUSTIFICATION: As with the Peace Officer performing in the field, supervisors / managers / chiefs may implement decisions with profound effect on individual citizens and on the community.

Ref: 51102(g)(c)

SECTION: § 3006

ACTION: Include subsection specifying that an employing agency may establish qualifications and standards for hiring and training that exceed the minimum qualifications and standards set by the Commission.

JUSTIFICATION: 17 GCA § 51105 (c).

SECTION: § 3008(c)

ACTION: Include agency requirement for dedicated fitness program training time for PFQT failures.

JUSTIFICATION: Most GPD officers work long hours, often 7 days a week, subjected to poor nutrition during the duty shift and abnormal meal times; little effort is given to help the employees succeed, despite the demands. While we intend to adopt the AF fitness standards, we do not have guidance in the POST draft to implement support programs like the AF Balanced Eating, Workout Effectively, Live Long Program (BE WELL) program. Creating a new fitness standard and then failing to provide support for PFQT failures seems to give our personnel the value of disposable utensils.

August 5, 2014

To: THE P.O.S.T. (PEACE OFFICER STANDARDS AND TRAINING) COMMISSION

From: Cultural and Linguistic Coordinator (CLC), Project Kariñu / UOG CEDDERS

Re: Public Hearing on Administrative Rules

Hafa Adai,

My comments are presented not only as the CLC Coordinator for Project Kariñu, Guam's Early Childhood Mental Health Program, but also as a member of Cultural and Linguistic Appropriate Service Partners (CLASP), a coalition of organizations working together to promote CLC in our service organizations. Guam Community College is an important and valued member organization in CLASP.

My suggestions fall under these specific areas:

- a. Modification of language where ever there is reference to a person with disabilities so that the statement more appropriately reflects the "person" preceding the description of the "disability" instead of the disability defining the person. Therefore, instead of saying the disabled person, or the mentally ill person, you would more appropriately say "the person who is disabled" or "the person with mental illness" (Page 7, Last paragraph).
- b. Insertion of the word "Psychological" in several sections to reflect the importance of integrating attention to the "whole health" of the candidates (both physical and psychological fitness).
- c. Using the term "psychological" to replace the term "mental" so that the language is consistent throughout the document.
- d. Adding a new area "B. Psychological Fitness Qualification Test" to Section 3005. Page 5.
- e. Including the following topics into the training curriculum (Section 3006 (a), Page 7):
 - Cultural and Linguistic Competence to include information on federal and local mandates pertaining to one's rights to receive Language Access Services;
 - Dealing with Individuals with Physical and Psychological Challenges and the mandates that protect their interests.
- f. Including the following topics into Section 3007. Minimum Standards for Certification of Basic Training Institutions (Page 9):
 - Mental Health First Aide
 - Or Non- Violent Crisis Intervention with Individuals who have mental illness.

The suggestions are written in the body of the document (Administrative Rules) in red ink.

Thank you for the opportunity to give input.

MARILES D. BENAVENTE, ACSW/IMFT

ITEM

2.f.

Electronic Audio File of the Public Hearing

ITEM

2.g.

Public Hearing Transcript

TRANSCRIPT FROM THE GUAM P.O.S.T. (PEACE OFFICER STANDARDS AND TRAINING) COMMISSION PUBLIC HEARING JULY 29, 2014
Compiled by P.O.S.T. Commission Executive Director Dennis J. Santo Tomas and Ms. Bertha Guerrero

Airport Police Chief Robert “Bob” Camacho, P.O.S.T. Commission Chair:

Good morning and welcome to the P.O.S.T. Commission public hearing for standards for all peace officers. And I know that many of you have probably heard some information that may have been passed on to you by your Directors, Executive Managers and you know upper echelon or what have you. And this is the reason why we are having this public hearing is to probably clarify some of your questions. For many of everyone here it's a deep concern of how it's going to affect your career and those of your co-workers also. So we want to help clarify the fog that might have come up because of all the information that has been passed around if there's any and hopefully you've gone to some briefing regarding this or you've had some meetings with your directors and chiefs and so we're going to try and redo this presentation again and we'll have the floor open for any questions if you have any.

Of course we have “What is the P.O.S.T. Commission?” and basically it's the Peace Officer Standards and Training Commission and it's by law, 17GCA Chapter 51. And basically it's the authority to establish and set standards for hiring, training, ethical conduct and retention of peace officers for the Territory of Guam for certification and approval. So that's the whole gist of what the P.O.S.T. Commission is. It consists of the 10 different agencies, law enforcement agencies that have peace officers in there. So what we have been doing for the past 2 to 3 years, just to give you a background is trying to establish a rule that can help apply to all peace officers and it's taken this long to get to this point and with a lot of research, a lot of questions and a lot of, you know, communications among all the agencies. We've had opportunities to send out information to all the different agencies and we've had input. Not only that but we also contacted people from off island and got resources also from the internet and through our correspondence through e-mails. We've also been working with GCC and UOG and, just to give you kind of an idea of the structure of the POST Commission, we have the Attorney General's Office involved in the POST Commission, the GCC, DOA and all the other agencies. We're talking about – Customs, GPD, Port Authority, Airport, the Marshals Office. Department of Corrections is one of them also. We've got together on many occasions.

We've actually on every year we're supposed to meet about four times but we've actually met more than that. So what we've come with is not something we just thought of overnight, it's been a long journey to get to this point and it's a starting point. I want to also let you know that everything you hear today is just a starting point. As we go along and there's going to be changes as we try to apply this to different agencies so there's going to be changes, there's going to be some bumps and challenges along the way, as with every kind of rule or policy or law that's implemented. There's going to be a time to acclimate ourselves to this idea of changing our standard. So keep that in mind, we are here to make it better and make things more difficult. The reason why we exist as peace officers is for public safety

so the end game is are we protecting the public by having a more efficient and more professional law enforcement agency. So let us begin.

What are we tasked to do? Number 1 is training standards of peace officers. So in the law, there is a list of people that are identified as peace officers and that's what we started off with. And we're talking about GPD, Customs, DOC, and there's a whole list of other people that are identified as peace officers. So that's the criteria and I want to kind of talk a little bit in advance here. There are some agencies that right now are have uniformed, Airport Police has guards and armed guards. It's not in the law that they're indicated there as peace officers so that's another challenge that we have. We're going to have to ask the Legislature to include them and the same thing with the Port. They are not identified in the law as peace officers so those are our challenges that we need to overcome.

It says also to establish physical fitness standards and that's what we're going to be talking about in a few minutes here with Captain Manibusan is going to assist us here. He has been helping us develop that. Standards of Training Institution Training programs – Not only are we talking about GCC as a training institution, but GPD, a private agency that comes about and wants to start having a training program. The POST Commission has been given that task to help evaluate that and whether or not its within the standards of what we are looking for. So if a private agency comes up or private schooling comes about and says they want to do some training for law enforcement officers or peace officers then, by law, they can do that with the authorization of the POST Commission. We also talk about decertification. When we don't meet the standards, the POST Commission will be notified by your agency that certain things are not, let's say you become terminated, your certification will be pulled back. These are things the POST Commission has to review on an annual basis at least. We are also tasked with the responsibility of doing research. So let's say there's an issue in an agency and you need more information on what's the best way to do this things like Officer Survival, Active Shooter, or dealing with HAZMAT or whatever as law enforcement officers are tasked with that responsibility to do some research and find out what are the best practices so we can help implement that in all law enforcement agencies. And we're also tasked with the ability to inspect records. So if let's say an individual has not done a certain training that he's required to, we can ask, as the POST Commission, say hey can we see this guy's record to make sure his certification is valid and up to date. So all these different things the POST Commission is involved with is not and I don't really think this is something where we stand above you guys and say hey we're dictating all these different things. This is something where it's not an outside party, it's somebody that, it's a group of law enforcement officers and agency representatives that come together and say hey this is what we want, this is we believe is a true standard of what we supposed to be as peace officers.

Now what did we come up with. If you look at the POST Administrative Rules, there's some descriptions like this. Basically we have categories 1, 2, &3 and depending on the type of duties and responsibilities that you might have, you would fall into those categories. Essentially, category 1 is those law enforcement officers that carry a weapon, conduct investigations, make arrests and so forth. And then

number 2 of slightly specialized nature that your depending on what your duties and responsibilities are, you would fall under category 2. And then there is Category 3 that is pretty much a regulatory type of responsibility. So again, how did we come up with this? Well, it's because we realized all agencies couldn't have just one peace officer. Also, the POST Commission is mandated by law that we have to find different types of training for the different categories of officers. We're tasked with categorizing these types of training for the duties and responsibilities for each position. So this is what we came up with. We wanted to be simple and easy to understand. So it would I will give you an example.

If someone is doing regulatory work and let's say you know that doesn't need the full blown criminal justice academy he shouldn't be allowed have to go through that or the same thing with category 2. So there's for each category there are very different requirements for training and so I think that is very appropriate because you may not need it if you are category 2, category 3 to go through the criminal justice academy or what have you. OK, the standards for training program, so training institutions again, as I mentioned again, we certify training institutions at least adopt their training programs. And again we will also be consulting with GCC and UOG on these matters, the mission requirements, transcripts, facilities and instructors. We will be looking at who's teaching, who's giving these instructions and make sure that the person that is teaching whether it be at GFD or at GPD if they have no other training academy, are they able to perform those duties and responsibilities and teach it accordingly. Counseling, orientation and discipline, training records, testing, grades, attendance, rules of safety and first aid. These are all some of the things that are in the P.O.S.T. Rules and Regulations. All you got to do is look through this specifically on those areas and I don't want to go into all everything that's in there. We cover all that in the rules that we have here attached. I'm going to ask our Executive Director, I'm so sorry. We have Major Vince Perez, he's the co-chairman for the POST Commission and Captain Manibusan, Guam Fire Department and he'll be talking about the physical fitness area if there are any other questions. Now we have the Executive Director for the POST Commission, Dennis Santo Tomas.

Dennis Santo Tomas, P.O.S.T. Commission Executive Director: I just want to thank everyone for being here today and again to, everyone's busy and. Can you hear, everybody can hear? Make it louder. Like the Chief said, like Chief Bob Camacho said what we've been working on here for the past year or so are standards, standards that will benefit you, benefit your future officers, your kids, your grandchildren and these are standards that will help ensure the safety and the health of our current and our future officers. So going to the Physical Fitness Qualification Test or PFQT, again we've modeled, the Commission modeled it after the U.S. Air Force Fitness Test. For those of you who don't know what it is, It's basically a, Captain Manibusan will talk more the details about this later. It applies just to the categories 1 & 2 peace officers not that of category 3 which are really just the statutory, uh, regulatory kind of people. It will be applied in a 3 year implementation schedule. Again, the 3 year implementation schedule, the first year is basically to get everybody educated, get everybody aware, start identifying your personnel in your agency or department who will be involved in the administration and conduct of this program, the physical fitness program. That's all in the first year, basically

getting everybody up to par so they know what it entails. In year 2, that will basically require the agency and the department to administer diagnostic testing. Diagnostic testing for all the personnel for all your officers so you know where they stand, they know where they stand, they know where their weaknesses are, they know what they need to work on. If they have any medical challenges or deficiencies at that point in time, that's the time go see their doctor, get it documented, get it signed off, that's the time. For example, which Captain Joey will talk about later. If there is something, you have some medical condition that prohibits you from running but you're able to walk then that's an example of something, you can go ahead and sit down Mr. T____. So that's an example. So first year again is education awareness and start building the program within the department or agency. Second year is all diagnostic testing for everyone, see you doctors and so forth. Year 3 is when you start to administer it for real and record it for record, record it for record. So essentially all the officers that are on board and officers who continue to come on board, we have a three year, we have a three year schedule by which to get in shape and able to pass this physical fitness test. The fourth bullet - No POST certifications will be denied, suspended, revoked until the end of the third year of that implementation schedule. So nothing will be held against the officers until we begin doing the record testing at the end of that third year of that implementation schedule. The next bullet - peace officers are responsible for compliance to this PFQT policy. So it's an individual. Granted, your department chairs and agency heads have this responsibility for the program, but when it boils down to it, when it comes down to it, it's the individual peace officer's responsibility to make sure he or she can pass a fitness test. You've got to devote the time, make some sacrifices, stay in shape, eat right and so forth. So it's an individual responsibility for the peace officer. Next bullet pursuant to 17GCA subsection 5114(b)(7), it shall be incumbent also on the individual peace officer or recruit/trainee it receive a health screening form from a licenses health professional prior to undergoing the fitness assessment. So we don't just want anybody administered the test without having been properly screened by a health professional so it is an individual responsibility.

Airport Chief Bob Camacho, P.O.S.T. Commission Chair: You know I'm, just to interject here. A lot of people are asking why do we have to have a physical fitness test. Well, Number one, of course, we all want to have this idea of that yes law enforce officers can perform our job, our duties and responsibilities effectively. That's first and foremost for public safety purposes, right, that's number 1. Before we implement a physical fitness policy, it has to do with your job performance. Can you perform your job? So we had to look at a physical fitness test that can give us a general idea that this person is able to perform some general physical anti-biolic aerobic type of physical condition that he can either pull a fire hose or drag a person out without hurting himself or others. These are things that we have to consider. The other thing is that all the law enforcement all know we have seen a co-worker or fellow officer go physically possibly in each department or have some physical difficulties because he wasn't exercising or not eating right or what have you. And so this is an overall health mentality not just because we want to have physical fitness thing but to help us even when we retire that we continue have good physical health. So we are trying to promote a healthy way of living not just because of our job. When you retire, you have this maintain this physical fitness standard and live a

longer life. So we've all seen in every department some fellow officer who has lost his life due to a heart attack, there's a high number of diabetes, high cholesterol, all these different things that we all know. At least in my agency we've looked at the amount of sick leave that has gone through out the Govt. of Guam, that has a reflection, that impacts our overtime, it impacts our financials, our institution, so many different things because we're not maintaining our health. It has a domino effect so when you're paying for somebody who's on sick leave, that's overtime and with overtime you can't get more vehicles, you can't get more equipment, you can't get more training. There's so many different things that go about. Everyone will probably attest to this, you seen some people who are always sick maybe every week or every other week or sometimes long periods, two or three months. So what this physical fitness program is to help our fellow officers, our fellow peace officers to get in shape and get into a condition where he can come to work. As peace officers whether you are in the Fire Department, GPD or Customs or what have you, we also want to know that we are safe when we come upon a situation where we have to respond, that the officers or peace officers have our backs. They can take care in case of emergency situations that arises and that they are physically fit to respond to any kind of critical incident. So keep that in mind as we are talk about this thing. I think this is a long overdue standard that we need to make sure. Just to give you a bit of background. We've contacted numerous agencies from off-island and looked at all the different standards. What we found out is that we need a job-specific related type of physical fitness program. Not only that, something that is statistically based and scientifically supported and the best idea we got is the U.S. Air Force because they've done all the research, they've done all their homework. It applies to all parts of their ranks from the General to the lowest ranking Airman. So this was to us the perfect model for all of us in the law enforcement field because your Chiefs all the way down to the PO1 or what have you are going to have to follow that standard. It's not going to be discriminatory at all, no matter what your rank is. Again It's going to be fair across the board and it's for the good of yourself and the operations. So we better go ahead and move on.

Dennis Santo Tomas, P.O.S.T. Commission Executive Director: As we move on to the next slide, we going to just give you an explanation of "Why the Air Force" because there are many other fitness tests as we all know, Marines, Army, Navy but again as the Chief says the Air Force is a good model. The Air Force exercise physiologists and preventive medicine physicians developed this new health related physical fitness test with science based criterion standards for aerobic fitness and body composition which is a first in Department of Defense history. Also the standards provide health risk ratios that indicate a susceptibility to cardiovascular diseases, type 2 diabetes and certain cancers. Member productivity and lost duty time are also given special emphasis. Third bullet, this physical fitness assessment takes into consideration different thresholds for one's age and gender. Moreover, the USAF chose to create a shorter physical fitness assessment, than its counterparts the Marines, Army and so forth that still adequately gauged a law officer or peace officer's physical fitness thus making test administration more efficient for public safety agencies.

So once the third year goes by and we've reached the end of the third year, record testing begins. What happens when you start to fail your first PFQT? When you fail

your first PFQT, when you attain your first unsatisfactory, you will receive a written warning from your department or your agency head and you will be required to retest. Get back into shape and take that PFQT in 90 days. It's written down so you got the warning and you've got the time and they'll work with you to give you the time to get in shape - 1st failure. 90 days later you retest and you fail again. You'll get a 2nd written warning and another 90 days to shape up and be administered the PFQT once again. If the individual fails a 3rd time then he'll get a third warning and one more opportunity to retest again in 90 days. After the 4th failure, certification is temporarily suspended, as the Chief earlier, mentioned earlier and officer is placed on administrative duty without authorization to carry a firearm. The agency or departmental head will make a recommendation to the POST Commission, those of us that are the Commission as a while, to revoke the authorization's certification. Again it's up to the departmental chair or head if they want to still retain that individual but certainly that individual can no longer function as a peace officer. He or she may be assigned an admin duty type job or seek transfer to another agency. If he can't maintain physical fitness standards even after being given four opportunities. This must take place within a 24 month period. If you get 4 failures within a 24 month period then it will lead to the last bullet. I will let Captain Joey talk more about that.

GFD Captain Joey Manibusan, P.O.S.T. Commission Member: (Capt. Manibusan referred to the screen) Looking up at the board there, this is basically the minimum component requirements for males and it ranges from 30, 30-39, 40-49, 50-59 and 60 and greater. The abdominal circumference maximum for all age groups is 39 and as you see up there, that's the run time maximum. Actually, you have to score within that time frame for each of those respective age groups. Situps is this one here and pushups. For example, like myself 40-49, I cannot have greater than a 39 inch waistline and I have to do my run within 14 minutes and 52 seconds. I have to do at least 34 situps and 21 pushups. Now those are the minimum only. If you max out on it you take out the full point. Keep in mind there are points attached to these individual requirements and you need a total of 70 to pass. One of the modifications that the Guam P.O.S.T. Commission is going to make is, the difference would be with the active Air Force similar to the Guard, the Air National Guard is you only have to do it annually, not biannually.

As female requirements there is 30, 30-39, 40-49, 50-59 and 60 and greater. The maximum circumference for the waistline is 35.5. You can read up there the one time? situps and pushups minimum requirements in order to pass. *(There was a question about a 1.5 mile run and Capt. Manibusan replied.)* That is a 1.5 mile run.

Up here what you see is a fitness questionnaire screening. Prior to participating in the fitness exam, each individual peace officer needs to complete this fitness screening form. Basically, what it does is it asks you certain questions to see whether you are able to make the exam that day. Even me, myself, my vision with that is not working really well. What you see up there is A, B, C, D and E is the first question you see is: Have you experienced any of the symptoms/problems listed below. And this listing: Unexplained chest discomfort with or without exertion; Unusual or unexplained shortness of breath; Dizziness, fainting, or blackouts

associated with exertion; Other medical problems that have not been evaluated, optimally treated or already addressed, that may prevent you from safely participating in the test such as heart disease, sickle cell--, asthma, etc., or a family history of sudden death before the age of 50.

If you answered yes to number 1, you will be immediately stopped and have to report to a health provider and the health provider will screen you and would diagnose whether you are able to, the doctor will medically clear you for the maximum effort of 1.5 mile run. Whether you are cleared for, or in the case of, if you cannot run and allowed to do basically a 2-mile walk, they would indicate whether or not they are able to do that, or cleared for pushups or situps. So in the event that they are not able to even continue to participate, within 30 days, then they would be required to get a more extensive medical (prescription?) description, such as almost like a permanent medical profile. And if that was the case, then that would have to be addressed by the individual departments and the P.O.S.T. Commission. That has to be determined, whether, whatever action to be taken after that.

(Before the next slide, there was a question.) There was a question about failing one element on the scale, do you fail the entire test.

Capt. Manibusan:

If you are exempt, let's say that you are cleared, exempt for one element, then no you won't be failed for that particular testing.

Question from individual: Let's say you are not exempt, you failed one element.

Capt. Manibusan: If you failed one element, yes you failed the entire testing. Now let's say that you were previously cleared from participating in the pushups, then that particular portion you'll be exempt, you will pass. So again, if you have a previous profile that's been documented, and then you can participate in all the other elements, then you can still participate. Now if you just get outright participate in any of the events, then technically you're unfit.

Major Vincent Perez, Guam Customs & Quarantine, Vice Chairman, P.O.S.T.

Commission: One of the things that maybe we did not touch on is the fact that you could get an exemption, or if like if you have a bad back and you can't do the situps but you could do the pushups, you could actually get a waiver to allow you to exempt yourself from that portion of the test so you'll meet that criteria for that part of the testing. And then what happens is that they calculate the rest of the scores and then you could still pass. To clear on that.

Capt. Joey Manibusan: I think I said that in a--that's basically what I said.

Major Vincent Perez: I know, I know.

Marshal T. Masga, Judiciary: I have a question. Capt., you mentioned it's on a total point system.

Capt. Joey Manibusan: Yes.

Marshal T. Masga, Judiciary: ...Is there a possibility where you can actually fail one component but do excel on another...?

Capt. Manibusan: You cannot it, yes, the numbers may add up to 70 but if you failed a component, for example, you passed everything, but let's say, the biggest problem that we've seen is the waist. Now if you do go above the 39 waistline, then what they have is what they call a BMI and a BFA.

A BMI is the Body Mass Index and the BFA is the Body Fat Assessment. And basically what a Body Mass Index is they will take the dimensions of your neck and your waistline. Subtract the neck from your waist and they will come up with a number. That number will be compared against a chart. You will come up with a factor, a body percentage, that's the body fat, I'm sorry.

The BMI is based on height and weight. You have a certain height, you have a certain weight. And it's not within the chart, it will tell you whether you're a go, or no go. (32:34)

Okay now for the body fat assessment, if you failed the BMI, then they include the body fat assessment, which is the neck and waist. They subtract the neck from the waist, come up with a factor. Okay, males cannot have nothing more than a 18% body fat, females is 26%. Again the Body Mass Index is based on height vs. weight.

You cannot have, for example, I am already a 66"-67" high, 5'6". Let's say you're 5'6", your maximum weight, if you're gonna go BMI, your abdominal circumference is greater than 39, first step is they'll check your BMI. If you were 5'6", the maximum weight you could have is 166 pounds. The chances of that happening, that's better than the 39, more than likely I'm probably like 180 to 190, or greater. But some people just are built that way, so that's why they have the BMI.

Now let's say they're still ---the BMI, and go with BFA, Body Fat Assessment. So they will take the circumference of your neck, the circumference of your waist, they'll subtract the neck from the waist, compare it to a chart based on your height and they'll give you a percentage. Again, males are gonna have nothing more than an 18% body fat percentage. Females cannot have nothing more than 26%.

Question: From the weight establishment, let's say I wanted to take protein supplement but because of the size of my body, let's say my muscles and all, aside from that, am I going to be punished for that?

Capt. Manibusan: No, and that's the reason why we're talking, in that particular case, more than likely you'll fail the BMI, the Body Mass Index, because height and weight---somebody's who's going to be a whole lot more heavier for their particular height, so they'll proceed to the BFA, the Body Fat Assessment. So then they'll take your neck, subtract it from the waistline. That number there, as long as they do not have the body fat percentage of greater than 18%. And more than likely that person,

like you said the Incredible Hulk, more than likely they have a lot more muscle than fat so that would be the case.

(Capt. Manibusan asked for the next slide.)

Capt. Manibusan: Okay, this is basically just the doctor's evaluation side where they will sign it whether they are medically cleared for one of their individual components and if they were not cleared then they will be referred to a more extensive evaluation.

(Capt. Manibusan asked for the next slide referring to a chart.)

Capt. Manibusan: Basically you have another chart up here. This particular chart is for a male aged 30, and all it does, this would be a score sheet. You would put down your name, you'll put down your age group, your weight, your height. And as you go through the test for each time, like your time element. For example, you have a 34" waistline, you get the the maximum 40 points for abdominal circumference, so on and so forth, based on the pushups, the situps and your run, --- you would need to get a minimum of 70 points. That's basically it and I did get the minimum components in the earlier slide.

All these charts are available online. If you go to the GCC website for the P.O.S.T. Commission. They are mixed. You can Google it, just type in AF Standards, Air Force Standards, Physical Fitness Standards and you would go to the website. You just click on it and all these charts are available for free. Next slide please.

Chief Bob Camacho: That's it, good job. Thank you very much Captain. Well we're going to go ahead and open up the floor for any kind of...

Exec. Director Dennis Santo Tomas: Make sure everyone signs in.

Question from a gentleman: We were asked by the guys out in the field from a lot of the guys who are already in the Air Force Component, PFQT and we pass, can we carry that over to the Guam Police Department?

Chief Bob Camacho: That was a question that was brought up and because of, you know we wanted to kind of maintain the same standards throughout and then also the accountability of the officers. That was brought up. We haven't decided but at this point, we haven't accepted that as a possible component but that can be probably subject to review. That might be able to pass but I'm not sure at this point but that was brought up at the last meeting with the managers.

Individual: Another reason is because a lot of the guys are already in the reserves. We do our PT twice a year. If we are going to do one with the prison, firefighters.....that was their concern...I know you haven't, you're still reviewing it.

Chief Bob Camacho: And what we're going to do...of course seriously consider that. The less people we have to test is easier for the agency also. And there are people in the Guard, the Air Guard and so forth. So we'll find out, we'll make that decision but I think that's a valid thing. I want to also point out if you don't want to

testify, excuse me, if you to go ahead and testify and read something you put together, you are more than welcome to do that so that we can put it in our reporting. But if you want to submit something in writing, there's also some documents back there that you can put in, if you do not want to be identified at this point, that would be fine. You have an opportunity to write things down. And of course, on our website, you can also email the P.O.S.T. Commission and we can address those things.

We are going to be scheduling a, submitting this to the Legislature for review and will also include the comments from the public hearing and all the other input from the emails and what have you. But again, you know anything that is new is going to be a very difficult thing to implement and there's going to be, some as they say, bumps on the road but it's a positive good faith effort to get ourselves in, raise the bar and the overall thing is public safety. Not only our health but to help us do a better job efficiently and effectively out in the community.

So the only way this is gonna work is when we have all the managers and the people from the lowest rank all the way up, if we could encourage each other. And it won't be as effective if we don't encourage each other, do our part to get healthy. We have 3 years and that's more than enough time, I believe, to get to the standard that we are going to be held accountable for. We are accountable to the public, and I think, a long time, especially everybody understands. We go to the academy, we go through the recruiting process, we are running, we're so motivated and we can do 50 pushups, 100 pushups or what have you, but as life goes on and you stay with the agency, you start to get a little bit more complacent, what have you. You got to get back into that mode of thinking and get ourselves back into physical fitness. I'm going to leave it open right now.

(Someone tried to speak and was told to identify himself.)

Chief Bob Camacho: Do you have any testimony to present? Can you go ahead and identify yourself sir?

Pedro Leon Guerrero, Guam Customs & Quarantine: What is the deadline for anybody who wants to submit a written testimony, even after today...

Chief Bob Camacho: Dennis do you have anything on that, the deadline for submission? I think we'll go ahead and take the information until the day of the public hearing. We'll take it as long as we can.

Exec. Director Dennis Santo Tomas: Right, we'll take it for submission.

Airport Police Chief Bob Camacho: So any other questions? Again, you know, if you have some other questions later on, or you come up with, please email us or talk to your, send your information to your chief, or training officer and they'll get a hold of us and we'll figure it all out. We take this thing seriously and we want this to be a very successful program. And the only way for this to happen is that everybody is on board and get motivated.

Airport Police Chief Bob Camacho: So Ray Perez, are you going to give an oral testimony?

Individual: I thought there was a signup sheet...there are 2 signup sheets.

Exec. Director Dennis Santo Tomas: One is for testimony, one is to sign in.

Capt. Ray Perez, GPD: Good afternoon everybody. My name is Ray Perez. I'm a Captain with the Guam Police Department. First of all I'll like to thank you all for working on this because I know it's a lot of work. I know you've been through a lot. I know there've been a lot of changes because I've seen some of the material in the past. So it was obviously significant...especially... I have some minor comments on the current draft. I've seen it and downloaded it from the website.

The first one is in reference to Section 3003(c)(2) and that is in reference, the action I think is required is you need to delete the reference to Community Assisted Policing Effort Volunteers and simply because they are not included anywhere in the law that defines them as officers, peace officers or sworn officers. So they shouldn't be included unless the law is amended to include them as volunteers. So that's the first one.

Airport Police Chief Bob Camacho: So you've checked in the law?

Capt. Ray Perez, GPD: As far as I can tell, I tried to research everywhere in the Compiler of Law's website. I could not find anything that defines CAPE volunteers as either officers, peace officers, or sworn officers. So it's like you said about the security guards, they're not included, so unless they are going to be included in the law then they shouldn't be actually inserted in there so it's kind of the same there.

Airport Police Chief Bob Camacho: Got it.

Capt. Ray Perez, GPD: The next comment deals with section 3006(a) and with this regard I noticed, the action I think needs to be done is we need to establish clear and meaningful specifications for peace officers' skills, knowledge and abilities (SKAs). The reason why is because one of the things I noticed is the reference and skill needs further defining. Some of the things on that paragraph, some of the things in that paragraph are not skills but training courses. If there were any area that the P.O.S.T. Rules should strive for the greatest impact, it would be in articulating the crucial knowledge and skills needed for a person to enter a profession that may have a profound effect to citizens' lives. To that end, the elements needed, not just the course title must be spelled out in greater detail and not be assumed to feel the need based on a course description.

Capt. Ray Perez, GPD: The next section, that I've noticed.

Airport Police Chief Bob Camacho: Let's go addressed these one at a time. Just to let you know there are performance objectives for each of these courses and I'll

give you an example. Like let's say cultural sensitivity that might be under the personal development course or interpersonal relation, or let's say the active shooter, that's under officer survival. So for each every other, what do they call it, Student Learning Objectives. So for each of these things, there are Student Learning Objectives but we'll go ahead and put that as a comment on your part though but we'll see what we can do.

Capt. Ray Perez, GPD: I understand you may have already spelled out a lot of these stuff but if you're gonna codify it, perhaps it would be best if you actually codified the SKAs. Because a course content, a course curricular could change. So I'm kind of concerned that you know what I call officer survival at GPD is not the same thing that Conservation calls officer survival. Same thing as dealing with citizens, contact. Same thing with any other thing that you might insert in that paragraph. So I was just thinking if you're talking about peace officers dealing with citizens and potentially you know, affecting their lives, livelihood then maybe one of the best things to do is actually specifying the SKAs. And maybe that's not the right answer, it's just, it's just I suppose for discussion something you can consider.

Airport Police Chief Bob Camacho: Good idea.

(47:00) Capt. Ray Perez, GPD: The next area is also the same section but this is more in general to that section and that would be to establish a category with again a clear and meaningful specifications for the supervisors, managers, and the chiefs required SKAs. Obviously, if you have peace officers that are operating in the field and that can have significant effect on a person's livelihood, their lives and how they can affect them by either effectuating an arrest or just making a decision in the field. The same kind of goes for the supervisors, the first line managers and for the chiefs. 'Cause at each one of those levels you're talking about a significant change in duties and responsibilities. So although we have the peace officers that have specific requirements, we should also look at what does it take to supervise a peace officer. What does it take to be a manager of a peace officer organization. So some of the things that we really need to look at. And the Legislature obviously thought it was important enough to insert language into the law that says GPD has to have certain things for you to become a chief of police, for you to become a police captain, major, and colonel.

So you know, if we're going to look at this and we're going to be serious about it, then perhaps we should also look at supervisors, basic supervisory requirements and basic management requirements.

Airport Police Chief Bob Camacho: Just to let you know, --I want to address each one. We have actually brought that up to the committee and we had a draft, we had some committees for that. To start off with the baseline, we have actually looked at that for the different supervisor and we even identified for each agency what are considered supervisors, and managers and chiefs. Yes thank you very much, we'll look at that.

Capt. Ray Perez, GPD: One other part that falls in the general area under Section 3006, is also includes subsections specifying that an employee agency may establish qualifications and standards for hiring that exceed the minimum qualifications and standards set by the Commission. Basically to make it clear this is compliant under 17 GCA, Section 51105(c) that actually says the same thing.

Airport Police Chief Bob Camacho: Could you say that again I'm sorry 17 what?

Capt. Ray Perez, GPD: 17 GCA, the same enabling legislation. Section 51105(c). It basically says that an agency can establish additional criteria.

So my last comment is in regards to Section 3008(c) and I understand how every individual is responsible for their fitness. But I also feel that it needs to go beyond just that. And my comment is that we should include agency requirements for dedicated fitness training, fitness program training time for the PFQT failures. And I'll use my own agency as an example.

Most GPD officers work long hours, often 7 days a week, subjected to poor nutrition during the duty shifts and abnormal meal times. Little offer is given to help employees succeed despite these demands. While we attempt to adopt the Air Force's fitness standards, we do not have the guidance and the P.O.S.T. --- to implement programs like the Air Force's balance eating, work out effectively, live long program, the "be well" program. And so creating new fitness standard and then failing to provide support for their failure tends to give the person the value of disposable utensils.

I know it's kind of harsh but the reality is that these are people we have invested a lot of time and money in them and we need to treat them with a little bit more, I guess, respect or value and try and support them to get through this because when you have a lot of time you're placing into the job and you're putting a lot of extra time where we have shortages of personnel, then it's a different thing. Now person like me have very little excuse but I'm not one of the personnel on the line. But when we have a personnel on the line who are spending so much time doing these jobs and don't have a lot of extra time and to go and do the fitness stuff, then it's a disservice to them. So subject to your questions, that concludes my comments.

Airport Police Chief Bob Camacho: Thank you.

Chief Bob: Check the list, okay, the next person is Adonis Mendiola, Director of DYA. I think he stepped out. Okay the next one, John. Just to ...Adonis Mendiola will be submitting a written testimony.

John Patrick Aguon, Sgt., GPD: My name is John Patrick Aguon, I am Sgt.1 with the Guam Police Department and first of all I want to thank you for this time to discuss these issues regarding the P.O.S.T. Administrative Rules.

The concern that I have is this Category 1, under 3003, regarding that every sworn personnel employed in Category 1, going down: "Every sworn personnel employed

in the following agencies, from entry level to highest rank, including positions such as Civilian Volunteer Reserve, Detention Officer," and so on and it list all the agencies. Now, if you look further on the section of 3006, subsection 3006, Standards for Certification for Each Category. I want to say this, "Any person who has been employed on a permanent basis as a peace officer on Guam prior to the promulgation hereof and who is currently employed as a peace officer, or was previously employed as a peace officer for at least ten (10) years prior to September 7, 2007, may be certified as a peace officer by the Executive Director without having complied with § 51104(b) and (c).

John Patrick Aguon, Sgt., GPD: I don't know if you understand this under the Civilian Police Reserves, they are not fulltime employees.

Chief Bob: Okay, I see what you what you're saying. So you want to make some changes...

Sgt. Aguon: Correct.

Chief Bob: Permanent but also.

Sgt. Aguon: Yes, they should be in a different category.

Chief Bob: Okay, okay and what would you recommend that they be put in the category?

Sgt. Aguon: Maybe 2?

Chief Bob: That's for the Civilian right?

Sgt. Aguon: CVPRs. Not only in the Guam Police Department , I believe other agencies have CVPRs, or reserve, a component. Issues because they are not fulltime employees.

Chief Bob: Okay, let me ask you something, if it wasn't, just because of that temporary, do you think they fit otherwise would fit the category of Category 1, or you know despite the fact that they're not fulltime employees. I mean would you, you know as a police officer, do you know that if we changed this to include reservists, would you support something that would say, that even reservists, even though they're not permanent they should be in Category 1?

Sgt. Aguon: Should I support it?

Chief Bob: Would you think that would be a, something that is...

Capt. Aguon: If the changes that you are saying, but I gotta understand what language are you gonna put to make sure.

Chief Bob: Let's say, we say because it says permanent basis right?

Sgt. Aguon: Right.

Chief Bob: You're not permanent, correct?

Sgt. Aguon: Correct.

Chief Bob: Limited term, LTs.

Sgt. Aguon: Right.

Chief Bob: So if we say limited term employees under the reserve program, would you be agreeable to that? Do you think that would be sufficient under Category 1?

Capt. Aguon: I understand, yeah if it meets the standards under what is under Category 1 peace officers. But these are for the people, you are going with the date now, so anything before, after 1997, or is that, do you understand what I'm saying?

Chief Bob: Yeah, well because of what the law states, that when... the law was enacted, that's why we had from '97 up, so that's the reason why. But I also want to caution it, not caution, note here that it says may, so in other words it can be grandfathered. In other words, let's say the guy has been a reservists for 10 years, or 15 years, you know, that gives us the opportunity to say this guy has done everything, has done investigations, done multiple trainings. He does not need to go through this type of training because he already he has the experience. Even though he may have had a few classes missing or whatever.

Sgt. Aguon: Then sir I would have to disagree on that one because you're asking for a standard, right, and if this person has not obtained that training, that doesn't meet that standard. You know no matter, hey he's a dedicated employee or comes in as a reserve, I understand that. But if he hasn't had that training, that falls in liabilities until after the fact if anything should fall into place that is taken because we didn't follow the standard that is by law.

Chief Bob: Right, got it.

Sgt. Aguon: Now, after if so this thing has been implemented. Are they bringing up the minimum standards for certification of basic training institutions, 3007, subsection all the way from "a" through "p." These standards must be in place with any training institutions is what I'm reading, right?

Chief Bob: That's right.

Sgt. Aguon: So GFD, GPD, Guam Customs, every other law enforcement agency that falls under the peace officers must have these if they're going to do training? Or is it just going to be one body, or academy, or you know what I'm saying?

Chief Bob: The law kind of wants us to expand our availability other avenues of training, so I think at this point we still have GCC, the.

Sgt. Aguon: The certification body.

Chief Bob: The certification body. But, of course, GPD has been doing their own training too as far as the academy and all that. I know that GCC has been working with your side of the house, so I'm not sure exactly, if this is, I mean this is all conversant, it can go to other institutions.

Sgt. Aguon: Because this also greatly affects a lot of employees that prior to what year you're going, or when is its implementation.

Exe. Dir. Dennis Santo Tomas: And we wanted to diversify against the one center concept and allow us to build out. Like the Chief says, when you build out, you still need certain standards to be met. I think it's like an involving process something that you continue to build on that we're open to, so that way.

Sgt. Aguon: So you build like, let's say you build or you organize a certain academy.

Exe. Dir. Dennis Santo Tomas: Right.

Sgt. Aguon: For the basics for P.O.S.T., then you throw them out, which agency they want to go to and then they get their in-service.

Chief Bob Camacho: Right.

Sgt. Aguon: So that will pre-qualify them for peace officers category but they are employed already from their respective departments.

Chief Bob Camacho: Right, yeah.

Sgt. Aguon: That's what I'm understanding.

Chief Bob Camacho: Yes, right.

Sgt. Aguon: Because this is just to certify their categories.

Chief Bob: Exactly.

Sgt. Aguon: It's not saying they need this to be employed first.

Exe. Dir. Dennis Santo Tomas: Well, like I said, I think I had mentioned this earlier, in the past there were no set standards for the employment of a basic peace officer other than a high school degree. So by putting these Administrative Rules together, go back to category, "a", 3006 paragraph "a." I would say to be a Category 1 peace officer, the individual must have undergone and completed all of this training and

received some certification to that effect and all the other stuff, have a firearm's id and so forth, so.

Sgt. Aguon: Correct.

Chief Bob Camacho: 3004 has the.

Sgt. Aguon: The pre-employment, yeah I see that, yes.

Exe. Dir. Dennis Santo Tomas: We're just trying to help the agency so that you just won't be getting just any person right off the street, but at least a person that meets the minimal qualifications to help the agency. Make sure you're getting a quality individual.

Sgt. Aguon: 'Cause I'll give you an example. I'm with the training and staff department as well. We send our trainees, POTs, to the GCC Apprenticeship program and they got the basic certification, that is I guess approved by DOA. They'll graduate and then when they apply for the PO1 position, DOA requires that certification from GCC, or I guess maybe UOG saying that they met the basic qualifications, then they can be promoted to the Police Officer 1 position.

That's what I'm saying, is this going to be a requirement prior to them being employed, or after employment, then they fulfill this, then they're qualified to be certified as a Police Officer 1?

Chief Bob: Yes sir.

Sgt. Aguon: Okay, to just clarify it, okay? For now sir, that's all, thank you sir.

Airport Police Chief Bob Camacho: Thank you very much, I appreciate it. Does anybody else wish to provide testimony or written?

Lt. Quitugua, GPD: Hafa Adai, I am Lt. Quitugua with the Guam Police Department. I currently work with the administrative division of the department. I'm also the chairman for the physical fitness policy committee for the Guam Police Department. And we had several concerns over the previous weeks leading up to this.

First of all, I'd like to give you guys our thanks for putting together a policy because we fully support physical fitness in our department and that's the reason why we have a committee. We're trying to put together a policy that is reasonable and can defend ourselves against any administrative action that comes forth with regard to people that will fail, or people that will have some questions about some of the policies that we put forth in the next couple of weeks.

First of all, I'll like to talk a little bit about the administrative policies of the department and follow through with what Sgt. Aguon was talking about with regard to Category 1 certifications and requirements before I speak about the PT policy.

Some of the concerns that we had, we met earlier about the Administrative Rule. And we feel there is some concern with some of the required courses with the Criminal Justice certification here at GCC, which is currently the certifying authority for education and curriculum for peace officers in the Guam Police Department. Some of the courses that are being given are EVOC, Emergency Vehicle Operator's Course, which is a required course, and Criminal Investigations, which is also a required course.

Now if we certify Category 1 officers, or the P.O.S.T. Commission would certify Category 1 officers and they are employed in other agencies, aside from the Guam Police Department, and figure at some point in time, they use their certification as Category 1, to transfer into the Police Department. Like every other agency, there is in-service training requirements that are required in the department in order to certify them. And what would happen is if somebody would move into our agency from another agency, we would have to include now, Criminal Investigations and EVOC in our in-service training. And we foresee that the requirement of having to enroll these officers into a course that is not a part of already what already should be Category 1. And if those courses set us apart from the other agencies and isolate us into a different category by adding those courses into Category 1 requirements, then we would request that we be categorized in a separate category requiring certain courses such as Criminal Investigations and EVOC as a Category 1 requirement. Or any other courses that we feel, upon further review, that would not allow somebody to, the great mobility as a Category 1 officer to come into the department and levy a duty on us to train them and again, we're probably going to have to pay for it and costs is always a concern for us in the department with regard to training.

Now move on to the physical fitness policy. Like I said earlier, we support it and we thank you very much for your hard work and the research that you guys put forth. Now under the physical fitness.

Exec. Dir. Dennis Santo Tomas: Before we go on to the fitness, can we just, those 2 courses that should be added to the basics is the EVOC and Criminal Investigations?

Lt. Quitugua, GPD: Right.

Exec. Dir. Dennis Santo Tomas: That should kind of like make it consistent across the board.

Lt. Quitugua, GPD: Yes, for us.

The Physical Fitness Qualification Test, Fitness and Wellness Coordinator on Subsection 3008(c), the nine requirements, right, that we have under the physical fitness and wellness coordinator program.

#1, "Educating peace officers about the PFQT program and the physical fitness standards that they must meet."

We have a lot of challenges with this one particular subsection because we currently don't have anybody that we can reference a recognized training institute to have certified anybody as a physical fitness trainer. We've done some research at the committee and we found that the Federal Law Enforcement Training Center (FLETC) offers a course. And in moving forward, we would request that the P.O.S.T. Commission provide us this ability, meaning costs, of course, pay for us to have at least two, a primary and alternate, physical fitness health and wellness coordinator, which is required by the Rule to be certified at least with FLETC, or some institute that will allow us to protect ourselves, administratively, for any actions laid against us, as a result of PT test results or anything of that sort, once the program is in place. And also along with that should be built the events that are in the physical fitness program for the Air Force, which is the abdominal circumference failure, moving from there to body mass index, or body fat assessment. We expect that, of course, of somebody being trained at FLETC will have that ability to say look we're trained and have trained several others in the department to manage a program of, at least, currently 314 sworn officers in the Guam Police Department, which is a pretty big amount for us to manage.

So a primary and alternate to manage and sustain a program and maintain a program, which is next in #3, "Development and maintenance of a health and wellness program that includes fitness assessment, goal setting, health and fitness education, and support."

I understand that in the beginning of this passage under (c) it says that it is a duty as a collateral function. I feel that it should be a primary duty for someone managing 300 officers. I really don't see any room for a fitness and wellness coordinator and we can make the adjustments but we don't think that collateral duty is the proper term in our case, at least for the Guam Police Department. And the fitness assessment, goal setting, health and fitness education, and support is quite a nominal task for the amount of officers that we attend to maintain and manage.

Airport Police Chief Bob Camacho: Can I ask you something, you have training officers with GPD, right?

Lt. Quitugua: Yes, we currently have three assigned to training and staff development section and those are considered our cadre. But we do have a list of instructors that the Chief has signed off on for certain courses that we provide both in-service and then the curriculum courses here, the instructors here at GCC, that has been certified through GCC. Again, we would recommend that somebody be certified as an instructor through an agency that is accredited and somebody to protect us when we do some research, or when somebody appealing a case can do some research and say look they just didn't pull this guy out of a hat and he's now a fitness coordinator. Somebody with some background.

Chief Bob Camacho: Maybe bring an instructor out here to GCC.

Lt. Quitugua: Right, right

Exe.Dir.Dennis SantoTomas: FLETC does have that kind of training, right?

Lt. Quitugua: Yes, it's online, it's online, I've seen it on the web.

#6, "Establishing, managing and protecting appropriate records and ensuring their confidentiality." I know I brought this up in a meeting that we had a few weeks ago with regard to any HEPA requirements that we should have.

If the medical information that we contain in our record, in our file is such that requires a HEPA certification. I don't know that right now. I know that there are some forms that are downloaded online and we are putting that together as part of our policy, which are the forms required by P.O.S.T. when this takes effect, when this becomes policy.

We're using the exact same forms. And we need a clear indication that we are not going to be holding HEPA required information, medical information in our file. If so, we would again recommend that we receive the training in order to protect ourselves administratively from any responses or appeals by members of the department affected by the policy. And that's all I have for now. Thank you.

Airport Police Chief Bob Camacho: Thank you very much, that's very good input there.

Lt. Quitugua: Thank you.

Airport Police Chief Bob Camacho: Do we have anybody else who wants to provide testimony? Are there any other questions regarding the P.O.S.T. Rules or the Physical Fitness in general?

(Someone wanted to say something)

Airport Police Chief Bob Camacho: Go ahead, identify yourself.

Sgt. Mike Aguon, GPD: Good afternoon, my name is Sgt. Mike Aguon with GPD. I just want to point out a concern in Section 3006(b). We've been doing this for quite awhile now in regards to new employees when they come in with training. They come into the department and we try to identify whether or not they meet the certification. So with this being said what would the process be if we receive training from another law enforcement agency? Is that something that we have to submit to the department to the body, or?

Chief Bob Camacho: That is correct, DOA will probably ask for that document. Once DOA reviews it, they'll probably going to get a clearance from us, the Executive Director, and then it'll just go through. I'll give you an example, like the Navy, as I understand I read some documents, the Navy, the military police, whatever are now P.O.S.T. certified in their military police training. So we've gotta look at these different factors, whether or not they meet the criteria and if necessary, some in-service training whatever to get them up to speed, or what have you. Yes, that's what would happen, they go through DOA, DOA will look at that and ask if he

had training at the Los Angeles Police Department. Does he meet it and get the certification there and bring it up to the P.O.S.T. Commission?

Sgt. Mike Aguon, GPD: To meet the requirement in service training from the different agencies, would you be requiring an in-service training, curriculum, to meet that, or?

Chief Bob Camacho: You know, all types of training, of course, should be reviewed. But at this point we're more concerned with the basic training. The baseline.

Sgt. Mike Aguon, GPD: The standards?

Chief Bob Camacho: That's right, right.

Sgt. Mike Aguon, GPD: So we can build upon it.

Chief Bob Camacho: Okay, that's, your training is trans condition standards, so what have you. You have your PowerPoint, usually whatever instructor should have something like that and provide that to the P.O.S.T. Commission for it to be certified. And the good thing about it is that most of you guys are already trainers at GCC. So that shouldn't be a difficulty.

Sgt. Mike Aguon, GPD: The times we have at training, of course are taught at GCC, the times we're taught in theory. So what we need to do as departments is take that theory and put it into application. It takes just a little more time without sacrificing...we want to make sure that we turn out the right product.

Chief Bob Camacho: You know and I think, GCC and the P.O.S.T. Commission, you know, we don't want to dictate every single criteria. And, you know, we're going to base it a lot on your experience, how you develop your program. We're not going to tell you, hey that's how it should be done. What we just need to do is show that there's consistency in the training and that everybody understands what the standards are. So that if there's any kind of issues later on, say hey, did he undergo handcuffing and procedures 'cause somebody died, you know, was he trained properly? That was basically it so that we can know that no matter where you're at, whether at DOC, GPD, or Airport, you have one set of standard that says hey, he's been trained properly. That's basically it.

Thank you very much. Does anybody else would like to provide testimony either written or oral? Any other questions that you might want to ask?

Okay, that being said, if there are no other questions, I just want to thank everyone for coming here. I know it took a lot of your time coming here. And I'll like to thank those who provided testimony. And then again everything we see here is a living document and nothing here is written in stone that we cannot change that we feel is not working. And that goes for the P.O.S.T. Rules and also the Physical Fitness. And what we want to do is just to make sure that we have a starting point and that

starting point is you know, help to raise the bar just a little bit to say we have a quality working force and all for the sake of the offices and also for the public safety. I appreciate and thank you once again everyone for coming out.

Exec. Dir. Dennis Santo Tomas: If there's any other written comments, they can submit it to us.

Chief Bob Camacho: I just want to remind you, you can submit the written testimony prior to the Legislative hearing that will be scheduled. And also I at the website. There's also in the website the frequently asked questions. So if you go out to your agency and there is numerous questions, the number one thing that you should try and do is refer them to the website to relief some of your headaches and also alleviate some misinformation. They can also email with any specifics. Thank you very much, I appreciate it. *(End of transcript)*.

ITEM

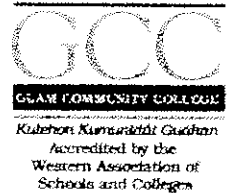
2.h.

P.O.S.T. Commission letter to the Attorney General justifying why there is no requirement for an Economic Impact Statement

(An Economic Report can be made available upon request)



PEACE OFFICER STANDARDS & TRAINING COMMISSION
P.O. Box 23069 GMF, Barrigada, Guam 96921
1 Sesame Street, Mangilao, Guam



September 19, 2014

Attorney General Office
590 S. Marine Corps Drive
ITC Bldg, Suite 706
Tamuning, Guam 96913

Dear Attorney General Rapadas,

Buenas yan Hafa Adai on behalf of the members of the Guam Peace Officer Standards and Training (P.O.S.T.) Commission. The P.O.S.T. Commission thanks you for the steadfast participation and support it has received from your very professional staff. The draft P.O.S.T. Administrative Rules are testimony to the hard work the P.O.S.T. Commission members have invested over the past couple of years.

I would like to seek your support for the exemption of an Economic Impact Statement for the P.O.S.T. Administrative Rules because the Commission has determined the annual economic impact to the general public will not be Five Hundred Thousand Dollars (\$500,000.00) or more. This exemption is authorized in Chapter 9, Administrative Adjudication Law, subsection 9301 (i) of the Guam Code Annotated. In subsection 3012 (a) of the proposed P.O.S.T. Administrative Rules, it states the following:

Application for Issuance of Peace Officer Certificate: Fees for service will be a minimum \$50.00 per person for full evaluation of academic transcripts and training records. These fees shall be submitted into the P.O.S.T. Fund in accordance with § 51106.


In the past three years, there have been a total of seven requests for full evaluation of academic transcripts and training records. All seven of those requests were received in 2013 when the Chief of Police sent over Civilian Volunteer Police Reserves (CVPRs) to have their records evaluated for future Police Officer One vacancies. Since 2013, there has not been a single request for a records evaluation. When averaging the seven requests over a period of three years, the average is a very modest 2.3 requests per year. Based on the proposed P.O.S.T. Administrative Rules fee, this would equate to approximately \$115.00 per year which is still far below the 500,000.00 minimum.

Historically, requests for full evaluation of academic transcripts and training records originate from individuals outside of Guam who are trying to apply for peace officer positions within the Government of Guam. Those who are already employed as peace officers generally do not require this service because they are already in possession of valid Guam P.O.S.T. certifications.

In summary, the anticipated revenue from the proposed P.O.S.T. Commission \$50.00 fee would only average out to about \$115.00 per year based on the actual three year figures. The P.O.S.T. Commission would need to process 1,000 requests in order to generate \$500,000.00 so the chance of that happening, anytime in the immediate future, is very unlikely.

On behalf of the P.O.S.T. Commission, we request your support for the exemption of an Economic Impact Statement for the P.O.S.T. Commission Administrative Rules. We thank you for all your time, support, patience and dedication to this very important matter involving the peace officers of our Island of Guam.

Senseramente,


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

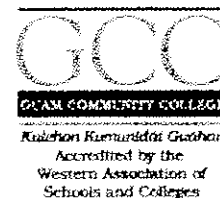
ITEM

2.i.

P.O.S.T. Commission letter to the Guam
Legislature justifying why there is no
requirement for an Economic Impact Statement
(An Economic Report can be made available
upon request)



PEACE OFFICER STANDARDS & TRAINING COMMISSION
P.O. Box 23069 GMF, Barrigada, Guam 96921
1 Sesame Street, Mangilao, Guam



September 23, 2014

Honorable Tina Rose Muna Barnes
Legislative Secretary
1 Liheslaturan Guåhan
Suite 101
155 Hesler St.
Hagatna, Guam 96910

Dear Senator Barnes,

Buenas yan Hafa Adai on behalf of the members of the Guam Peace Officer Standards and Training (P.O.S.T.) Commission. The P.O.S.T. Commission thanks you for the steadfast support it has received from the Guam Legislature. The attached P.O.S.T. Administrative Rules are testimony to the hard work the P.O.S.T. Commission members have dedicated over the past couple of years.

The Commission would like to seek the Legislature's support for the exemption of an Economic Impact Statement for the P.O.S.T. Administrative Rules because it has determined the annual economic impact to the general public will not reach Five Hundred Thousand Dollars (\$500,000.00) or more. This exemption is authorized in Chapter 9, Administrative Adjudication Law, subsection 9301 (i) of the Guam Code Annotated. In subsection 3012 (a) of the proposed P.O.S.T. Administrative Rules, it states the following:

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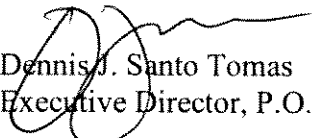
Administrative Rules fee, this would equate to approximately \$115.00 per year which is still far below the 500,000.00 minimum.

Historically, requests for full evaluation of academic transcripts and training records originate from individuals outside of Guam who are trying to apply for peace officer positions within the Government of Guam. Those who are already employed as peace officers generally do not require this service because they are already in possession of valid Guam P.O.S.T. certifications.

In summary, the anticipated revenue from the proposed P.O.S.T. Commission \$50.00 fee would only average out to about \$115.00 per year based on the actual three year figures. The P.O.S.T. Commission would need to process 1,000 requests in order to generate \$500,000.00 so the chance of that happening, anytime in the future, is very unlikely.

On behalf of the P.O.S.T. Commission, we request Legislative support for the exemption of an Economic Impact Statement for the P.O.S.T. Commission Administrative Rules. We thank you for all your time, support, patience and dedication to this very important matter involving the peace officers of our Island of Guam.

Senseramente,


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

ITEM

3

Approved Proposed Regulations Frequently Asked Questions (FAQs)

**GUAM P.O.S.T. (Peace Officer Standards & Training) COMMISSION
ADMINISTRATIVE RULES AND PHYSICAL FITNESS STANDARD
Frequently Asked Questions (FAQ's) as of August 16, 2014**

1. Where can I find the P.O.S.T. Commission's Administrative Rules?

Answer: Hard copies can be found at the Agency headquarters and at Guam Community College (GCC). A soft copy can be found on the P.O.S.T. web page: <http://guamcc.edu/Runtime/postcommission.aspx>

2. Where can I learn more about the Physical Fitness Qualifications Test?

Answer: On the U.S. Air Force website:
<http://www.afpc.af.mil/affitnessprogram/index.asp>

3. Why does the P.O.S.T. Commission have a fitness test?

Answer: The P.O.S.T. Commission has a fitness test because it is mandated by Public Law, Title 17 GCA § 51102 (h)(3) states that the P.O.S.T. Commission shall prescribe reasonable minimum qualifications relating solely to the physical, mental and moral fitness of persons recruited, appointed or retained as peace officers by the government of Guam. Additionally, Title 17 GCA § 51104 (b)(7) states that unless a person is free of any *physical*, emotional or mental conditions, the person shall not be appointed as a peace officer because it might adversely affect his performance of duty as a peace officer [emphasis added].

4. Why does this test follow the United States Air Force Physical Fitness Standards?

Answer: The P.O.S.T. Commission found that numerous peace officers serve as a National Guard members or Reservists, and thereby are familiar with the fitness tests imposed upon service members. According to Air Force Instruction (AFI) 36-2905 the United States Air Force exercise physiologists and preventive medicine physicians developed a new health-related physical fitness test with science-based criterion standards for aerobic fitness and body composition, a first in Department of Defense history. These standards provide health risk ratios that indicate a susceptibility to *cardiovascular diseases, Type 2 diabetes, and certain cancers*; member productivity and lost duty time [emphasis added]. This physical fitness assessment takes into consideration different thresholds for one's gender and age. Moreover, the United States Air Force chose to create a shorter physical fitness assessment than its counterparts that still adequately gauged a service member's physical fitness, thus making test administration more efficient for public safety agencies.

5. Who maintains the responsibility to meet and maintain P.O.S.T. Commission fitness standards?

Answer: § 3005 (c) of the Guam P.O.S.T. Commission Administrative Rules states that each individual peace officer is solely responsible for compliance with this policy. Nothing herein shall be construed to exempt each individual peace officer or place responsibility on any other person or entity.

6. Who conducts fitness tests and where is the program administered?

Answer: Under § 3008 (b) of the P.O.S.T. Commission Administrative Rules each agency employing Category 1 and 2 peace officers shall be responsible for the administration of the PFQT.

7. How were the minimum requirements for each component determined?

Answer: § 3006 of the P.O.S.T. Commissions Administrative Rules states that P.O.S.T. Commission certification is a standards-based requirement of all personnel as envisioned by the author of the original legislation and adopted by the legislature. Consequently, every position within the scope under the jurisdiction of the Peace Officer Standards and Training Commission must obtain and maintain Peace Officer Standards and Training certification as defined in these Administrative Rules and Regulations as a condition of employment or as a condition of continued employment in any peace officer position.

8. Do all peace officers have to comply with the PFQT? Can any peace officer's certification be grandfathered?

Answer: 17 GCA P.O.S.T. Commission § 51104 (b) & (c) states that no public official, Guam agency or any other person authorized by law to appoint peace officers on Guam shall appoint any person as a peace officer who does not meet the qualifications. No person shall receive an original appointment on a permanent basis or hold an appointment on a permanent basis as a peace officer, unless the person has been awarded a certificate by the P.O.S.T. Commission attesting to his satisfactory completion of an approved peace officer basic training program.

Every peace officer should comply except in 17 GCA P.O.S.T. Commission § 51105 (a) if any person who has been employed on a permanent basis as a peace officer on Guam prior to the enactment hereof and who is currently employed as a peace officer or was previously employed as a peace officer for at least ten (10) years prior to enactment hereof, may be certified as a peace officer by the Executive Director without having complied with § 51104 (b) and (c). Additionally, per the P.O.S.T. Commission Administrative Rules § 3006 states the date to be at least ten (10) years prior to September 7, 2007, that which any person may be certified as a peace officer by the Executive Director without having complied with § 51104 (b) and (c). The P.O.S.T. Commission will follow the Procedures and Sanctions as outlines in §3006 3010.

5. Do all Director's and Chief's have to comply with the PFQT standards?

Answer: In the Guam P.O.S.T. Commission Administrative Rules §3003 (a) it states that every sworn personnel employed in the following agencies from entry level to highest rank, including positions such as Civilian Volunteer Reserve, Detention Officer, Police Officer, Sergeant, Lieutenant, Captain, Major, Colonel, and its agency head shall comply with the PFQT standards. The following agency heads are exempt because they are not peace officers: Director of Department of Youth Affairs, Director of Department of Youth Affairs, Director of Department of Recreation, the Fire Chief from the Guam Fire Department, Executive Manager of Guam International Airport Authority, the Attorney General, the General Manager of the Port Authority of Guam, and Director of the Department of Agriculture.

6. I never have to run a mile and a half on the job-site, and the assailant doesn't care how big my waist is. Why does the P.O.S.T. Commission require this?

Answer: As mandated by GCA Title 17 §51102 the Commission is required to set minimum qualification in order to recruit, appoint, or retain a position as a peace officer. The P.O.S.T. Commission chose the US Air Force Physical Fitness Test as the minimum standard and this is the threshold within that standard.

8. Do all peace officers have to comply with the PFQT? Can any peace officer's certification be grandfathered?

Answer: 17 GCA P.O.S.T. Commission § 51104 (b) & (c) states that no public official, Guam agency or any other person authorized by law to appoint peace officers on Guam shall appoint any person as a peace officer who does not meet the qualifications. No person shall receive an original appointment on a permanent basis or hold an appointment on a permanent basis as a peace officer, unless the person has been awarded a certificate by the P.O.S.T. Commission attesting to his satisfactory completion of an approved peace officer basic training program. Every peace officer should comply except in 17 GCA P.O.S.T. Commission § 51105 (a) if any person who has been employed on a permanent basis as a peace officer on Guam prior to the enactment hereof and who is currently employed as a peace officer or was previously employed as a peace officer for at least ten (10) years prior to enactment hereof, may be certified as a peace officer by the Executive Director without having complied with § 51104 (b) and (c). Additionally, per the P.O.S.T. Commission Administrative Rules § 3006 states the date to be at least ten (10) years prior to September 7, 2007, that which any person may be certified as a peace officer by the Executive Director without having complied with § 51104 (b) and (c). The P.O.S.T. Commission will follow the Procedures and Sanctions as outlines in §3006 and §3010.

9. Will there be "random" or "no-notice" fitness tests?

Answer: No, that is not true. Peace officers will be required to test every year. Directors may institute "practice" or "diagnostic" tests in order to gauge a peace officer's progress, but these tests will not count as an "official" test. Officers will always know when their next scheduled test is required.

10. If we do not meet the standard of the PFQT, how does this impact our certification?

Answer: In the P.O.S.T. Commission Administrative Rules § 3005 (f) states that a peace officer is deemed to have failed to comply with this policy when that officer's performance in a PFQT test is below the standard as established by the standard form and as defined and/or referenced herein after the officer has been previously tested, given the requisite conditioning period, retested, and is still unable to meet the the minimum standard. When a peace officer receives four Unsatisfactory PFQT results within a 24-month period and a medical records review by a health care provider has ruled out medical conditions precluding the peace officer from achieving a passing score, the P.O.S.T Commission shall deny, suspend, or revoke the individual's certification. All PFQT test results shall be provided to the Executive Director within fifteen calendar days after the conduct of the PFQT.

12. What happens if my training and education does not meet the standards mandated by the POST Commission?

Answer: Students who fail a training course should be evaluated and a determination shall be made for continued training and/or employment by the hiring agency. The POST Commission shall comply with the procedure outlined in the Administrative Rules § 3010 Procedures and Sanctions.

13. Will DOA implement these standards upon entry moving forward (i.e. curriculum, physical fitness exam)?

Answer: The Administrative Rules § 3005 (i) states that Department of Administration rules and regulations or applicable autonomous agency personnel rules shall be followed to determine a peace officer's fitness for duty, position transfers, suspension or termination.

15. What if I have a medical ailment that prevents me from completing the PFQT? Will this impact my employment?

Answer: The Administrative Rules § 3005 (i) states that Peace Officers shall only be allowed a waiver of their fitness test if deemed appropriate by a person licensed to practice medicine; they are considered disabled under the Americans with Disabilities Act and Fair Labor Standards Act; or court case decisions.

16. How are other personnel actions affected by a member's fitness category?

Answer: Peace officers are required to have a passing, current fitness score to be selected for promotion or attend law enforcement training. There are other restrictions regarding retraining, retention eligibility and assignment eligibility that could be impacted by a failed fitness score, especially if such a score results in an adverse action.

17. Are Directors required to provide fitness time during duty-hours?

Answer: Directors will continue to emphasize the importance of fitness and may provide peace officers fitness time during duty hours when the mission permits, but not mandated to allocate fitness time during regularly assigned duty hours. Again, it is every officer's responsibility to achieve and maintain P.O.S.T. Commission fitness standards. Governor's Executive Order 2012-07, "Relative to Implementing A Government of Guam Worksite Wellness Program", mandates that physical fitness and wellness activities be promoted and afforded to all government employees.

19. Does the fitness program allow officers who fail a fitness test to retest prior to 42 days?

Answer: Directors may not mandate officers to retest before the end of the 90-day reconditioning period. However, officers may volunteer to retest at any time. Recognized medical guidance recommends 42 days as the minimum time frame to recondition in a manner that reduces injury.

20. What if I have a profile that prevents me from doing one or more components of the test?

Answer: Officers who cannot run due to a profile perform a 2-kilometer walk. Also, if an officer is exempt from any component, they are categorized as "pass" based on an adjusted composite score of 74 or higher or "fail" because of an adjusted composite score below 75.

21. How did the P.O.S.T. Commission determine the different point scales and who determined them?

Answer: Following the Air Force Fitness Program, Air Force officials determined point values based on the mathematical inverse to the above health risk ratios. The lower the health risk, the more points a member will receive in that component. A change along the point scale is directly tied to the amount of increased or decreased health risk associated with that component.

23. Do you expect these numbers to change?

Answer: No. The point scales are based on current, scientifically published data and are a historical first for the Air Force and DOD.

24. Can actual scores be annotated on peace officer performance reports to affect promotions?

Answer: No, actual passing scores cannot be annotated on performance reports to serve as a stratification measure for promotion. However, fitness will continue to be a key component of whether an individual meets P.O.S.T. Commission standards. Consistent with current policy, failing scores may be annotated in performance reports if a peace officer is not meeting the standard.

25. Why did the P.O.S.T. Commission establish a biannual testing requirement?

Answer: Increasing the test frequency emphasizes the importance of maintaining year round fitness vice a brief “fitness cram” and one time annual test.

26. When does body mass index become a factor for calculating scores? When is a body fat assessment necessary?

Answer: If a peace officer fails the abdominal circumference measurement of the fitness assessment yet takes and passes the other three components with a score of at least 75 points of the remaining 80 points, the fitness assessment cell will administer the DOD prescribed BMI screen. If the peace officer passes the BMI screen, the peace officer passes the body composition component of the fitness assessment. If the peace officer does not pass the BMI screen, the peace officer will receive a BFA. If the peace officer passes the BFA, the peace officer passes the body composition component of the fitness assessment. If the peace officer fails the BFA, the peace officer fails the body composition component of the fitness assessment.

Online References:

Guam P.O.S.T. Commission Administrative Rules & FAQs:
<http://www.guamcc.edu/Runtime/postcommission.aspx>

U.S. Air Force Physical Fitness Program:
<http://www.afpc.af.mil/affitnessprogram/index.asp>

U.S. Air Force Physical Fitness FAQs:
<http://www.afpc.af.mil/affitnessprogram/affitnessfaq.asp>

ITEM

4.a.

Physical Fitness Qualification Test(PFQT)
Fitness Screening Questionnaire

GUAM POST COMMISSION FITNESS SCREENING QUESTIONNAIRE

You are being asked these questions for your safety and health. The Guam POST Commission Fitness Assessment (FA) is a maximum-effort test. Peace Officers who have not been exercising regularly and/or have other risk factors for a heart attack (increasing age, smoking, diabetes, high blood pressure, etc.) are at increased risk of injury or death during the test. Answering these questions honestly is in your best interest.

1. Have you experienced any of the symptoms/problems listed below and not been medically evaluated and cleared for unrestricted participation in a physical training program?

- Unexplained chest discomfort with or without exertion
- Unusual or unexplained shortness of breath
- Dizziness, fainting, or blackouts associated with exertion
- Other medical problems that have not been evaluated, optimally treated, or not already addressed that may prevent you from safely participating in this test (e.g. heart disease, sickle cell trait, asthma, etc.).
- Family history of sudden death before the age of 50 years

Yes: Stop. Notify your Fitness Program Manager and contact your Personal Care Provider for evaluation/recommendations. Hand carry this form to medical evaluation.

No: Proceed to next question.

2. Are you 35 years of age or older?

Yes: Proceed to next question.

No: Stop. Sign form and return to your Fitness Program Manager. Member may take the FA.

• Have you engaged in vigorous physical activity (i.e., activity causing sweating and moderate to marked increases in breathing and heart rate) averaging at least 30 minutes per session, 3 days per week, over the last 2 months?

Yes: Stop. Sign form and return to your Fitness Program Manager. Member may take the fitness assessment.

No: Proceed to the next question.

• Do one (1) or more of the following risk factors apply to you?

- Smoked tobacco products in the last 30 days
- Diabetes
- High blood pressure that is not controlled
- High cholesterol that is not controlled
- Family history of heart disease (developed in father/brother before age 55 or mother/sister before age 65)
- Age > 45 years for males; > 55 years for females

Yes: Stop and notify Fitness Program Manager.

No: Stop. Sign form and return to your Fitness Program Manager. Member will take the FA.

GUAM POST COMMISSION FITNESS SCREENING QUESTIONNAIRE

If member experiences any of the symptoms listed in Question #1 during the fitness assessment, he/she should stop the test immediately and seek medical attention immediately.

Signature: _____ Date: _____

Printed Name: _____ Rank: _____

Duty Phone: _____

Medical Evaluation (Only applicable if member marked Yes on Question 1; provider answers all 4 statements)

If medical evaluation is required IAW this FSQ, the provider will complete the following.

I medically evaluated _____ on _____. Medical recommendations are:
(name) (date)

Member (is/is not) medically cleared for the maximal effort 1.5-mile run.

Member (is/is not) medically cleared for the maximal effort 2.0-kilometer walk.

Member (is/is not) medically cleared for push-ups.

Member (is/is not) medically cleared for sit-ups.

(Signature/Stamp of Provider)

ITEM

4.b.

Physical Fitness Qualification Test (PFQT)

Fitness Chart and Scoring Sheet

GUAM POST COMMISSION FITNESS CHARTS AND SCORING SHEETS

Male – Age: < 30

Name: _____ Rank: _____ Unit: _____

SSN: _____ Age: _____ Height: _____ Weight: _____

Profile: Y / N Date: _____

| Component | Time/Reps/Measurement | Score | Minimum Value Met |
|--------------------------------|---------------------------------------|--|-------------------|
| 1.5-Mile Run/ 1.0-Mile Walk | | | ≤ 13:36 Y / N |
| Push-ups | | | ≥ 33 Y / N |
| Sit-ups | | | ≥ 42 Y / N |
| Body Composition | 1: _____ 2: _____ 3: _____ Avg: _____ | | ≤ 39 Y / N |
| Total Score: _____ of _____ | | Category: Excellent Satisfactory Unsatisfactory | |

| Cardiorespiratory Endurance | | | Body Composition | | | Muscle Fitness | | | |
|-----------------------------|-------------------------|--------|------------------|-------------------------|--------|------------------------|--------|-----------------------|--------|
| Run Time (mins:secs) | Health Risk Category | Points | AC (inches) | Health Risk Category | Points | Push-ups (reps/min) | Points | Sit-ups (reps/min) | Points |
| ≤ 9:12 | Low-Risk | 60.0 | ≤ 32.5 | Low-Risk | 20.0 | ≥ 67 | 10.0 | ≥ 58 | 10.0 |
| 9:13 - 9:34 | Low-Risk | 59.7 | 33.0 | Low-Risk | 20.0 | 62 | 9.5 | 55 | 9.5 |
| 9:35 - 9:43 | Low-Risk | 59.3 | 33.5 | Low-Risk | 20.0 | 61 | 9.4 | 54 | 9.4 |
| 9:46 - 9:58 | Low-Risk | 58.9 | 34.0 | Low-Risk | 20.0 | 60 | 9.3 | 53 | 9.2 |
| 9:59 - 10:10 | Low-Risk | 58.5 | 34.5 | Low-Risk | 20.0 | 59 | 9.2 | 52 | 9.0 |
| 10:11 - 10:23 | Low-Risk | 57.9 | 35.0 | Low-Risk | 20.0 | 58 | 9.1 | 51 | 8.8 |
| 10:24 - 10:37 | Low-Risk | 57.3 | 35.5 | Moderate Risk | 17.6 | 57 | 9.0 | 50 | 8.7 |
| 10:38 - 10:51 | Low-Risk | 56.6 | 36.0 | Moderate Risk | 17.0 | 56 | 8.9 | 49 | 8.5 |
| 10:52 - 11:06 | Low-Risk | 55.7 | 36.5 | Moderate Risk | 16.4 | 55 | 8.8 | 48 | 8.3 |
| 11:07 - 11:22 | Low-Risk | 54.8 | 37.0 | Moderate Risk | 15.8 | 54 | 8.8 | 47 | 8.0 |
| 11:23 - 11:38 | Low-Risk | 53.7 | 37.5 | Moderate Risk | 15.1 | 53 | 8.7 | 46 | 7.5 |
| 11:39 - 11:56 | Low-Risk | 52.4 | 38.0 | Moderate Risk | 14.4 | 52 | 8.6 | 45 | 7.0 |
| 11:57 - 12:14 | Low-Risk | 50.9 | 38.5 | Moderate Risk | 13.5 | 51 | 8.5 | 44 | 6.5 |
| 12:15 - 12:33 | Low-Risk | 49.2 | 39.0 * | Moderate Risk | 12.6 | 50 | 8.4 | 43 | 6.3 |
| 12:34 - 12:53 | Moderate Risk | 47.2 | 39.5 | High Risk | 11.7 | 49 | 8.3 | 42 * | 6.0 |
| 12:54 - 13:14 | Moderate Risk | 44.9 | 40.0 | High Risk | 10.6 | 48 | 8.1 | 41 | 5.5 |
| 13:15 - 13:36 * | Moderate Risk | 42.3 | 40.5 | High Risk | 9.4 | 47 | 8.0 | 40 | 5.0 |
| 13:37 - 14:00 | High Risk | 39.3 | 41.0 | High Risk | 8.2 | 46 | 7.8 | 39 | 4.5 |
| 14:01 - 14:25 | High Risk | 35.8 | 41.5 | High Risk | 6.8 | 45 | 7.7 | 38 | 4.0 |
| 14:26 - 14:52 | High Risk | 31.7 | 42.0 | High Risk | 5.3 | 44 | 7.5 | 37 | 3.5 |
| 14:53 - 15:20 | High Risk | 27.1 | 42.5 | High Risk | 3.7 | 43 | 7.3 | 36 | 3.3 |
| 15:21 - 15:50 | High Risk | 21.7 | 43.0 | High Risk | 1.9 | 42 | 7.2 | 35 | 3.0 |
| 15:51 - 16:22 | High Risk | 15.5 | ≥ 43.5 | High Risk | 0.0 | 41 | 7.0 | 34 | 2.5 |
| 16:23 - 16:57 | High Risk | 8.3 | | | | 40 | 6.8 | 33 | 2.0 |
| ≥ 16:58 | High Risk | 0.0 | | | | 39 | 6.5 | 32 | 1.5 |
| | | | | | | 38 | 6.3 | 31 | 1.3 |
| | | | | | | 37 | 6.0 | 30 | 1.0 |
| | | | | | | 36 | 5.8 | ≤ 29 | 0.0 |
| | | | | | | 35 | 5.5 | | |
| | | | | | | 34 | 5.3 | | |
| | | | | | | 33 * | 5.0 | | |
| | | | | | | 32 | 4.8 | | |
| | | | | | | 31 | 4.5 | | |
| | | | | | | 30 | 4.3 | | |
| | | | | | | 29 | 4.0 | | |
| | | | | | | 28 | 3.8 | | |
| | | | | | | 27 | 3.5 | | |
| | | | | | | 26 | 3.0 | | |
| | | | | | | 25 | 2.8 | | |
| | | | | | | 24 | 2.5 | | |
| | | | | | | 23 | 2.3 | | |
| | | | | | | 22 | 2.0 | | |
| | | | | | | 21 | 1.8 | | |
| | | | | | | 20 | 1.7 | | |
| | | | | | | 19 | 1.5 | | |
| | | | | | | 18 | 1.0 | | |
| | | | | | | ≤ 17 | 0.0 | | |

NOTES:
 Health Risk Category = low, moderate or high risk for current and future cardiovascular disease, diabetes, certain cancers, and other health problems
 Passing Requirements - member *must*: 1) meet minimum value in each of the four components, *and* 2) achieve a composite point total ≥ 75 points
 * Minimum Component Values
 Run time ≤ 13:36 mins:secs / Abd Circ ≤ 39.0 inches
 Push-ups ≥ 33 repetitions/one minute / Sit-ups ≥ 42 repetitions/one minute
 Composite Score Categories:
 Excellent ≥ 90.0 pts / Satisfactory = 75.0 - 89.9 / Unsatisfactory = 75.0

GUAM POST COMMISSION FITNESS CHARTS AND SCORING SHEETS

Male – Age: 30 – 39

Name: _____ Rank: _____ Unit: _____
 SSN: _____ Age: _____ Height: _____ Weight: _____
 Profile: Y / N Date: _____

| Component | Time/Reps/Measurement | Score | Minimum Value Met |
|--------------------------------|-----------------------|-----------|--|
| 1.5-Mile Run/ 1.0-Mile Walk | | | ≤ 14:00 Y/N |
| Push-ups | | | ≥ 27 Y/N |
| Sit-ups | | | ≥ 39 Y/N |
| Body Composition | 1: 2: 3: Avg: | | ≤ 39 Y/N |
| Total Score: _____ of _____ | | Category: | Excellent Satisfactory Unsatisfactory |

| Cardiorespiratory Endurance | | | Body Composition | | | Muscle Fitness | | | |
|-----------------------------|-------------------------|--------|------------------|-------------------------|--------|------------------------|--------|-----------------------|--------|
| Run Time (mins:secs) | Health Risk Category | Points | AC (inches) | Health Risk Category | Points | Push-ups (reps/min) | Points | Sit-ups (reps/min) | Points |
| ≤ 9:34 | Low-Risk | 60.0 | ≤ 32.5 | Low-Risk | 20.0 | ≥ 57 | 10.0 | ≥ 54 | 10.0 |
| 9:35 - 9:58 | Low-Risk | 59.3 | 33.0 | Low-Risk | 20.0 | 52 | 9.5 | 51 | 9.5 |
| 9:59 - 10:10 | Low-Risk | 58.6 | 33.5 | Low-Risk | 20.0 | 51 | 9.4 | 50 | 9.4 |
| 10:11 - 10:23 | Low-Risk | 57.9 | 34.0 | Low-Risk | 20.0 | 50 | 9.3 | 49 | 9.2 |
| 10:24 - 10:37 | Low-Risk | 57.3 | 34.5 | Low-Risk | 20.0 | 49 | 9.2 | 48 | 9.0 |
| 10:38 - 10:51 | Low-Risk | 56.6 | 35.0 | Low-Risk | 20.0 | 48 | 9.2 | 47 | 8.8 |
| 10:52 - 11:06 | Low-Risk | 55.7 | 35.5 | Moderate Risk | 17.6 | 47 | 9.1 | 46 | 8.7 |
| 11:07 - 11:22 | Low-Risk | 54.8 | 36.0 | Moderate Risk | 17.0 | 46 | 9.0 | 45 | 8.5 |
| 11:23 - 11:38 | Low-Risk | 53.7 | 36.5 | Moderate Risk | 16.4 | 45 | 8.9 | 44 | 8.3 |
| 11:39 - 11:56 | Low-Risk | 52.4 | 37.0 | Moderate Risk | 15.8 | 44 | 8.8 | 43 | 8.0 |
| 11:57 - 12:14 | Low-Risk | 50.9 | 37.5 | Moderate Risk | 15.1 | 43 | 8.7 | 42 | 7.5 |
| 12:15 - 12:33 | Low-Risk | 49.2 | 38.0 | Moderate Risk | 14.4 | 42 | 8.6 | 41 | 7.0 |
| 12:34 - 12:53 | Low-Risk | 47.2 | 38.5 | Moderate Risk | 13.5 | 41 | 8.5 | 40 | 6.5 |
| 12:54 - 13:14 | Moderate Risk | 44.9 | 39.0 * | Moderate Risk | 12.6 | 40 | 8.3 | 39 * | 6.0 |
| 13:15 - 13:36 | Moderate Risk | 42.3 | 39.5 | High Risk | 11.7 | 39 | 8.0 | 38 | 5.8 |
| 13:37 - 14:00 * | Moderate Risk | 39.3 | 40.0 | High Risk | 10.6 | 38 | 7.8 | 37 | 5.5 |
| 14:01 - 14:25 | High Risk | 35.8 | 40.5 | High Risk | 9.4 | 37 | 7.7 | 36 | 5.0 |
| 14:26 - 14:52 | High Risk | 31.7 | 41.0 | High Risk | 8.2 | 36 | 7.5 | 35 | 4.0 |
| 14:53 - 15:20 | High Risk | 27.1 | 41.5 | High Risk | 6.8 | 35 | 7.3 | 34 | 3.8 |
| 15:21 - 15:50 | High Risk | 21.7 | 42.0 | High Risk | 5.3 | 34 | 7.0 | 33 | 3.5 |
| 15:51 - 16:23 | High Risk | 15.5 | 42.5 | High Risk | 3.7 | 33 | 6.8 | 32 | 3.0 |
| 16:23 - 16:57 | High Risk | 8.3 | 43.0 | High Risk | 1.9 | 32 | 6.7 | 31 | 2.5 |
| ≥ 16:58 | High Risk | 0.0 | ≥ 43.5 | High Risk | 0.0 | 31 | 6.5 | 30 | 2.0 |
| | | | | | | 30 | 6.0 | 29 | 1.8 |
| | | | | | | 29 | 5.5 | 28 | 1.5 |
| | | | | | | 28 | 5.3 | 27 | 1.3 |
| | | | | | | 27 * | 5.0 | 26 | 1.0 |
| | | | | | | 26 | 4.8 | ≤ 25 | 0.0 |
| | | | | | | 25 | 4.5 | | |
| | | | | | | 24 | 4.0 | | |
| | | | | | | 23 | 3.8 | | |
| | | | | | | 22 | 3.7 | | |
| | | | | | | 21 | 3.5 | | |
| | | | | | | 20 | 3.0 | | |
| | | | | | | 19 | 2.5 | | |
| | | | | | | 18 | 2.3 | | |
| | | | | | | 17 | 2.0 | | |
| | | | | | | 16 | 1.8 | | |
| | | | | | | 15 | 1.5 | | |
| | | | | | | 14 | 1.3 | | |
| | | | | | | 13 | 1.0 | | |
| | | | | | | ≤ 12 | 0.0 | | |

NOTES:
 Health Risk Category = low, moderate or high risk for current and future cardiovascular disease, diabetes, certain cancers, and other health problems
 Passing Requirements - member *must*: 1) meet minimum value in each of the four components, *and* 2) achieve a composite point total ≥ 75 points
 * Minimum Component Values
 Run time ≤ 14:00 mins:secs / Abd Circ ≤ 39.0 inches
 Push-ups ≥ 27 repetitions/one minute / Sit-ups ≥ 39 repetitions/one minute
 Composite Score Categories:
 Excellent ≥ 90.0 pts / Satisfactory = 75.0 - 89.9 / Unsatisfactory < 75.0

GUAM POST COMMISSION FITNESS CHARTS AND SCORING SHEETS

Male – Age: 40 – 49

Name: _____ Rank: _____ Unit: _____
 SSN: _____ Age: _____ Height: _____ Weight: _____
 Profile: Y / N Date: _____

| Component | Time/Reps/Measurement | Score | Minimum Value Met |
|--------------------------------|---------------------------------------|---|-------------------|
| 1.5-Mile Run/ 1.0-Mile Walk | | | ≥ 14:52 Y/N |
| Push-ups | | | ≥ 21 Y/N |
| Sit-ups | | | ≥ 34 Y/N |
| Body Composition | 1: _____ 2: _____ 3: _____ Avg: _____ | | ≥ 39 Y/N |
| Total Score: _____ of _____ | | Category: Excellent Satisfactory Unsatisfactory | |

| Cardiorespiratory Endurance | | | Body Composition | | | Muscle Fitness | | | |
|---|----------------------|--------|------------------|----------------------|--------|---------------------|--------|--------------------|--------|
| Run Time (min:sec) | Health Risk Category | Points | AC (inches) | Health Risk Category | Points | Push-ups (reps/min) | Points | Sit-ups (reps/min) | Points |
| ≤ 9:45 | Low-Risk | 60.0 | ≤ 32.5 | Low-Risk | 20.0 | ≥ 44 | 10.0 | ≥ 50 | 10.0 |
| 9:46 - 10:10 | Low-Risk | 59.8 | 33.0 | Low-Risk | 20.0 | 40 | 9.5 | 47 | 9.5 |
| 10:11 - 10:23 | Low-Risk | 59.5 | 33.5 | Low-Risk | 20.0 | 39 | 9.4 | 46 | 9.4 |
| 10:24 - 10:37 | Low-Risk | 59.1 | 34.0 | Low-Risk | 20.0 | 38 | 9.2 | 45 | 9.2 |
| 10:38 - 10:51 | Low-Risk | 58.7 | 34.5 | Low-Risk | 20.0 | 37 | 9.1 | 44 | 9.1 |
| 10:52 - 11:06 | Low-Risk | 58.3 | 35.0 | Low-Risk | 20.0 | 36 | 9.0 | 43 | 9.0 |
| 11:07 - 11:22 | Low-Risk | 57.7 | 35.5 | Moderate Risk | 17.6 | 35 | 8.8 | 42 | 8.8 |
| 11:23 - 11:38 | Low-Risk | 57.1 | 36.0 | Moderate Risk | 17.0 | 34 | 8.5 | 41 | 8.7 |
| 11:39 - 11:56 | Low-Risk | 56.3 | 36.5 | Moderate Risk | 16.4 | 33 | 8.4 | 40 | 8.5 |
| 11:57 - 12:14 | Low-Risk | 55.4 | 37.0 | Moderate Risk | 15.8 | 32 | 8.3 | 39 | 8.0 |
| 12:15 - 12:33 | Low-Risk | 54.3 | 37.5 | Moderate Risk | 15.1 | 31 | 8.1 | 38 | 7.8 |
| 12:34 - 12:53 | Low-Risk | 53.1 | 38.0 | Moderate Risk | 14.4 | 30 | 8.0 | 37 | 7.5 |
| 12:54 - 13:14 | Low-Risk | 51.5 | 38.5 | Moderate Risk | 13.5 | 29 | 7.5 | 36 | 7.0 |
| 13:15 - 13:36 | Low-Risk | 49.8 | 39.0 * | Moderate Risk | 12.6 | 28 | 7.3 | 35 | 6.5 |
| 13:37 - 14:00 | Moderate Risk | 47.7 | 39.5 | High Risk | 11.7 | 27 | 7.2 | 34 * | 6.0 |
| 14:01 - 14:25 | Moderate Risk | 45.2 | 40.0 | High Risk | 10.6 | 26 | 7.0 | 33 | 5.8 |
| 14:26 - 14:52 * | Moderate Risk | 42.3 | 40.5 | High Risk | 9.4 | 25 | 6.5 | 32 | 5.5 |
| 14:53 - 15:20 | High Risk | 38.8 | 41.0 | High Risk | 8.2 | 24 | 6.0 | 31 | 5.0 |
| 15:21 - 15:50 | High Risk | 34.7 | 41.5 | High Risk | 6.8 | 23 | 5.8 | 30 | 4.5 |
| 15:51 - 16:22 | High Risk | 29.9 | 42.0 | High Risk | 5.3 | 22 | 5.5 | 29 | 4.0 |
| 16:23 - 16:57 | High Risk | 24.2 | 42.5 | High Risk | 3.7 | 21 * | 5.0 | 28 | 3.5 |
| 16:58 - 17:34 | High Risk | 17.4 | 43.0 | High Risk | 1.9 | 20 | 4.8 | 27 | 3.0 |
| 17:35 - 18:14 | High Risk | 9.4 | ≥ 43.5 | High Risk | 0.0 | 19 | 4.5 | 26 | 2.5 |
| ≥ 18:15 | High Risk | 0.0 | | | | 18 | 4.0 | 25 | 2.3 |
| | | | | | | 17 | 3.8 | 24 | 2.0 |
| | | | | | | 16 | 3.5 | 23 | 1.5 |
| NOTES: | | | | | | 15 | 3.0 | 22 | 1.0 |
| Health Risk Category = low, moderate or high risk for current and future cardiovascular disease, diabetes, certain cancers, and other health problems | | | | | | 14 | 2.8 | ≤ 21 | 0.0 |
| Passing Requirements - member <i>must</i> : 1) meet minimum value in each of the four components, <i>and</i> 2) achieve a composite point total ≥ 75 points | | | | | | 13 | 2.5 | | |
| | | | | | | 12 | 2.3 | | |
| | | | | | | 11 | 2.0 | | |
| | | | | | | 10 | 1.5 | | |
| * Minimum Component Values | | | | | | 9 | 1.0 | | |
| Run time ≤ 14:52 min:sec / Abd Circ ≤ 39.0 inches | | | | | | ≤ 8 | 0.0 | | |
| Push-ups ≥ 21 repetitions/one minute / Sit-ups ≥ 34 repetitions/one minute | | | | | | | | | |
| Composite Score Categories: | | | | | | | | | |
| Excellent ≥ 90.0 pts / Satisfactory = 75.0 - 89.9 / Unsatisfactory < 75.0 | | | | | | | | | |

GUAM POST COMMISSION FITNESS CHARTS AND SCORING SHEETS

Male – Age: 50 – 59

Name: _____ Rank: _____ Unit: _____
 SSN: _____ Age: _____ Height: _____ Weight: _____
 Profile: Y / N Date: _____

| Component | Time/Reps/Measurement | Score | Minimum Value Met |
|--------------------------------|-------------------------------|--|-------------------|
| 1.5-Mile Run/ 1.0-Mile Walk | | | ≤ 16:22 Y/N |
| Push-ups | | | ≥ 15 Y/N |
| Sit-ups | | | ≥ 28 Y/N |
| Body Composition | 1: ___ 2: ___ 3: ___ Avg: ___ | | ≤ 39 Y/N |
| Total Score: ___ of ___ | | Category: Excellent Satisfactory Unsatisfactory | |

| Cardiorespiratory Endurance | | | Body Composition | | | Muscle Fitness | | | |
|---|-------------------------|--------|------------------|-------------------------|--------|------------------------|--------|-----------------------|--------|
| Run Time (mins:secs) | Health Risk Category | Points | AC (inches) | Health Risk Category | Points | Push-ups (reps/min) | Points | Sit-ups (reps/min) | Points |
| ≤ 10:37 | Low-Risk | 60.0 | ≤ 32.5 | Low-Risk | 20.0 | ≥ 44 | 10.0 | ≥ 46 | 10.0 |
| 10:38 - 11:06 | Low-Risk | 59.7 | 33.0 | Low-Risk | 20.0 | 39 | 9.5 | 43 | 9.5 |
| 11:07 - 11:22 | Low-Risk | 59.4 | 33.5 | Low-Risk | 20.0 | 38 | 9.4 | 42 | 9.4 |
| 11:23 - 11:38 | Low-Risk | 59.0 | 34.0 | Low-Risk | 20.0 | 37 | 9.4 | 41 | 9.2 |
| 11:39 - 11:56 | Low-Risk | 58.5 | 34.5 | Low-Risk | 20.0 | 36 | 9.3 | 40 | 9.1 |
| 11:57 - 12:14 | Low-Risk | 58.0 | 35.0 | Low-Risk | 20.0 | 35 | 9.3 | 39 | 9.0 |
| 12:15 - 12:33 | Low-Risk | 57.3 | 35.5 | Moderate Risk | 17.6 | 34 | 9.2 | 38 | 8.8 |
| 12:34 - 12:53 | Low-Risk | 56.5 | 36.0 | Moderate Risk | 17.0 | 33 | 9.2 | 37 | 8.7 |
| 12:54 - 13:14 | Low-Risk | 55.6 | 36.5 | Moderate Risk | 16.4 | 32 | 9.1 | 36 | 8.5 |
| 13:15 - 13:36 | Low-Risk | 54.5 | 37.0 | Moderate Risk | 15.8 | 31 | 9.1 | 35 | 8.0 |
| 13:37 - 14:00 | Low-Risk | 53.3 | 37.5 | Moderate Risk | 15.1 | 30 | 9.0 | 34 | 7.8 |
| 14:01 - 14:25 | Low-Risk | 51.8 | 38.0 | Moderate Risk | 14.4 | 29 | 8.8 | 33 | 7.5 |
| 14:26 - 14:52 | Low-Risk | 50.0 | 38.5 | Moderate Risk | 13.5 | 28 | 8.5 | 32 | 7.3 |
| 14:53 - 15:20 | Moderate Risk | 47.9 | 39.0 * | Moderate Risk | 12.6 | 27 | 8.3 | 31 | 7.0 |
| 15:21 - 15:50 | Moderate Risk | 45.4 | 39.5 | High Risk | 11.7 | 26 | 8.2 | 30 | 6.5 |
| 15:51 - 16:22 * | Moderate Risk | 42.4 | 40.0 | High Risk | 10.6 | 25 | 8.0 | 29 | 6.3 |
| 16:23 - 16:57 | High Risk | 39.0 | 40.5 | High Risk | 9.4 | 24 | 7.5 | 28 * | 6.0 |
| 16:58 - 17:34 | High Risk | 34.9 | 41.0 | High Risk | 8.2 | 23 | 7.3 | 27 | 5.5 |
| 17:35 - 18:14 | High Risk | 30.0 | 41.5 | High Risk | 6.8 | 22 | 7.2 | 26 | 5.0 |
| 18:15 - 18:56 | High Risk | 24.3 | 42.0 | High Risk | 5.3 | 21 | 7.0 | 25 | 4.5 |
| 18:57 - 19:43 | High Risk | 17.5 | 42.5 | High Risk | 3.7 | 20 | 6.5 | 24 | 4.0 |
| 19:44 - 20:33 | High Risk | 9.5 | 43.0 | High Risk | 1.9 | 19 | 6.0 | 23 | 3.8 |
| ≥ 20:34 | High Risk | 0.0 | ≥ 43.5 | High Risk | 0.0 | 18 | 5.8 | 22 | 3.5 |
| | | | | | | 17 | 5.5 | 21 | 3.0 |
| NOTES: | | | | | | 16 | 5.3 | 20 | 2.5 |
| Health Risk Category = low, moderate or high risk for current and future cardiovascular disease, diabetes, certain cancers, and other health problems | | | | | | 15 * | 5.0 | 19 | 2.0 |
| | | | | | | 14 | 4.5 | 18 | 1.8 |
| | | | | | | 13 | 4.0 | 17 | 1.5 |
| Passing Requirements - member <i>must</i> : 1) meet minimum value in each of the four components, <i>and</i> 2) achieve a composite point total ≥ 75 points | | | | | | 12 | 3.8 | 16 | 1.3 |
| | | | | | | 11 | 3.5 | 15 | 1.0 |
| | | | | | | 10 | 3.0 | ≤ 14 | 0.0 |
| * Minimum Component Values | | | | | | 9 | 2.0 | | |
| Run time ≤ 16:22 mins:secs / Abd Circ ≤ 39.0 inches | | | | | | 8 | 1.8 | | |
| Push-ups ≥ 15 repetitions/one minute / Sit-ups ≥ 28 repetitions/one minute | | | | | | 7 | 1.5 | | |
| | | | | | | 6 | 1.0 | | |
| Composite Score Categories: | | | | | | ≤ 5 | 0.0 | | |
| Excellent > 90.0 pts / Satisfactory = 75.0 - 89.9 / Unsatisfactory < 75.0 | | | | | | | | | |

GUAM POST COMMISSION FITNESS CHARTS AND SCORING SHEETS

Male – Age: 60+

Name: _____ Rank: _____ Unit: _____
 SSN: _____ Age: _____ Height: _____ Weight: _____
 Profile: Y / N Date: _____

| Component | Time/Reps/Measurement | Score | Minimum Value Met |
|--------------------------------|------------------------|--|-------------------|
| 1.5-Mile Run/ 1.0-Mile Walk | | | ≤ 18:14 Y/N |
| Push-ups | | | ≥ 14 Y/N |
| Sit-ups | | | ≥ 22 Y/N |
| Body Composition | 1: 2: 3: Avg: | | ≤ 39 Y/N |
| Total Score: _____ of _____ | | Category: Excellent Satisfactory Unsatisfactory | |

| Cardiorespiratory Endurance | | | Body Composition | | | Muscle Fitness | | | |
|--|-------------------------|--------|------------------|-------------------------|--------|------------------------|--------|-----------------------|--------|
| Run Time (mins:secs) | Health Risk Category | Points | AC (inches) | Health Risk Category | Points | Push-ups (reps/min) | Points | Sit-ups (reps/min) | Points |
| ≤ 11:22 | Low-Risk | 60.0 | ≤ 32.5 | Low-Risk | 20.0 | ≥ 30 | 10.0 | ≥ 42 | 10.0 |
| 11:23 - 11:56 | Low-Risk | 59.7 | 33.0 | Low-Risk | 20.0 | 28 | 9.5 | 39 | 9.5 |
| 11:57 - 12:14 | Low-Risk | 59.4 | 33.5 | Low-Risk | 20.0 | 27 | 9.3 | 38 | 9.4 |
| 12:15 - 12:33 | Low-Risk | 59.0 | 34.0 | Low-Risk | 20.0 | 26 | 9.0 | 37 | 9.2 |
| 12:34 - 12:53 | Low-Risk | 58.5 | 34.5 | Low-Risk | 20.0 | 25 | 8.8 | 36 | 9.1 |
| 12:54 - 13:14 | Low-Risk | 58.0 | 35.0 | Low-Risk | 20.0 | 24 | 8.5 | 35 | 9.0 |
| 13:15 - 13:36 | Low-Risk | 57.3 | 35.5 | Moderate Risk | 17.6 | 23 | 8.0 | 34 | 8.9 |
| 13:37 - 14:00 | Low-Risk | 56.5 | 36.0 | Moderate Risk | 17.0 | 22 | 7.5 | 33 | 8.8 |
| 14:01 - 14:25 | Low-Risk | 55.6 | 36.5 | Moderate Risk | 16.4 | 21 | 7.0 | 32 | 8.6 |
| 14:26 - 14:52 | Low-Risk | 54.5 | 37.0 | Moderate Risk | 15.8 | 20 | 6.5 | 31 | 8.5 |
| 14:53 - 15:20 | Low-Risk | 53.3 | 37.5 | Moderate Risk | 15.1 | 19 | 6.3 | 30 | 8.0 |
| 15:21 - 15:50 | Low-Risk | 51.8 | 38.0 | Moderate Risk | 14.4 | 18 | 6.0 | 29 | 7.8 |
| 15:51 - 16:22 | Low-Risk | 50.0 | 38.5 | Moderate Risk | 13.5 | 17 | 5.8 | 28 | 7.5 |
| 16:23 - 16:57 | Moderate Risk | 47.9 | 39.0 * | Moderate Risk | 12.6 | 16 | 5.5 | 27 | 7.3 |
| 16:58 - 17:34 | Moderate Risk | 45.4 | 39.5 | High Risk | 11.7 | 15 | 5.3 | 26 | 7.0 |
| 17:35 - 18:14 * | Moderate Risk | 42.4 | 40.0 | High Risk | 10.6 | 14 * | 5.0 | 25 | 6.8 |
| 18:15 - 18:56 | High Risk | 39.0 | 40.5 | High Risk | 9.4 | 13 | 4.8 | 24 | 6.5 |
| 18:57 - 19:43 | High Risk | 34.9 | 41.0 | High Risk | 8.2 | 12 | 4.5 | 23 | 6.3 |
| 19:44 - 20:33 | High Risk | 30.0 | 41.5 | High Risk | 6.8 | 11 | 4.3 | 22 * | 6.0 |
| 20:34 - 21:26 | High Risk | 24.3 | 42.0 | High Risk | 5.3 | 10 | 4.0 | 21 | 5.5 |
| 21:29 - 22:28 | High Risk | 17.5 | 42.5 | High Risk | 3.7 | 9 | 3.5 | 20 | 5.0 |
| 22:29 - 23:34 | High Risk | 9.5 | 43.0 | High Risk | 1.9 | 8 | 3.0 | 19 | 4.0 |
| ≥ 23:35 | High Risk | 0.0 | > 43.5 | High Risk | 0.0 | 7 | 2.5 | 18 | 3.5 |
| | | | | | | 6 | 2.0 | 17 | 3.0 |
| | | | | | | 5 | 1.5 | 16 | 2.5 |
| | | | | | | 4 | 1.0 | 15 | 2.0 |
| NOTES: | | | | | | 4 | 0.0 | 14 | 1.8 |
| Health Risk Category = low, moderate or high risk for current and future cardiovascular disease, diabetes, certain cancers, and other health problems | | | | | | | | 13 | 1.5 |
| | | | | | | | | 12 | 1.3 |
| Passing Requirement - member <i>must</i> : 1) meet minimum value in each of the four components, <i>and</i> 2) achieve a composite point total ≥ 75 points | | | | | | | | 11 | 1.2 |
| | | | | | | | | 10 | 1.0 |
| | | | | | | | | 9 | 0.0 |
| | | | | | | | | ≤ 9 | 0.0 |
| * Minimum Component Values | | | | | | | | | |
| Run time < 18:14 mins:secs / Abd Circ < 39.0 inches | | | | | | | | | |
| Push-ups ≥ 14 repetitions/one minute / Sit-ups ≥ 22 repetitions/one minute | | | | | | | | | |
| Composite Score Categories: | | | | | | | | | |
| Excellent > 90.0 pts / Satisfactory = 75.0 - 89.9 / Unsatisfactory < 75.0 | | | | | | | | | |

GUAM POST COMMISSION FITNESS CHARTS AND SCORING SHEETS

Female – Age: < 30

Name: _____ Rank: _____ Unit: _____
 SSN: _____ Age: _____ Height: _____ Weight: _____
 Profile: Y / N Date: _____

| Component | Time/Reps/Measurement | Score | Minimum Value Met |
|--------------------------------|-----------------------------|-----------|--|
| 1.5-Mile Run/ 1.0-Mile Walk | | | ≤ 16:22 Y/N |
| Push-ups | | | ≥ 18 Y/N |
| Sit-ups | | | ≥ 38 Y/N |
| Body Composition | 1: 2: 3: Avg: | | ≤ 35.5 Y/N |
| | Total Score: _____ of _____ | Category: | Excellent Satisfactory Unsatisfactory |

| Cardiorespiratory Endurance | | | Body Composition | | | Muscle Fitness | | | |
|---|-------------------------|--------|------------------|-------------------------|--------|------------------------|--------|-----------------------|--------|
| Run Time (mins:secs) | Health Risk Category | Points | AC (inches) | Health Risk Category | Points | Push-ups (reps/min) | Points | Sit-ups (reps/min) | Points |
| ≤ 10:23 | Low-Risk | 60.0 | ≤ 29.0 | Low Risk | 20.0 | ≥ 47 | 10.0 | ≥ 54 | 10.0 |
| 10:24 - 10:51 | Low-Risk | 59.9 | 29.5 | Low Risk | 20.0 | 42 | 9.5 | 51 | 9.5 |
| 10:52 - 11:06 | Low-Risk | 59.5 | 30.0 | Low Risk | 20.0 | 41 | 9.4 | 50 | 9.4 |
| 11:07 - 11:22 | Low-Risk | 59.2 | 30.5 | Low Risk | 20.0 | 40 | 9.3 | 49 | 9.0 |
| 11:23 - 11:38 | Low-Risk | 58.9 | 31.0 | Low Risk | 20.0 | 39 | 9.2 | 48 | 8.9 |
| 11:39 - 11:56 | Low-Risk | 58.6 | 31.5 | Low Risk | 20.0 | 38 | 9.1 | 47 | 8.8 |
| 11:57 - 12:14 | Low-Risk | 58.1 | 32.0 | Moderate Risk | 17.6 | 37 | 9.0 | 46 | 8.6 |
| 12:15 - 12:33 | Low-Risk | 57.6 | 32.5 | Moderate Risk | 17.1 | 36 | 8.9 | 45 | 8.5 |
| 12:34 - 12:53 | Low-Risk | 57.0 | 33.0 | Moderate Risk | 16.5 | 35 | 8.8 | 44 | 8.0 |
| 12:54 - 13:14 | Low-Risk | 56.2 | 33.5 | Moderate Risk | 15.9 | 34 | 8.6 | 43 | 7.8 |
| 13:15 - 13:36 | Low-Risk | 55.3 | 34.0 | Moderate Risk | 15.2 | 33 | 8.5 | 42 | 7.5 |
| 13:37 - 14:00 | Low-Risk | 54.2 | 34.5 | Moderate Risk | 14.5 | 32 | 8.4 | 41 | 7.0 |
| 14:01 - 14:25 | Low-Risk | 52.8 | 35.0 | Moderate Risk | 13.7 | 31 | 8.3 | 40 | 6.8 |
| 14:26 - 14:52 | Low-Risk | 51.2 | 35.5 * | Moderate Risk | 12.8 | 30 | 8.2 | 39 | 6.5 |
| 14:53 - 15:20 | Moderate Risk | 49.3 | 36.0 | High Risk | 11.8 | 29 | 8.1 | 38 * | 6.0 |
| 15:21 - 15:50 | Moderate Risk | 46.9 | 36.5 | High Risk | 10.7 | 28 | 8.0 | 37 | 5.5 |
| 15:51 - 16:22 * | Moderate Risk | 44.1 | 37.0 | High Risk | 9.6 | 27 | 7.5 | 36 | 5.3 |
| 16:23 - 16:57 | High Risk | 40.8 | 37.5 | High Risk | 8.3 | 26 | 7.3 | 35 | 5.0 |
| 16:58 - 17:34 | High Risk | 36.7 | 38.0 | High Risk | 6.9 | 25 | 7.2 | 34 | 4.5 |
| 17:35 - 18:14 | High Risk | 31.8 | 38.5 | High Risk | 5.4 | 24 | 7.0 | 33 | 4.3 |
| 18:15 - 18:56 | High Risk | 25.9 | 39.0 | High Risk | 3.8 | 23 | 6.5 | 32 | 4.0 |
| 18:57 - 19:43 | High Risk | 18.8 | 39.5 | High Risk | 2.0 | 22 | 6.3 | 31 | 3.5 |
| 19:44 - 20:33 | High Risk | 10.3 | ≥ 40.0 | High Risk | 0.0 | 21 | 6.0 | 30 | 3.0 |
| > 20:34 | High Risk | 0.0 | | | | 20 | 5.8 | 29 | 2.8 |
| | | | | | | 19 | 5.5 | 28 | 2.5 |
| | | | | | | 18 * | 5.0 | 27 | 2.0 |
| NOTES: | | | | | | 17 | 4.5 | 26 | 1.8 |
| Health Risk Category = low, moderate or high risk for current and future cardiovascular disease, diabetes, certain cancers, and other health problems | | | | | | 16 | 4.3 | 25 | 1.7 |
| Passing Requirements - member <i>must</i> : 1) meet minimum value in each of the four components, <i>and</i> 2) achieve a composite point total ≥ 75 points | | | | | | 15 | 4.0 | 24 | 1.5 |
| | | | | | | 14 | 3.5 | 23 | 1.0 |
| | | | | | | 13 | 3.0 | ≤ 22 | 0.0 |
| | | | | | | 12 | 2.8 | | |
| | | | | | | 11 | 2.5 | | |
| * Minimum Component Values: | | | | | | 10 | 2.0 | | |
| Run time ≤ 16:22 mins:secs / Abd Circ ≤ 35.5 inches | | | | | | 9 | 1.5 | | |
| Push-ups ≥ 18 repetitions/one minute / Sit-ups ≥ 38 repetitions/one minute | | | | | | 8 | 1.0 | | |
| | | | | | | < 7 | 0.0 | | |
| Composite Score Categories: | | | | | | | | | |
| Excellent > 90.0 pts / Satisfactory = 75.0 - 89.9 / Unsatisfactory < 75.0 | | | | | | | | | |

GUAM POST COMMISSION FITNESS CHARTS AND SCORING SHEETS

Female – Age: 30 – 39

Name: _____ Rank: _____ Unit: _____
 SSN: _____ Age: _____ Height: _____ Weight: _____
 Profile: Y / N Date: _____

| Component | Time/Reps/M Measurement | Score | Minimum Value Met |
|--------------------------------|-------------------------|-----------|--|
| 1.5-Mile Run/ 1.0-Mile Walk | | | ≤ 16:57 Y/N |
| Push-ups | | | ≥ 14 Y/N |
| Sit-ups | | | ≥ 29 Y/N |
| Body Composition | 1: 2: 3: Avg: | | ≤ 35.5 Y/N |
| Total Score: _____ of _____ | | Category: | Excellent Satisfactory Unsatisfactory |

| Cardiorespiratory Endurance | | | Body Composition | | | Muscle Fitness | | | |
|---|-------------------------|--------|------------------|-------------------------|--------|------------------------|--------|-----------------------|--------|
| Run Time (mm:ss) | Health Risk Category | Points | AC (inches) | Health Risk Category | Points | Push-ups (reps/min) | Points | Sit-ups (reps/min) | Points |
| < 10:51 | Low-Risk | 60.0 | < 29.0 | Low Risk | 20.0 | > 48 | 10.0 | > 45 | 10.0 |
| 10:52 - 11:22 | Low-Risk | 59.5 | 29.5 | Low Risk | 20.0 | 40 | 9.5 | 42 | 9.5 |
| 11:23 - 11:38 | Low-Risk | 59.0 | 30.0 | Low Risk | 20.0 | 39 | 9.4 | 41 | 9.4 |
| 11:39 - 11:56 | Low-Risk | 58.6 | 30.5 | Low Risk | 20.0 | 38 | 9.3 | 40 | 9.0 |
| 11:57 - 12:14 | Low-Risk | 58.1 | 31.0 | Low Risk | 20.0 | 37 | 9.3 | 39 | 8.8 |
| 12:15 - 12:33 | Low-Risk | 57.6 | 31.5 | Low Risk | 20.0 | 36 | 9.2 | 38 | 8.5 |
| 12:34 - 12:53 | Low-Risk | 57.0 | 32.0 | Moderate Risk | 17.6 | 35 | 9.1 | 37 | 8.3 |
| 12:54 - 13:14 | Low-Risk | 56.2 | 32.5 | Moderate Risk | 17.1 | 34 | 9.1 | 36 | 8.2 |
| 13:15 - 13:36 | Low-Risk | 55.3 | 33.0 | Moderate Risk | 16.5 | 33 | 9.0 | 35 | 8.0 |
| 13:37 - 14:00 | Low-Risk | 54.2 | 33.5 | Moderate Risk | 15.9 | 32 | 8.9 | 34 | 7.8 |
| 14:01 - 14:25 | Low-Risk | 52.8 | 34.0 | Moderate Risk | 15.2 | 31 | 8.9 | 33 | 7.5 |
| 14:26 - 14:52 | Low-Risk | 51.2 | 34.5 | Moderate Risk | 14.5 | 30 | 8.8 | 32 | 7.0 |
| 14:53 - 15:20 | Low-Risk | 49.3 | 35.0 | Moderate Risk | 13.7 | 29 | 8.7 | 31 | 6.8 |
| 15:21 - 15:50 | Moderate Risk | 46.9 | 35.5 * | Moderate Risk | 12.8 | 28 | 8.6 | 30 | 6.5 |
| 15:51 - 16:22 | Moderate Risk | 44.1 | 36.0 | High Risk | 11.8 | 27 | 8.6 | 29 * | 6.0 |
| 16:23 - 16:57 * | Moderate Risk | 40.8 | 36.5 | High Risk | 10.7 | 26 | 8.5 | 28 | 5.5 |
| 16:58 - 17:34 | High Risk | 36.7 | 37.0 | High Risk | 9.6 | 25 | 8.3 | 27 | 5.0 |
| 17:35 - 18:14 | High Risk | 31.8 | 37.5 | High Risk | 8.3 | 24 | 8.2 | 26 | 4.5 |
| 18:15 - 18:56 | High Risk | 25.9 | 38.0 | High Risk | 6.9 | 23 | 8.0 | 25 | 4.0 |
| 18:57 - 19:43 | High Risk | 18.8 | 38.5 | High Risk | 5.4 | 22 | 7.9 | 24 | 3.5 |
| 19:44 - 20:33 | High Risk | 10.3 | 39.0 | High Risk | 3.8 | 21 | 7.8 | 23 | 3.3 |
| ≥ 20:34 | High Risk | 0.0 | 39.5 | High Risk | 2.0 | 20 | 7.6 | 22 | 3.0 |
| | | | ≥ 40.0 | High Risk | 0.0 | 19 | 7.5 | 21 | 2.5 |
| | | | | | | 18 | 7.0 | 20 | 2.0 |
| | | | | | | 17 | 6.8 | 19 | 1.8 |
| NOTES: | | | | | | 16 | 6.5 | 18 | 1.5 |
| Health Risk Category = low, moderate or high risk for current and future cardiovascular disease, diabetes, certain cancers, and other health problems | | | | | | 15 | 6.0 | 17 | 1.3 |
| | | | | | | 14 * | 5.0 | 16 | 1.2 |
| Passing Requirements - member <i>must</i> : 1) meet minimum value in each of the four components, <i>and</i> 2) achieve a composite point total ≥ 75 points | | | | | | 13 | 4.5 | 15 | 1.0 |
| | | | | | | 12 | 4.3 | ≤ 14 | 0.0 |
| | | | | | | 11 | 4.0 | | |
| * Minimum Component Values | | | | | | 10 | 3.5 | | |
| Run time < 16:57 min:sec / Abd Circ < 35.5 inches | | | | | | 9 | 3.0 | | |
| Push-ups ≥ 14 repetitions/one minute / Sit-ups > 29 repetitions/one minute | | | | | | 8 | 2.0 | | |
| | | | | | | 7 | 1.5 | | |
| Composite Score Categories: | | | | | | 6 | 1.0 | | |
| Excellent ≥ 90.0 pts / Satisfactory = 75.0 - 89.9 / Unsatisfactory < 75.0 | | | | | | ≤ 5 | 0.0 | | |

GUAM POST COMMISSION FITNESS CHARTS AND SCORING SHEETS

Female – Age: 40 – 49

Name: _____ Rank: _____ Unit: _____
 SSN: _____ Age: _____ Height: _____ Weight: _____
 Profile: Y / N Date: _____

| Component | Time/Reps/Measurement | Score | Minimum Value Met |
|--------------------------------|-------------------------------|-----------|--|
| 1.5-Mile Run/ 1.0-Mile Walk | | | ≤ 18:14 Y/N |
| Push-ups | | | ≥ 11 Y/N |
| Sit-ups | | | ≥ 24 Y/N |
| Body Composition | 1: ___ 2: ___ 3: ___ Avg: ___ | | ≤ 35.5 Y/N |
| | Total Score: ___ of ___ | Category: | Excellent Satisfactory Unsatisfactory |

| Cardiorespiratory Endurance | | | Body Composition | | | Muscle Fitness | | | |
|--|-------------------------|--------|------------------|-------------------------|--------|------------------------|--------|-----------------------|--------|
| Run Time (mins:secs) | Health Risk Category | Points | AC (inches) | Health Risk Category | Points | Push-ups (reps/min) | Points | Sit-ups (reps/min) | Points |
| ≤ 11:22 | Low-Risk | 60.0 | ≤ 29.0 | Low Risk | 20.0 | ≥ 38 | 10.0 | ≥ 41 | 10.0 |
| 11:23 - 11:56 | Low-Risk | 59.9 | 29.5 | Low Risk | 20.0 | 33 | 9.5 | 38 | 9.5 |
| 11:57 - 12:14 | Low-Risk | 59.8 | 30.0 | Low Risk | 20.0 | 32 | 9.4 | 37 | 9.4 |
| 12:15 - 12:33 | Low-Risk | 59.6 | 30.5 | Low Risk | 20.0 | 31 | 9.2 | 36 | 9.2 |
| 12:34 - 12:53 | Low-Risk | 59.4 | 31.0 | Low Risk | 20.0 | 30 | 9.1 | 35 | 9.1 |
| 12:54 - 13:14 | Low-Risk | 59.1 | 31.5 | Low Risk | 20.0 | 29 | 9.0 | 34 | 9.0 |
| 13:15 - 13:36 | Low-Risk | 58.7 | 32.0 | Moderate Risk | 17.6 | 28 | 8.9 | 33 | 8.8 |
| 13:37 - 14:00 | Low-Risk | 58.2 | 32.5 | Moderate Risk | 17.1 | 27 | 8.8 | 32 | 8.5 |
| 14:01 - 14:25 | Low-Risk | 57.7 | 33.0 | Moderate Risk | 16.5 | 26 | 8.7 | 31 | 8.3 |
| 14:26 - 14:52 | Low-Risk | 56.9 | 33.5 | Moderate Risk | 15.9 | 25 | 8.6 | 30 | 8.2 |
| 14:53 - 15:20 | Low-Risk | 56.0 | 34.0 | Moderate Risk | 15.2 | 24 | 8.6 | 29 | 8.0 |
| 15:21 - 15:50 | Low-Risk | 54.8 | 34.5 | Moderate Risk | 14.5 | 23 | 8.5 | 28 | 7.5 |
| 15:51 - 16:22 | Low-Risk | 53.3 | 35.0 | Moderate Risk | 13.7 | 22 | 8.4 | 27 | 7.0 |
| 16:23 - 16:57 | Moderate Risk | 51.4 | 35.5 * | Moderate Risk | 12.8 | 21 | 8.3 | 26 | 6.8 |
| 16:58 - 17:34 | Moderate Risk | 49.0 | 36.0 | High Risk | 11.8 | 20 | 8.2 | 25 | 6.4 |
| 17:35 - 18:14 * | Moderate Risk | 45.9 | 36.5 | High Risk | 10.7 | 19 | 8.1 | 24 * | 6.0 |
| 18:15 - 18:56 | High Risk | 42.0 | 37.0 | High Risk | 9.6 | 18 | 8.0 | 23 | 5.5 |
| 18:57 - 19:43 | High Risk | 37.1 | 37.5 | High Risk | 8.3 | 17 | 7.8 | 22 | 5.0 |
| 19:44 - 20:33 | High Risk | 30.8 | 38.0 | High Risk | 6.9 | 16 | 7.5 | 21 | 4.5 |
| 20:34 - 21:28 | High Risk | 22.9 | 38.5 | High Risk | 5.4 | 15 | 7.0 | 20 | 4.0 |
| 21:29 - 22:28 | High Risk | 12.8 | 39.0 | High Risk | 3.8 | 14 | 6.5 | 19 | 3.5 |
| ≥ 22:29 | High Risk | 0.0 | 39.5 | High Risk | 2.0 | 13 | 6.0 | 18 | 3.3 |
| | | | > 40.0 | High Risk | 0.0 | 12 | 5.5 | 17 | 3.0 |
| | | | | | | 11 * | 5.0 | 16 | 2.5 |
| | | | | | | 10 | 4.5 | 15 | 2.3 |
| NOTES: | | | | | | | | | |
| Health Risk Category = low, moderate or high risk for current and future | | | | | | 9 | 4.0 | 14 | 2.0 |
| cardiovascular disease, diabetes, certain cancers, and other health problems | | | | | | 8 | 3.5 | 13 | 1.5 |
| | | | | | | 7 | 3.0 | 12 | 1.3 |
| Passing Requirements - member <i>must</i> : 1) meet minimum value in each of | | | | | | 6 | 2.0 | 11 | 1.2 |
| the four components, <i>and</i> 2) achieve a composite point total ≥ 75 points | | | | | | 5 | 1.5 | 10 | 1.0 |
| | | | | | | 4 | 1.0 | 9 | 0.9 |
| * Minimum Component Values | | | | | | ≤ 3 | 0.0 | | |
| Run time ≤ 18:14 mins:secs / Abd Circ ≤ 35.5 inches | | | | | | | | | |
| Push-ups ≥ 11 repetitions/one minute / Sit-ups ≥ 24 repetitions/one minute | | | | | | | | | |
| Composite Score Categories: | | | | | | | | | |
| Excellent ≥ 90.0 pts / Satisfactory = 75.0 - 89.9 / Unsatisfactory ≤ 75.0 | | | | | | | | | |

GUAM POST COMMISSION FITNESS CHARTS AND SCORING SHEETS

Female – Age: 50 – 59

Name: _____ Rank: _____ Unit: _____
 SSN: _____ Age: _____ Height: _____ Weight: _____
 Profile: Y / N Date: _____

| Component | Time/Reps/Measurement | Score | Minimum Value Met |
|--------------------------------|-------------------------------|-----------|--|
| 1.5-Mile Run/ 1.0-Mile Walk | | | ≤ 19:43 Y/N |
| Push-ups | | | ≥ 9 Y/N |
| Sit-ups | | | ≥ 20 Y/N |
| Body Composition | 1: ___ 2: ___ 3: ___ Avg: ___ | | ≤ 35.5 Y/N |
| Total Score: ___ of ___ | | Category: | Excellent Satisfactory Unsatisfactory |

| Cardiorespiratory Endurance | | | Body Composition | | | Muscle Fitness | | | |
|---|-------------------------|--------|------------------|-------------------------|--------|------------------------|--------|-----------------------|--------|
| Run Time (mins:secs) | Health Risk Category | Points | AC (inches) | Health Risk Category | Points | Push-ups (reps/min) | Points | Sit-ups (reps/min) | Points |
| ≤ 12:53 | Low-Risk | 60.0 | ≤ 29.0 | Low Risk | 20.0 | ≥ 35 | 10.0 | ≥ 32 | 10.0 |
| 12:54 - 13:36 | Low-Risk | 59.8 | 29.5 | Low Risk | 20.0 | 30 | 9.5 | 30 | 9.5 |
| 13:37 - 14:00 | Low-Risk | 59.6 | 30.0 | Low Risk | 20.0 | 29 | 9.4 | 29 | 9.0 |
| 14:01 - 14:25 | Low-Risk | 59.3 | 30.5 | Low Risk | 20.0 | 28 | 9.3 | 28 | 8.9 |
| 14:26 - 14:52 | Low-Risk | 58.9 | 31.0 | Low Risk | 20.0 | 27 | 9.2 | 27 | 8.8 |
| 14:53 - 15:20 | Low-Risk | 58.4 | 31.5 | Low Risk | 20.0 | 26 | 9.1 | 26 | 8.6 |
| 15:21 - 15:50 | Low-Risk | 57.7 | 32.0 | Moderate Risk | 17.6 | 25 | 9.0 | 25 | 8.5 |
| 15:51 - 16:22 | Low-Risk | 56.8 | 32.5 | Moderate Risk | 17.1 | 24 | 8.8 | 24 | 8.0 |
| 16:23 - 16:57 | Low-Risk | 55.6 | 33.0 | Moderate Risk | 16.5 | 23 | 8.7 | 23 | 7.6 |
| 16:58 - 17:34 | Low-Risk | 54.0 | 33.5 | Moderate Risk | 15.9 | 22 | 8.6 | 22 | 7.0 |
| 17:35 - 18:14 | Low-Risk | 51.9 | 34.0 | Moderate Risk | 15.2 | 21 | 8.6 | 21 | 6.5 |
| 18:15 - 18:56 | Moderate Risk | 49.2 | 34.5 | Moderate Risk | 14.5 | 20 | 8.5 | 20 * | 6.0 |
| 18:57 - 19:43 * | Moderate Risk | 45.5 | 35.0 | Moderate Risk | 13.7 | 19 | 8.4 | 19 | 5.5 |
| 19:44 - 20:33 | High Risk | 40.7 | 35.5 * | Moderate Risk | 12.8 | 18 | 8.3 | 18 | 5.3 |
| 20:34 - 21:28 | High Risk | 34.3 | 36.0 | High Risk | 11.8 | 17 | 8.2 | 17 | 5.0 |
| 21:29 - 22:28 | High Risk | 25.9 | 36.5 | High Risk | 10.7 | 16 | 8.1 | 16 | 4.5 |
| 22:29 - 23:34 | High Risk | 14.7 | 37.0 | High Risk | 9.6 | 15 | 8.0 | 15 | 4.3 |
| ≥ 23:35 | High Risk | 0.0 | 37.5 | High Risk | 8.3 | 14 | 7.5 | 14 | 4.0 |
| | | | 38.0 | High Risk | 6.9 | 13 | 7.0 | 13 | 3.6 |
| | | | 38.5 | High Risk | 5.4 | 12 | 6.5 | 12 | 3.0 |
| | | | 39.0 | High Risk | 3.8 | 11 | 6.0 | 11 | 2.5 |
| | | | 39.5 | High Risk | 2.0 | 10 | 5.5 | 10 | 2.0 |
| | | | ≥ 40.0 | High Risk | 0.0 | 9 * | 5.0 | 9 | 1.8 |
| | | | | | | 8 | 4.5 | 8 | 1.7 |
| | | | | | | 7 | 4.0 | 7 | 1.5 |
| NOTES: | | | | | | | | | |
| Health Risk Category = low, moderate or high risk for current and future cardiovascular disease, diabetes, certain cancers, and other health problems | | | | | | 6 | 3.5 | 6 | 1.0 |
| Passing Requirements - member <i>must</i> : 1) meet minimum value in each of the four components, <i>and</i> 2) achieve a composite point total ≥ 75 points | | | | | | 5 | 3.0 | ≤ 5 | 0.0 |
| | | | | | | 4 | 2.0 | | |
| | | | | | | 3 | 1.0 | | |
| | | | | | | ≤ 2 | 0.0 | | |
| * Minimum Component Values | | | | | | | | | |
| Run time ≤ 19:43 mins:secs / Abd Circ ≤ 35.5 inches | | | | | | | | | |
| Push-ups ≥ 9 repetitions/one minute / Sit-ups ≥ 20 repetitions/one minute | | | | | | | | | |
| Composite Score Categories: | | | | | | | | | |
| Excellent ≥ 90.0 pts / Satisfactory = 75.0 - 89.9 / Unsatisfactory < 75.0 | | | | | | | | | |

GUAM POST COMMISSION FITNESS CHARTS AND SCORING SHEETS

Female - Age: 60+

Name: _____ Rank: _____ Unit: _____
 SSN: _____ Age: _____ Height: _____ Weight: _____
 Profile: Y / N Date: _____

| Component | Time/Reps/Measurement | Score | Minimum Value Met |
|--------------------------------|---------------------------------------|-----------|---|
| 1.5-Mile Run/ 1.0-Mile Walk | | | ≤ 22:28 Y/N |
| Push-ups | | | ≥ 7 Y/N |
| Sit-ups | | | ≥ 11 Y/N |
| Body Composition | 1: _____ 2: _____ 3: _____ Avg: _____ | | ≤ 35.5 Y/N |
| Total Score: _____ of _____ | | Category: | Excellent Satisfactory Unsatisfactory |

| Cardiorespiratory Endurance | | | Body Composition | | | Muscle Fitness | | | |
|---|-------------------------|--------|------------------|-------------------------|--------|------------------------|--------|-----------------------|--------|
| Run Time (mins:secs) | Health Risk Category | Points | AC (inches) | Health Risk Category | Points | Push-ups (reps/min) | Points | Sit-ups (reps/min) | Points |
| ≤ 14:00 | Low-Risk | 60.0 | ≤ 29.0 | Low Risk | 20.0 | ≥ 21 | 10.0 | ≥ 31 | 10.0 |
| 14:01 - 14:52 | Low-Risk | 59.8 | 29.5 | Low Risk | 20.0 | 19 | 9.5 | 28 | 9.5 |
| 14:53 - 15:20 | Low-Risk | 59.5 | 30.0 | Low Risk | 20.0 | 18 | 9.4 | 27 | 9.4 |
| 15:21 - 15:50 | Low-Risk | 59.1 | 30.5 | Low Risk | 20.0 | 17 | 9.0 | 26 | 9.0 |
| 15:51 - 16:22 | Low-Risk | 58.6 | 31.0 | Low Risk | 20.0 | 16 | 8.8 | 25 | 8.9 |
| 16:23 - 16:57 | Low-Risk | 57.9 | 31.5 | Low Risk | 20.0 | 15 | 8.5 | 24 | 8.8 |
| 16:58 - 17:34 | Low-Risk | 57.0 | 32.0 | Moderate Risk | 17.6 | 14 | 8.0 | 23 | 8.7 |
| 17:35 - 18:14 | Low-Risk | 55.8 | 32.5 | Moderate Risk | 17.1 | 13 | 7.5 | 22 | 8.6 |
| 18:15 - 18:56 | Low-Risk | 54.2 | 33.0 | Moderate Risk | 16.5 | 12 | 7.0 | 21 | 8.5 |
| 18:57 - 19:43 | Low-Risk | 52.1 | 33.5 | Moderate Risk | 15.9 | 11 | 6.5 | 20 | 8.4 |
| 19:44 - 20:33 | Moderate Risk | 49.3 | 34.0 | Moderate Risk | 15.2 | 10 | 6.0 | 19 | 8.3 |
| 20:34 - 21:28 | Moderate Risk | 45.6 | 34.5 | Moderate Risk | 14.5 | 9 | 5.7 | 18 | 8.2 |
| 21:29 - 22:28 * | Moderate Risk | 40.8 | 35.0 | Moderate Risk | 13.7 | 8 | 5.3 | 17 | 8.0 |
| 22:29 - 23:34 | High Risk | 34.4 | 35.5 * | Moderate Risk | 12.8 | 7 * | 5.0 | 16 | 7.8 |
| 23:35 - 24:46 | High Risk | 26.0 | 36.0 | High Risk | 11.8 | 6 | 4.5 | 15 | 7.5 |
| 24:47 - 26:06 | High Risk | 14.8 | 36.5 | High Risk | 10.7 | 5 | 4.0 | 14 | 7.3 |
| > 26:07 | High Risk | 0.0 | 37.0 | High Risk | 9.6 | 4 | 3.0 | 13 | 7.0 |
| | | | 37.5 | High Risk | 8.3 | 3 | 2.0 | 12 | 6.5 |
| | | | 38.0 | High Risk | 6.9 | 2 | 1.0 | 11 * | 6.0 |
| | | | 38.5 | High Risk | 5.4 | ≤1 | 0.0 | 10 | 5.5 |
| | | | 39.0 | High Risk | 3.8 | | | 9 | 5.3 |
| | | | 39.5 | High Risk | 2.0 | | | 8 | 4.5 |
| | | | > 40.0 | High Risk | 0.0 | | | 7 | 4.3 |
| | | | | | | | | 6 | 4.0 |
| | | | | | | | | 5 | 3.5 |
| | | | | | | | | 4 | 2.5 |
| | | | | | | | | 3 | 2.0 |
| | | | | | | | | 2 | 1.5 |
| | | | | | | | | ≤1 | 0.0 |
| NOTES: | | | | | | | | | |
| Health Risk Category = low, moderate or high risk for current and future cardiovascular disease, diabetes, certain cancers, and other health problems | | | | | | | | | |
| Passing Requirements - member <i>must</i> : 1) meet minimum value in each of the four components, <i>and</i> 2) achieve a composite point total ≥ 75 points | | | | | | | | | |
| * Minimum Component Values | | | | | | | | | |
| Run time ≤ 22:28 mins:secs / Abd Circ ≤ 35.5 inches | | | | | | | | | |
| Push-ups ≥ 7 repetitions/one minute / Sit-ups ≥ 11 repetitions/one minute | | | | | | | | | |
| Composite Score Categories: | | | | | | | | | |
| Excellent > 90.0 pts / Satisfactory = 75.0 - 89.9 / Unsatisfactory < 75.0 | | | | | | | | | |

ITEM

5

Governor of Guam Letter of Support



EDDIE BAZA CALVO
Governor

RAY TENORIO
Lieutenant Governor

Office of the Governor of Guam.

September 26, 2014

TO: P.O.S.T. Commission

FROM: Governor Eddie Calvo

SUBJECT: Letter of Support for P.O.S.T. Commission Administrative Rules

Buenas yan Hafa Adai.


I have reviewed the proposed Administrative Rules of the Peace Officer Standards and Training (P.O.S.T.) Commission concerning certification of peace officers and standards for employing agencies and training institutions. Peace officers are empowered to enforce the laws of our society. These public servants also have a larger responsibility they must fulfill throughout the tenure of their career. Virtually every aspect of our society relies on peace officers to be able to perform their duties effectively. The safety and well being of all Guam's families rely on the performance of our peace officers.


Through public law, the P.O.S.T. Commission has been designated to establish minimum standards for peace officers. These minimum standards include administrative, educational and physical requirements that our peace officers must fulfill in order for them to retain their certification. For the safety of Guam's families, all peace officers comply with this minimum standard.


The public's safety cannot be compromised. That is why it was important for the P.O.S.T. Commission to establish a standard and hold peace officers accountable to it. It is critical that our island be equipped with peace officers of sound physical, mental and moral condition because such officers possess the authority to arrest, detain, and carry a firearm. These standards will promote a healthy lifestyle for peace officers and also will support effective law enforcement. It will set the bar for routinely exercising, striving for a healthier diet, managing weight and stress better. In addition, healthy peace officers reduce the liability of an agency through workman's compensation and other processes and as a result, will reduce administrative and operational costs. The P.O.S.T. Commission and its affiliated agencies recognize the value of implementing the Administrative Rules as a way to improve job performance, take care of our officers and enhance the overall quality of life.


Ricardo J. Bordallo Governor's Complex • Adelup, Guam 96910

Tel: (671) 472-8931 • Fax: (671) 477-4826 • governor.guam.gov • calendar.guam.gov

 Eddie Baza Calvo

 @eddiebazacalvo

 @governorcalvo

 governorofguam



EDDIE BAZA CALVO
Governor

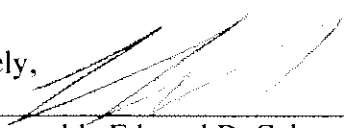
RAY TENORIO
Lieutenant Governor

Office of the Governor of Guam.

Guam should have the highest of standards for becoming a certified peace officer because they are a vital element to the order of society. Implementing these standards is necessary to protect the island community.

Pursuant to 5 GCA § 9303, I have reviewed the proposed regulations required as part of the rulemaking process. The proposed Administrative Rules by the P.O.S.T. Commission are in accordance with the Administrative Adjudication Law, as well as legislative standards and code of rules that may be applicable. I fully support these regulations.

Sincerely,



The Honorable Edward B. Calvo,
Governor of Guam

Oct. 29, 2014

Date



ITEM

6

Lieutenant Governor of Guam Letter of Support



EDDIE BAZA CALVO
Governor

RAY TENORIO
Lieutenant Governor

Office of the Governor of Guam

September 25, 2014

TO: P.O.S.T. Commission

FROM: Lieutenant Governor Ray Tenorio

SUBJECT: Letter of Support for P.O.S.T. Commission Administrative Rules

Hafa Adai,

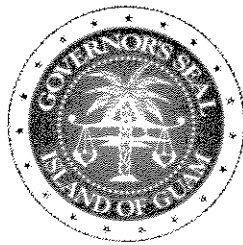
As the Overseer of Public Safety, I have taken a strong interest in the future of the Peace Officer Standards and Training (P.O.S.T.) Commission. 17 GCA §51102 authorizes the Commission to establish minimum standards for training, classify peace officer positions, and prescribe reasonable minimum qualifications relating to the physical fitness of persons recruited, appointed, or retained as peace officers. The Commission has been working diligently to comply with this law by finding a research-based standard that benefits both peace officers and the community.

The Guam Police Department has taught me the importance of peace officers adhering to a professional standard. The people of Guam need peace officers that have the necessary education and training background that allows them to fulfill their duties. All Guamanians, our tourists, and businesses are affected by public safety on a daily basis and we cannot compromise the trust the people put in our peace officers to serve and protect.

The P.O.S.T. Commission has been dedicated towards raising the bar for the image of peace officers so that it will produce a higher degree of professionalism in Guam's hardworking men and women in the public safety realm. The members of the Commission spent numerous hours researching the best method to establish new categories for peace officers. The three new categories were distinguished based on the kind of skillset and education background required for each profession. This ensures that the future candidates meet the minimum requirements even before they apply to an agency.

The new administrative rules mandate peace officer applicants are to prove a minimum level of proficiency in English. In this respect, the people of Guam can be assured that peace officers will be able to confidently document observations, assist in prosecutions





EDDIE BAZA CALVO
Governor

RAY TENORIO
Lieutenant Governor

Office of the Governor of Guam

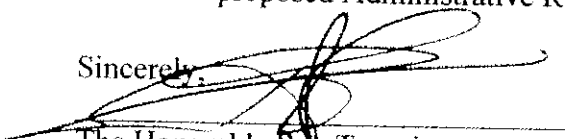
without literary limitations, and effectively interact with the people they swore to serve and protect. I am pleased with the P.O.S.T. Commission's arduous work in raising standards for skills, education, and English proficiency in the proposed Administrative Rules.

When deliberating how to define the minimum standard for a Physical Fitness Qualification Test (PFQT), the Commission found that the United States Air Force (USAF) physicians and physiologists developed these tests with science-based criteria for aerobic fitness and body composition. When lives are at stake, we depend on our peace officers to defend us at a moment's notice. I am pleased with the P.O.S.T. Commission's efforts in ensuring our people's peace officers are physically able to save lives and catch criminals in times of crises as first responders.

The process the Commission took to arrive at this point involved collaborative meetings on a monthly basis. The Commission has published public notices of meetings, conducted a public hearing, provided copies of the Administrative Rules at the Guam Community College (GCC) and on its website, and established its proposed rules in a form approved by Department of Administration (DOA) and Office of the Attorney General (OAG). Furthermore, the P.O.S.T. Commission has engaged DOA and OAG to ensure their body of work complied with existing statutes and the Administrative Adjudication Act (AAA).

The result of the P.O.S.T. Commission's hard work and dedication to the safety of the Guamanian people are the proposed Administrative Rules. This is the most progress Guam has seen from the Commission. I commend all the professionals involved in this unprecedented accomplishment. I fully support the Commission to continually raise professional standards for effective law enforcement in order to set a foundation for a safe island community. Let us empower the P.O.S.T. Commission by moving forward with these proposed Administrative Rules.

Sincerely,

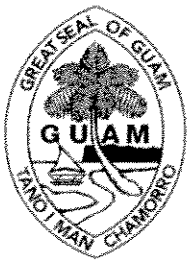

The Honorable Ray Tenorio,
Lieutenant Governor of Guam

Sept. 25, 2014
Date

ITEM

7

Law Enforcement Agencies/Departments Letters of Support



EDDIE BAZA CALVO
Governor

RAY TENORIO
Lieutenant Governor

GUAM POLICE DEPARTMENT

DIPATTAMENTON POLISIAN GUAHAN

Government of Guam



FRED E. BORDALLO, JR.
Chief of Police

MAURICE J.Q. SAYAMA, Colonel
Police Commander

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) 472-4036

September 16, 2014

Guam Peace Officer Standards and Training
(P.O.S.T.) Commission
c/o Guam Community College
P.O. Box 23069, GMF
Barrigada, Guam 96921

Subject: Letter of Support
Re: P.O.S.T. Commission Administrative Rules

Dear Commission Chairperson and Members:

Buenas yan Hafa Adai! We really appreciate the efforts put forward by the Peace Officer Standards and Training (P.O.S.T.) Commission in the development of Administrative Rules. The Commission's consistent and hard work to produce this proposal is acknowledgement of the value we place in our ability to provide a standard for training, ethical conduct, performance, and retention for peace officers on the island of Guam.

The proposed P.O.S.T. Administrative Rules will certainly benefit the Guam Police Department by ensuring that only qualified peace officers are hired and the requirement for physical fitness qualification will help build a physically fit and healthy work force, fully capable of keeping the island residents safe and secure.

On behalf of the men and women of the Guam Police Department, we hereby fully support the establishment of the proposed P.O.S.T. Administrative Rules, and we look forward to its immediate implementation. *Dangkolo Na Si Yu'os Ma'ase.*

Sincerely,

A handwritten signature in blue ink, appearing to read "Fred E. Bordallo, Jr.".

FRED E. BORDALLO, JR.
Chief of Police



Eddie Baza Calvo
Governor

Ray Tenorio
Lt. Governor

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



Joey C. San Nicolas
Fire Chief

September 24, 2014

Dennis J. Santo Tomas
Executive Director, P.O.S.T Commission
Guam Community College
P.O. Box 23069
Barrigada, Guam 96921

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

Hafa Adai,

It is with great pleasure to submit this letter in support of the proposed P.O.S.T. Commission Administrative Rules before you. This is a result of hours and collaboration with all Public Safety entities of Guam, the Guam Community College (GCC) and Department of Administration (DOA) under the direction of Lt. Governor Ray Tenorio to categorize peace officer positions, establish minimum standards for training, and set relevant qualifications in respect to physical fitness. The Guam Fire Department has made major strides in the standardization and accreditation of training and physical fitness requirements and these Administrative Rules help to provide enforcement and sustainment. It is the intent of the Guam Fire Department to further evolve these Administrative Rules to include specific applications to the Fire Service of Guam.

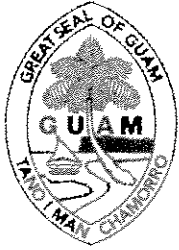
I'd like to thank Lt. Governor Tenorio, my fellow Chiefs and Directors and all others who have contributed in this endeavor and look forward to continuous improvement of all aspects of Public Safety.

If you have any questions, please contact the undersigned at joey.sannicolas@gfd.guam.gov or phone (671) 688-6533.

Saina Ma'ase,



JOEY C. SAN NICOLAS
Fire Chief

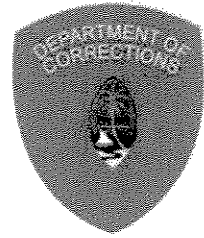


EDDIE BAZA CALVO
GOVERNOR

RAY TENORIO
LIEUTENANT GOVERNOR

DEPARTMENT OF CORRECTIONS
DEPARTAMENTON MANGNGURIHI
GOVERNMENT OF GUAM

P.O. Box 3236
HAGATNA, GUAM 96932
TEL# 734-4049 / 3981 / 735-4132 / 1
FAX# 734-4490



JOSE A. SAN AGUSTIN
DIRECTOR

September 16, 2014

MEMORANDUM

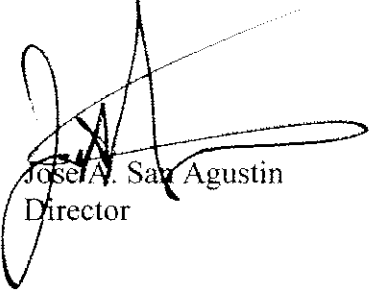
To: Guam Peace Officer Standard & Training

From: Director, Department of Corrections

Subject: Letter of Support

Buenas yan Hafu Adai! As Director of the Department of Corrections and a voting member for Guam Peace Officer Training (P.O.S.T) it's with great pleasure to write this letter in support for the Guam P.O.S.T. By the hard work provided by various Law Enforcement agencies this program will best fit the entire public safety and the people of Guam. This is an important component for all Law Enforcement Officers. The Guam P.O.S.T offerings are a demonstration of the overall commitment for all Law Enforcement Officers.

This will benefit the Officers at the Department of Corrections in providing good health, and a relief from stress and tension that some of our Officers go through due to the working environment that they endure daily. It will also boost up the morale here at the Department with the help on building a physically fit and healthy work force and will fully be capable of keeping the island residents safe and secured. The Department of Corrections look forward to working with the Guam Peace Officer Standard & Training (P.O.S.T) in the upcoming years. ***Si Yu'os Ma'ase'***


Jose A. San Agustin
Director

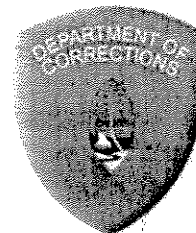
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EDDIE BAZA CALVO
GOVERNOR

RAY TENORIO
LIEUTENANT GOVERNOR

DEPARTMENT OF CORRECTIONS
DEPATTAMENTON MANGNGURIHI
GOVERNMENT OF GUAM



JOSE A. SAN AGUSTIN
DIRECTOR

P.O. Box 3236
HAGATNA, GUAM 96932
TEL# 734-4049 / 3981 / 735-4132 / 1
FAX# 734-4490

September 16, 2014

MEMORANDUM

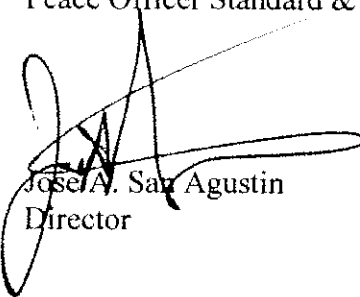
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Jose A. San Agustin
Director



CUSTOMS & QUARANTINE AGENCY, GUAM

Guam's First Line of Defense • Protecting Our Island, Our People, Our Resources

Director's Office

*Director – Pedro A. Leon Guerrero, Jr.
Chief of Customs – Raffaele M.J. Sgambelluri*

Doc. Ref. No. CQA-DIR-229-14

September 16, 2014

Memorandum

To: Peace Officer Standards & Training Commission
From: Director, Guam Customs and Quarantine Agency
Subject: Letter of Support
Ref: P.O.S.T. Commission Administrative Rules

Hafa Adai,

The Guam Customs & Quarantine Agency recognizes the evident disparity when it comes to the types of standards and training within the different law enforcement agencies in the Government of Guam. The agency also notes the time off taken by officers because of health related issues. The agency also recognizes that the P.O.S.T. Commission has come a long way to create standards and training for all law enforcement officers in this P.O.S.T. Commission Administrative Rules draft.

The Agency hereby supports the efforts of the P.O.S.T. Commission to develop administrative rules which will finally create a structured approach towards standardizing standards and training for the different law enforcement entities within the government of Guam. Our officers can only benefit from the application of these rules- ensuring only qualified peace officers are hired, and that they remain physically fit, ensuring a healthier and prolonged lifestyle and that they are fully capable of keeping our island community protected.

PEDRO A. LEON GUERRERO, JR.

Director

Guam Customs and Quarantine Agency

Cc: CQA Director's Office

Mailing Address: 770 East Sunset Boulevard, Suite 240 Tiyan, Guam 96913

Executive Office: Suite 250, Guam Integrated Air Cargo Facility, Tiyan, Barrigada, Guam 96913

(671) 475-6202 • (671) 475-6227 Fax • www.cqa.guam.gov



Eddie Baza Calvo
Governor
Ray Tenorio
Lieutenant Governor

Department of Youth Affairs
Dipáttamenton Asunton Manhoben

Government of Guam
P.O. Box 23672 GMF
Barrigada, Guam 96921
Tel: (671)735-5010 Fax: (671)734-7536



Adonis J. Mendiola
Director

September 12, 2014

Guam Peace Officer Standards & Training (P.O.S.T.) Commission

Subject: **Letter of Support**

Dear Sirs/Ma'am,

Hafa Adai! I am writing in full support for the P.O.S.T. Administrative Rules the Commission has worked hard to produce.


The Department of Youth Affairs (DYA) feels it will immensely benefit from the Administrative Rules by ensuring only qualified peace officers are hired and the requirement for physical fitness qualification will help build a physically fit & healthy work force fully capable of keeping the island residents safe and secure.

Our island community deserves this long awaited effort and the services provided to the community by DYA Peace Officers. We believe this will positively impact the care and custody of Guam's at-risk youth remanded to our department. Through the P.O.S.T. Administrative Rules and Commission Standards, DYA's Peace Officers will be guaranteed solid skills training and a professional work ethic that will work to significantly reducing the recidivism rate of Guam's young adult offenders directly.

Should you have any questions, please contact me at 735-5010.

Si Yu'os Ma'ase.

Sincerely,



Adonis J. Mendiola
Director





EDWARD S. TOVES
Marshal of the Courts

JUDICIARY OF GUAM
MARSHALS DIVISION

Guam Judicial Center
120 West O'Brien Drive Hagatna, Guam 96910
Phone: (671)475-3216/3322 Facsimile: 477-2644



JOSEPH J. LEON GUERRERO
Deputy Chief Marshal

September 15, 2014

Guam Peace Officer Standards & Training (P.O.S.T.) Commission
c/o Guam Community College
P.O. Box 23069, GMF
Barrigada, Guam 96921

Buenas Yan Hafa Adai ,

The purpose of this letter is to express the Judiciary of Guam's support to include my support regarding the **"GUAM P.O.S.T. (PEACE OFFICER STANDARDS AND TRAINING) COMMISSION ADMINISTRATIVE RULES."** These rules have been in the making within the last several years which involved numerous man hours by commission member's as well as members of the public. I am proud to say that all the hard work the commission has put into these rules has come to fruition and I am hopeful that your legislative review and approval will be positive.

These rules will improve the quality of all Law enforcement personnel on island and hopefully lead to a professional workforce that will proudly represent the wishes of the People of Guam. Additionally, these rules will ensure that only qualified peace officers are hired and the requirement for physical fitness qualification will help build a physically fit and healthy work force fully capable of keeping the island residents safe and secure.

I fully support these administrative rules.

Sincerely,

Edward S. Toves, Marshal of the Courts
Unified Judiciary of Guam



Eddie Baza Calvo
Governor

Ray Tenorio
Lt. Governor

Department of Parks and Recreation
Dipattamenton Plaset yan Dibuetision
490 Chalan Palasyo
Agana Heights, Guam 96910
Director's Office: (671) 475-6296/7
Facsimile: (671) 477-0997
Parks Division: (671) 475-6288/9
Recreation Division: (671) 477-8279/80
Guam Historic Resources Division: (671) 475-6295/6270



Raymond F.Y. Blas
Director

September 19, 2014

MEMORANDUM

To: Guam Peace Officer Standards & Training (P.O.S.T.) Commission

From: Director

Subject: Support for Guam Peace Officer Standards & Training (P.O.S.T.) Commission Administrative Rules"

The Department of Parks and Recreation would like to thank the P.O.S.T. commission for its dedication and relentless pursuit on putting together a set of administrative rules for all peace officers and the department that employ them. These administrative rules will not only ensure that all agencies are trained in the same manner and follow a standard set of rules, but will allow our law enforcement officers to achieve employment in other agencies that are also P.O.S.T. certified. Most notable in these rules is the standard for physical fitness. For so long, our officers were only required to pass an entrance and pre-graduation physical fitness test. After graduation and with no set standards or requirements for any type of physical conditioning, peace officers often let themselves go and have become "out of shape". A peace officers job entails a great deal of both mental and physical stresses and with no standards forcing them to keep fit, it often leads to missed days at work, increase of workers compensation claims, and other mental and physical complications. By requiring standards in physical conditioning, we can lessen injuries, hospital visits, and workers compensation claims. Overall the standards you have set, will definitely have an effect on how the public perceives peace officers, and how peace officers feel about themselves.


RAYMOND F.Y. BLAS

GUAM HOMELAND SECURITY OFFICE OF CIVIL DEFENSE



September 17, 2014

EDDIE BAZA CALVO
Governor
Maga' Lahi Guahan

Guam Peace Officer Standards & Training (P.O.S.T.) Commission
Guam Community College, Sesame St.
Mangilao, Guam 96923

RAY S. TENORIO
Lt. Governor
I Segundo Maga' Lahi Guahan

Subject: Support for Guam Peace Officer Standard & Training (P.O.S.T.) Administrative Rules

Dear P.O.S.T. Commission

Hafa Adai! As the Guam Homeland Security Advisor, I strongly support the P.O.S.T. (Peace Officer Standards and Training) Commission Administrative Rules.

AMBROSIO D. CONSTANTINO, JR.
Homeland Security Advisor
Konsaheron Inasiguran I Tano'

These Administrative Rules establishes set minimum standards for training, hiring, conduct and retention of all Peace Officers for the Territory of Guam through testing and certification. Whether the Peace Officer works for the Guam Police Department, Customs & Quarantine or other Law Enforcement Agencies, all would go through the same basic standards if this is passed. As sworn Peace Officers, they have a huge responsibility for the safety of all individuals on this island, a task that should not be taken lightly

JAMES T. MCDONALD
Acting Administrator
Administrador

In addition to the standards that a Peace Officer must meet in order to qualify, the Administrative Rules also establishes the procedures and length of time, for individuals that do not meet the standards, to improve themselves to meet the certification requirements.

Your support is greatly appreciated. Should you need additional information, please contact me at 475-9600 or via email at ambrosio.constantino@ghs.guam.gov.

Si Yu'os Ma'ase

Ambrosio D. Constantino Jr.



A.B. WON PAT
INTERNATIONAL AIRPORT AUTHORITY, GUAM
ATURIDAT PUEYTON BATKOH AIREN GUAHAN ENTEHASONAT

P.O. Box 8770
Tamuning, GU 96931

Tel (671) 646-0300
Fax (671) 646-8823

www.guamairport.com

October 01, 2014

Guam Peace Officer Standards & Training (P.O.S.T.) Commission
Guam Community College, Sesame St.
Mangilao, Guam 96923

Attention: Mr. Dennis Santo Tomas

Subject: Support for Guam Peace Officer Standard & Training (P.O.S.T.) Administrative Rules

Dear P.O.S.T. Commission;

Buenas Yan Hafa Adai, I am in receipt of the Peace Officer Standards & Training (P.O.S.T.) Commission Administrative Rules that were recently reviewed by the Attorney General's Office and approved by the Commission membership.

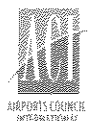
As you are aware, Airport Police Chief, Robert D. Camacho, took the lead in the initial development of the P.O.S.T. Commission Administrative Rules and I have every confidence that the end product more than meets the needs of the Commission and our local law enforcement community.

The A.B. Won Pat International Airport Authority, Guam only stands to gain as the P.O.S.T. Commission progresses and the quality of Airport Police Officer candidates produced by the Guam Community College, through the Commission's efforts, will most certainly be top grade.

I wish to convey my congratulations to you and the members of the P.O.S.T. Commission for accomplishing one of the most important steps in the development of the Commission. We at the A.B. Won Pat International Airport Authority, Guam are in full support of the P.O.S.T. Commission Administrative Rules, and wish you and the Commission continued success in your endeavors.

Respectfully,


Charles H. Ada II
Executive Manager





PORT OF GUAM
ATURIDAT I PUETTON GUAHAN
Jose D. Leon Guerrero Commercial Port
1026 Cabras Highway, Suite 201, Piti, Guam 96925
Telephone: 671-477-5931/35 Facsimile: 671-477-2689/4445
Website: www.portguam.com



Eddie Baza Calvo
Governor of Guam
Ray Tenorio
Lieutenant Governor

September 29, 2014

Dennis J. Santo Tomas
Executive Director
Guam P.O.S.T. Commission

SUBJECT: Support for Guam Peace Officer Standards & Training (P.O.S.T.) Commission
Administrative Rules

Hafa Adai!! Mr. Santo Tomas and P.O.S.T Commission Committee Members,

The Port Authority of Guam appreciates the joint collaboration and compilation of the "Administrative Rules" by Commission members, and your efforts for "staying focus and on course" to ensure this particular task is accomplished.

Therefore, the Port Authority of Guam supports the endeavors of our [peace] officers in gaining additional knowledge, skills and abilities.


JOANNE M.S. BROWN
Port General Manager

ITEM

8

Department of Administration

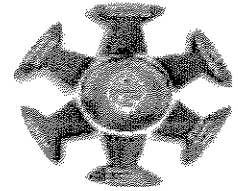
Letter of Approval



Eddie Baza Calvo
Governor
Ray Tenorio
Lieutenant Governor

GOVERNMENT OF GUÅHAN
(GUBETNAMENTON GUÅHAN)
DEPARTMENT OF ADMINISTRATION
(DIPATTAMENTON ATMENESTRASION)

DIRECTOR'S OFFICE
(Ufisinan Direktot)
Post Office Box 884 * Hagåtña, Guam 96932
TEL: (671) 475-1101/1250 * FAX: (671) 477-6788



Benita A. Manglona
Director
John AB Pangelinan
Acting Deputy Director

HRD NO.: OG-15-016

OCT 28 2014

MEMORANDUM

To: Executive Director, Guam Peace Officer Standards & Training Commission
From: Director, Department of Administration
Subject: Review of Proposed Guam P.O.S.T. Administrative Rules

Buenas yan Háfa Adai! This is in response to your October 13, 2014 request to review the proposed Administrative Rules for the Guam Peace Officer Standards and Training (P.O.S.T.) Commission. Our Department is authorized to review these proposed rules since it impacts personnel rules by mandating certain qualification requirements. Title 5 Guam Code Annotated (GCA), §9301 (d) and (e) requires any government of Guam department, agency, autonomous agency, office or instrumentality promulgating rules or regulations under Chapter 4 of 4 GCA to submit such document to the Department of Administration (DOA) for review and approval.

We have completed our analysis and have determined that the proposed provisions are consistent with personnel rules. Where it impacts personnel rules, P.O.S.T.'s proposal has appropriately referenced our Personnel Rules, or applicable Government of Guam personnel rules. We would like to point out two sections, §3004 Pre-Employment Requirements and §3006 Standards for Certification for Each Category of Peace Officer, which indirectly impacts personnel rules by mandating certain minimum qualifications for peace officer positions. In regards to the first section, we find this acceptable because it states that pre-employment requirements are to be provided prior to being hired or as deemed appropriate. This allows our department, autonomous agencies and the Judiciary Branch the flexibility to impose these qualifications at different stages of the recruitment process.

In regards to the second section §3006, we request that prior to the P.O.S.T. Commission issuing the different levels of certification, the Commission communicates with our Department as well as the other peace officer hiring entities to inform us of the positions that would be issued the various certifications so that we can properly prepare for such requirements.

Our Department hereby approves the proposed Administrative Rules. We congratulate the Guam P.O.S.T. Commission on moving forward with these proposed rules. From a Department that administers rules and regulations on a daily basis, we can appreciate the adoption of such rules in order to standardize requirements so that applicants, employees, management and the general public knows what is expected of a Guam Peace Officer. We wish you the best as you continue the administrative adjudication process. *Dángkolo na Agradesimiento!*

Benita Manglona
BENITA A. MANGLONA

ITEM

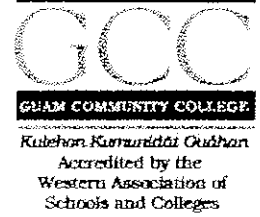
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Attorney General of Guam

Letter of Approval



PEACE OFFICER STANDARDS & TRAINING COMMISSION
P.O. Box 23069 GMF, Barrigada, Guam 96921
1 Sesame Street, Mangilao, Guam



REF: H-0857
GPD

DATE: September 25, 2014

TO: The Honorable Leonardo M. Rapadas
Attorney General of Guam, Office of the Attorney General

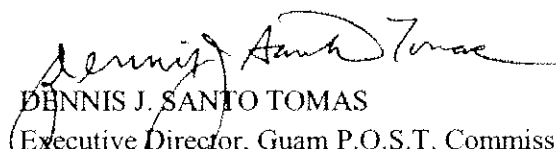
FROM: Dennis J. Santo Tomas
Executive Director, Guam Peace Officer Standards and Training Commission

SUBJECT: Request for Review and Approval as to Form
RE: Proposed Guam P.O.S.T. Administrative Rules

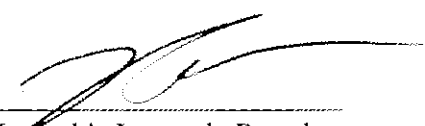
Hafa Adai to the hard-working and professional staff at the Office of the Attorney General. We appreciate all that you do for peace officers so they are better able to keep the communities of Guam safe. The Guam Peace Officer and Standards Training (P.O.S.T.) Commission has been working very diligently over the past year to formulate the attached P.O.S.T. Administrative Rules. These rules will establish standards for training, conduct, fitness and retention of peace officers employed within the Government of Guam.

Please find attached a proposed amendment to codify the P.O.S.T. Administrative Rules under a new chapter 3 of Title 27 Guam Administrative Rules and Regulations. Pursuant to 5GCA9, §9303, your review of the proposed regulations as to form is required as part of the rule making process. In this regard, we kindly ask that you review these proposed regulations as to form, and in the event you find these regulations compliant, to affix your signature and date accordingly below. We are also requesting a letter from your office in support the P.O.S.T. Administrative Rules.

Due to pressing circumstances, we kindly ask for your expeditious review. If you should have any questions or would like to discuss this matter further, please contact me at 735.5554 (W) or 788.1537 (C) where I can be of assistance. Thank you for your kind attention and staunch support for the law enforcement community.


DENNIS J. SANTO TOMAS
Executive Director, Guam P.O.S.T. Commission

APPROVED AS TO FORM:


The Honorable Leonardo Rapadas
Attorney General of Guam

10/15/14
Date

** As per the AG approved as to form.

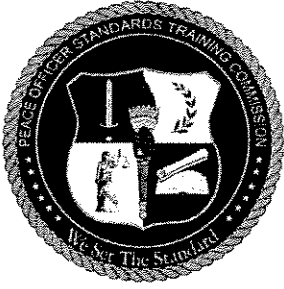
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ITEM

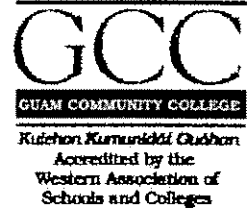
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Approved Minutes of the August 21, 2014
P.O.S.T. Commission Meeting

(when the proposed P.O.S.T. Administrative
Rules were approved)



PEACE OFFICER STANDARDS TRAINING COMMISSION
P.O. Box 23069 GMF, Barrigada, Guam 96921
1 Sesame Street, Mangilao, Guam



P.O.S.T. COMMISSION MEETING MINUTES
Thursday, August 21, 2014

I. Called to order. The P.O.S.T. ("POST") Commission meeting of August 21, 2014 was called to order at 9:27 a.m., by Mr. Vincent Perez, Vice Chairman, held in the Guam Community College Student Center Training Room 5108 in Mangilao, Guam.

II. Roll Call by Agency/Department.

Member-agencies in attendance were:

Mr. Vincent Perez, Asst. Chief, Customs and Quarantine;
Mr. Dennis Santo Tomas, Executive Director, P.O.S.T., GCC;
Mr. J. Basil O'Mallan, Chief Prosecutor, Office of the Attorney General;
Ms. Therese Terlaje, University of Guam;
Mr. Thomas Masga, Captain, Unified Courts of Guam Judiciary Marshal;
Mr. Michael Reyes, Supervisor, Department of Agriculture,
Mr. Joey Manibusan, Captain Guam Fire Department;
Mr. Francis Flisco, Department of Administration;
Mr. Fred Chargualaf, Police Major, Guam Police Department.

Others in attendance: Lt. Governor of Guam, Ray Tenorio and staff members; Mr. Raymond Perez, Police Capt. and Mr. John P. Aguon, Police Sgt., Guam Police Department; Ms. Liza Camacho, GDOE.

Document(s)/Packet: 6/26/14 Meeting Minutes and 8/21/14 Agenda; Guam P.O.S.T. (Peace Officer Standards and Training) Administrative Rules (DRAFT) August 21, 2014.

III. General Remarks – Lt. Gov. Ray Tenorio and staff were welcomed to today's meeting and participated in discussions. It was also mentioned that Chief Robert Camacho is on medical leave.

IV. Approval of Minutes from previous meeting.

MOTION

M/S/C (/Marshal-T. Masga; AG-J. B. O'Mallan): Move to adopt meeting minutes of June 26, 2014, with corrections. **Unanimously approved, motion adopted.**

V. Review of P.O.S.T. Public Hearing testimony

1. Discussion/Motion to accept/decline each public testimony. A public hearing regarding the Guam P.O.S.T. Commission Administrative Rules and Physical Fitness Qualification Test Policy

incorporated as one document was held July 29, 2014, 1:00 p.m.-3:00 p.m., at the Guam Community College, Student Center Training Room 5108.

Executive Director Dennis Santo Tomas mentioned that this hearing was well attended and that he received testimonies both written and oral recommendations. He incorporated the testimonies into the verbiage of the draft. A copy of the updated document as of August 21, 2014 was provided to members for review and consideration of said changes. However, at this time a motion was made to go through the updated Administrative Rules section by section rather than adopting the document as a whole.

MOTION

M/S/C (AG-J. B. O'Mallan/Marshal-T. Masga): Move to adopt to vote on each change to the updated P.O.S.T. Commission Administrative Rules section per section, with corrections. Unanimously approved, motion adopted.

It was noted that changes are in bold and italicized. For clarification, AG J. Basil O'Mallan asked if the POST Commission Administrative Rules currently being reviewed during today's 8/21/14 meeting, the same POST Commission Administrative Rules that went through the AAA process. If there are no substantive changes, would it require another AAA process with the added changes from the July 29, 2014 public hearing?

The Vice Chairman and Executive Director confirmed that so long as said changes are not considered substantive changes it would not have to go through the AAA process.

MOTION

M/S/C (AG-J. B. O'Mallan/Marshal-T. Masga): Move to adopt, with corrections, under Section 3002, page 2, subparagraph "b" by adding, "*at a minimum*" after the word "...These forms will include." Unanimously approved, motion adopted.

There was a recommended change submitted via email from Ms. Mariles Benavente, Cultural & Linguistic Coordinator, UOG CEDDERS:

Change the word "mental" to "psychological" in the following motion:

MOTION

M/S/C (AG-J. B. O'Mallan/Marshal-T. Masga): Move to adopt, with corrections, under Section 3002, pages 2-3, subparagraph "d", by deleting the word "mental" and replace with the word "*psychological*" and that all references to "Note" throughout the draft Administrative Rules of August 21, 2014, be removed. Unanimously approved, motion adopted.

There were issues regarding moving Civilian Volunteer Police Reserves (CVPR) from Category 1 to Category 2. One of the issues brought up was that CVPRs were not permanent employees under Section 3006. AG's office conducted some research. More discussions to follow after further research are done.

MOTION

M/S/C (Marshal-T. Masga; AG-J. B. O'Mallan): Move to adopt and table recommended changes to Section 3003, pages 3-4, subparagraphs "a" and "b" until Section 3006 is resolved regarding Civilian Volunteer Reserves. Unanimously approved, motion adopted.

At this time, Lt. Governor Ray Tenorio asked for the POST Commission to allow GPD Capt. Ray Perez to make a presentation before proceeding to the next section.

MOTION

M/S/C (AG-J. B. O'Mallan; Marshal-T. Masga): Move to adopt and allow Guam Police Department Capt. Ray Perez to discuss the Peace Officer categories with a PowerPoint presentation for the POST Commission's consideration to revise the different Peace Officer categories in Section 3003. Unanimously approved, motion adopted.

- Capt. R. Perez noted the statute with regard to enabling requirements for each peace officer such as Customs, Marshals, GPD, Airport, etc.
- For example, one of the Airport's primary issues when things go wrong is aviation safety.
- Capt. Perez was just showing the different examples for some of the agencies and are not necessarily all the agencies.
- Capt. Perez pointed out that by illustrating each agency's enabling law requirements, answers on how to categorize.
- He further explained that since there are already logical categories, that it makes sense to categorize based on each agency's core functions.
- Capt. Perez showed a chart based on the department's/officer's primary functional fields and then into the functional priorities. That the categories are based on statutes.
- He also explained that the categories should be corrected on the onset.
- That this is one way to categorize.
- Capt. Perez then proceeded to show another way to categorize.
- Explained categories are not quite compliant with the statutes.
- Fundamentals needed for each category.
- Attorney General O'Mallan mentioned he has no problems with what has been discussed but would need time to review/study Capt. Perez's presentation and meet with the POST Commission in two (2) weeks.
- Capt. Perez will email his presentation and other info he has researched to date since the public hearing on July 29, 2014.
- There were further discussions with position descriptions that it still falls back to the statutes.
- Capt. Perez stated he is willing to do the work to assist the POST Commission. He asked the Commission what do you feel best serves the peace officer's occupation-how are they going to carry out their duties and responsibilities. What best serves them and in the end will it help the Commission actually give them the right training. That this is what the POST Commission should be focusing on, getting the training.
- Marshal T. Masga gave an example of what the marshals go through, basic training first and then specialized training next.

- Ms. Terlaje asked regarding a column of different training components such as basic, specialized training in certain fields, additional training, etc.
- The Lt. Governor pointed out that this point has not been reached yet because it has taken the POST Commission, about four years to reach where it is today and it would take a much longer and deeper discussion for the additional training. That there should be a standard for training and said he appreciates Capt. Perez's presentation and reiterated the length it has taken the Commission to get where it is today and should complete the POST standards by this fiscal year.
- Capt. Perez agreed in getting this done soon as well.

Further discussions:

- Lt. Governor Ray Tenorio suggested that all should get copies of Capt. Ray Perez's presentation.
- Maybe incorporate recommendations from Capt. Ray Perez.
- Work with Lt. Governor's office to continue to communicate with them and in meeting the timeline in two weeks.

MOTION

M/S/C (AG-J. B. O'Mallan; Marshal-T. Masga): Move to continue meeting of August 21, 2014 until 9:00 a.m., September 4, 2014, Guam Community College campus. Unanimously approved, motion adopted.

Meeting of August 21, 2014 recessed at approximately 10:54 a.m.

POST COMMISSION MEETING MINUTES (Reconvened meeting of August 21, 2014)

At this time, the P.O.S.T. Commission meeting of August 21, 2014 was reconvened on Thursday, September 4, 2014 and called to order by Mr. Vincent Perez, Vice Chairman, at approximately 9:06 a.m., and held in the Guam Community College Student Center Training Room 5108 in Mangilao, Guam.

The following roll call was also made:

Roll Call by Agency/Department.

Mr. Vincent Perez, Asst. Chief, Guam Customs and Quarantine;
 Mr. Dennis Santo Tomas, Executive Director, P.O.S.T., GCC;
 Mr. Fred Bordallo, Chief, Guam Police Department;
 Mr. Monty May, Office of the Attorney General (did not sign but was present);
 Ms. Rose Cruz, Department of Administration;
 Mr. Joey Manibusan, Captain Guam Fire Department;
 Mr. Joe San Agustin, Director, Department of Corrections;
 Mr. Joey Terlaje, Unified Courts of Guam Judiciary Marshal.

Others in attendance (sign in sheet): Lt. Governor Ray Tenorio; Capt. Raymond Perez and Lt. Andrew Quitugua, GPD; Mr. Pedro A. Leon Guerrero, Guam Customs & Quarantine; Mr. Jerry Hinkle, Judiciary; Mr. Francis Flisco, DOA; Ms. Desori Bermudes, Office of the Lt. Governor; Mr. Francis Flisco, DOA; Ms. Liza Garcia, DOE.

The Executive Director made a few opening remarks explaining that this meeting is a continuation of the August 21, 2014 P.O.S.T. ("POST") Commission meeting following the same Agenda and will continue with the proposed POST Commission Administrative Rules with recommended changes from both oral and written testimonies submitted for the July 29, 2014 P.O.S.T. Commission public hearing. Any changes approved will be incorporated into the proposed Administrative Rules for submission to the Guam Legislature.

The Executive Director then referred to page 3 of the proposed Administrative Rules regarding Civilian Volunteer Police Reserves (CVPRs): Recommended changes were from Sgt. John Aguon, GPD, to remove CVPRs from Category 2 because they are not full time/permanent peace officers. Last discussion also involved their service.

Lt. Andrew Quitugua explained that Chief Bordallo requested for him to attend today's meeting to inform the Commission the current role of CVPRs in the Guam Police Department (GPD).

- CVPRs are not Government of Guam employees.
- Just receives stipends, which is not compensation for any hourly wages as employees of GPD.
- Lt. Quitugua further explained that research found that CVPRs are utilized elsewhere in the U.S. to handle programs as employees.
- Should the Commission recommend CVPRs to be categorized as fulltime employees, then that is another issue that would have to be brought before the Guam Legislature changing their status as such.
- GPD's position is to leave the CVPRs in its current role providing volunteer service to GPD.

At this time Capt. Ray Perez was asked to continue his presentation from the August 21, 2014 POST Commission meeting. Lt. Governor Ray Tenorio also thanked Capt. Perez for his research in providing a different version of categorizing peace officers in his presentation.

Capt. Perez then referred to the table of categories from job titles to job specifications per statute, including rank.

- Explained that the reason the table is set up as such is that there are certain requirements for each job.
- Table was also based on jobs meeting certain requirements such as attending a police officer or firefighter academies obtaining technical training for specific jobs.
- Example given: Police officers have to attend an academy and as a firefighter, you are required to have certain requirements, too.
- Each has a technical specialty, job specs for each position.
- Pointed out preventing personnel from going through additional training such as a firefighter attending a police academy and vice versa. That this would be unreasonable to do.
- That certain jobs does not require attending an academy.
- Pointed out though that the only position that does not require an academy certification is a youth service worker. An entry level position, which requires a high school diploma.
- The table listed each position's requirements.

- Capt. Perez mentioned his understanding is that it does not make sense to send individuals to obtain a certification if it does not apply to their job specifications, or to repeat academies.
- Has a list of the department heads that are included in the law. He will send this to POST.
- Findings are that chiefs and department heads by law are required to be certified.
- If this idea works, would have to make modifications to Section 3006.
- Job descriptions were obtained from DOA website.
- Capt. Perez explained that the table reflects by following the original draft, broke it down with the last draft, and put it together with GCC's certificate programs.
- Has some information with apprenticeship program.

There were further discussions with regard to the apprenticeship programs and basic requirements for consideration by the P.O.S.T Commission.

- That although basic requirements are passed there is still additional requirements needed such as report writing, etc.

Mr. P. Leon Guerrero from Guam Customs mentioned that although there are recommendations, the current draft of the Administrative Rules have already gone through the process necessary to arrive at this juncture and should now move forward.

- That it is a living document and even if other recommendations are provided, there is a point to move forward.
- Overall there should be a baseline at this point and just move forward.

Further discussions included issues surrounding basic training and finalizing the standards.

- That Capt. Perez's input are valid and will not be disregarded but the P.O.S.T. Commission should move forward.
- That the public hearing was open to everyone to provide input.
- That the P.O.S.T. Commission has progressed to this point with the final draft and can still be part of future discussions.
- That the current draft is a good draft.

Capt. Perez understands everyone's efforts but still offered recommendations.

The Executive Director pointed out the other changes:

- Under Section 3003 (c), Category 3 Peace Officers: Recommendation from Capt. Ray Perez to remove the CAPE because statute does not define CAPE as peace officers. There were some discussions that CAPE should remain as is.
- Recommendation by Capt Ray Perez to add a Category 4 under Section 3003 but was withdrawn. Capt. Perez clarified that this was not a suggestion for a separate category but more as a standards for peace officers who are appointed or assigned to supervisory, a managerial and executive positions.
- Under Section 3005: The Executive Director recommended that many officers have asked what are the components of the PFQT and provided a brief explanation of it.
- Under Section 3005, subparagraph (f) under Failure and subparagraph (g): Recommendation to put in the words "Guam licensed" before the word "health care provider."

There were some discussions of "Guam licensed" in comparison to off-island doctors. A motion was then made as follows:

MOTION

M/S/C: (Customs-Pedro L.G. / GPD-F. Bordallo): Move to adopt by deleting the words “a medical records review by” under Section 3005, subsection (f) and replaced with “Guam licensed” to now read: *“When a peace officer receives four unsatisfactory PFQT results within a 24-month period and a Guam licensed health care provider has ruled out medical conditions...”* Unanimously approved, motion adopted.

MOTION

M/S/C: (GPD-F. Bordallo/Customs-Pedro L.G.): Move to adopt by striking the words “has had his/her medical records reviewed by a health care provider to rule” under Section 3005, subsection (g) and replaced after the word “a” with “Guam licensed health care provider has ruled” to now read: *“; and a Guam licensed health care provider has ruled out medical conditions precluding the member from achieving a passing score.”* Unanimously approved, motion adopted.

There was a recommendation for consistency purposes and subject to the Attorney General review to change the word “member” with the word “peace officer” in certain sections, as follows:

MOTION

M/S/C: (Customs-Pedro L.G./GFD-Joey Manibusan): Move to adopt replacing the word “member” wherever appropriate with the word “Peace Officer” throughout the draft of the P.O.S.T. Commission Administrative Rules in sections pertaining to the PFQT. Unanimously approved, motion adopted.

Under Section 3006, the first paragraph and sixth line: A recommendation was made to replace the words “employment” to “service” and “employed” to “serving.” A motion was then made as follows:

MOTION

M/S/C: (Customs-Pedro L.G./GFD-Joey Manibusan): Move to adopt under Section 3006, line 6 of first paragraph by deleting the words “employment” and replacing with the word “service” and deleting the word “employed” and replaced with the word “serving” and to now read: *...Administrative Rules and Regulations as a condition of employment or as a condition of continued service in any peace officer position. Any person who has been serving on a permanent basis....”* Unanimously approved, motion adopted.

The Executive Director mentioned further the following recommendations from the P.O.S.T. Commission public hearing on July 29, 2014:

- Under Section 3006: Recommendation by Capt. Perez concerning providing formal instruction for performance based skills such as SKAs (Skills/Knowledge/Abilities, SLOs (Student Learning Objectives, etc.). Capt. Perez mentioned he withdraws for now, however, check typo for numbering for all subparagraphs (a), (b) and (c).
- Under Section 3006: Recommended by Sgt. John Aguon to include Emergency Vehicle Operators Course (EVOC) and Criminal Investigation as part of the mandatory training.
- Other concerns brought up were support for those that do not pass.

-Possibly having the Guam Homeland Security assist in supporting agencies by bringing a trainer on island for certain trainings.

Further discussions included the following:

-Look into the Health Insurance Portability and Accountability Act (HIPAA) requirement.

-Discussions also were brought up regarding health coordinators, support for agencies, including mandates to encourage a person to move forward.

-There were discussions that this could be difficult because it is a very complex matter concerning HIPAA. However, may recommend participating in a health and wellness program.

-The Lt. Governor asked the Commission if there were discussions during the previous meeting about another AAA process should there be any substantive changes to the current draft of the P.O.S.T. Commission Administrative Rules.

-The Commission confirmed that this was discussed.

-The Lt. Governor then asked the Commission if changes made after the July 29, 2014 P.O.S.T. Commission public hearing to the current draft of the P.O.S.T. Commission Administrative Rules considered substantive changes.

-The members were in agreement that recommended changes made after the July 29, 2014 P.O.S.T. Commission public hearing were not considered substantive changes.

At this time, the Lt. Governor commended and thanked the P.O.S.T. Commission Chairman Chief Bob Camacho, Vice Chairman Major Vincent Perez, Executive Director Dennis Santo Tomas and all the agency members for the work they put into the draft. Capt. Ray Perez was also thanked for his research, input and presentation. Although, he had recommendations, they were so noted by the body, which will proceed with its draft as already incorporated. The Lt. Governor further commended all personnel from the different agencies for their additional input and the support of the Lt. Governor's office.

In addition, at this time, the Lt. Governor wished Chief Bob Camacho well in his recovery from medical leave. That he has been a great leader in moving forward with the final draft of the P.O.S.T. Commission Administrative Rules and knows Chief Camacho will continue to successfully lead the Commission upon his return.

MOTION

M/S/C: (Customs-Pedro L.G./ GPD-Capt. Joey Manibusan): Move to approve and adopt the draft Guam P.O.S.T. Administrative Rules, with changes, and that the Attorney General make a legal review for technical corrections, grammatical errors and changes to be made accordingly. Unanimously approved, motion adopted.

For voting purposes following roll call was made:

1. Guam Customs & Quarantine, approved.
2. Guam Police Department, approved.
3. Guam Marshals, Judiciary, approved
4. Department of Corrections, approved.
5. Guam Fire Department, approved.
6. Department of Administration, approved.
7. Mr. Monty May, Assistant Attorney General, declined at this time, and only as an advisor.

- The P.O.S.T. Commission Executive Director will type the final draft for legal review by the Attorney General's office.
- Vice Chairman Vincent Perez requested that agency heads submit their letter of support to the P.O.S.T. Commission to be made part of the packet for submission to the Guam Legislature.

VI. P.O.S.T. Administrative Rules submission Timeline *(Not finalized.)*

VII. Group Photo of P.O.S.T. Commission *(Not discussed.)*

IX. Next Meeting Scheduled-9AM, Thursday, September 25, 2014.

The following was announced: DOC and Guam Marshal will be hosting an instructor certification training in different subjects, September 11-24, 2014. Instructor is from the mainland for a train-the-trainer. Costs are associated with workshops and will be emailed to all agencies. At least five (5) per agency may attend. Venue at Guam Courthouse, Yona Gymnasium, Army Reserve facilities.

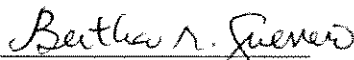
X. Adjournment.

MOTION

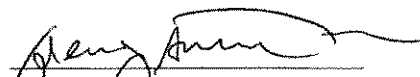
M/S/C (DOC-J. San Agustin/DOA-Rose Cruz): Move to adjourn meeting of August 21, 2014. Unanimously approved, motion adopted.

There being no further discussions, the meeting adjourned at approximately 10:05 a.m., September 4, 2014.

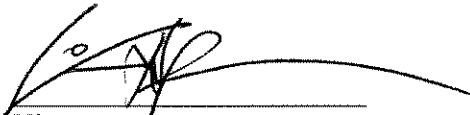
SUBMITTED BY:


Bertha M. Guerrero
Recording Secretary

ATTESTED BY:


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

APPROVED BY:


Vincent Perez
Vice Chairman
P.O.S.T. Commission