

*I MINA'TRENTAI OCHO NA LIHESLATURAN GUÁHAN*  
Informational Briefing/Hearing/ Oversight Hearing / Roundtable Hearing

STANDING COMMITTEE / SENATOR	HEARING	COMMITTEE REPORT	HEARING DATE	DATE COMMITTEE REPORT FILED	NOTES
Committee on Public Safety, Emergency Management, and Guam National Guard.	Oversight Hearing	Digital Committee Report on the Oversight Hearing on the Guam Police Department	1/9/26 2:00 p.m.	5/15/26	




OFFICE OF SENATOR  
Eulogio Shawn Gumataotao

38th Guam Legislature | *I Mina'trentai Ocho Na Liheslaturan Guåhan*

May 5, 2026

**The Honorable Frank F. Blas, Jr.**  
Speaker  
*I Mina'trentai Ocho na Liheslaturan Guåhan*  
163 Chalan Santo Papa  
Hagåtña, Guam 96910

**VIA: The Honorable V. Anthony Ada**   
Chairperson, Committee on Rules

**RE: Committee Report on the Guam Police Department (GPD)**

*Håfa Adai* Speaker Blas:

Transmitted herewith is the Committee Report relative to the Guam Police Department (GPD) Oversight Hearing which was conducted by the Committee on Public Safety, Emergency Management, and Guam National Guard (Committee) on January 9, 2026 at 2:00 p.m., and subsequently recessed and Continued on February 10, 2026 at 2:00 p.m..

Please contact our office if you have any questions or wish to discuss this matter further.

Sincerely,



**SHAWN GUMATAOTAO**

Chairman

Committee on Public Safety, Emergency Management, and Guam National Guard



COMMITTEE ON RULES

**RECEIVED:**

May 5, 2026 11:56 a.m.

*Marie Crisostomo*



OFFICE OF SENATOR  
Eulogio Shawn Gumataotao

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38th Guam Legislature | *I Mina'trentai Ocho Na Liheslaturan Guåhan*

## COMMITTEE REPORT

### Oversight Hearing Guam Police Department (GPD)



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## First Notice of Oversight Hearing - Friday, January 9, 2026, 2:00 p.m.

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Senator Shawn Gumataotao <office.senatorshawn@guamlegislature.gov>

Mon, Dec 29, 2025 at 10:11 AM

To: phnotice@guamlegislature.gov

Cc: "Speaker Frank Blas Jr." <speakerblas@guamlegislature.gov>, "vicespeakertonyada@guamlegislature.gov" <vicespeakertonyada@guamlegislature.gov>, "office.senatorbri@guamlegislature.gov" <office.senatorbri@guamlegislature.gov>, "senator.duenas@guamlegislature.gov" <senator.duenas@guamlegislature.gov>, Jesse Lujan <senator.lujan@guamlegislature.gov>, "officeofsenatorshellycalvo@guamlegislature.gov" <officeofsenatorshellycalvo@guamlegislature.gov>, "senatortelot@gmail.com" <senatortelot@gmail.com>, Office of Senator Borja <contact@senatorvinceborja.com>, Senator Vince Borja <vince.borja@guamlegislature.gov>, "senatorjoessanagustin@gmail.com" <senatorjoessanagustin@gmail.com>, "malafunkshun@guamlegislature.gov" <malafunkshun@guamlegislature.gov>, "senator.perez@guamlegislature.gov" <senator.perez@guamlegislature.gov>, Senator Tina Muna Barnes <senator.munabarnes@guamlegislature.gov>, "senator.parkinson@guamlegislature.gov" <senator.parkinson@guamlegislature.gov>, "senatorterlajeguam@gmail.com" <senatorterlajeguam@gmail.com>, Joann Camacho <joann.camacho@guamlegislature.gov>, Guam Legislature Clerks <clerks@guamlegislature.gov>, Legislative Counsel <legislativecounsel@guamlegislature.gov>, Ed Pocaigue <sgtarms@guamlegislature.gov>, news@guampdn.com, Maureen Maratita <publisher@glimpsesofiguam.com>, publisher@pacificislandtimes.com, reporters@postguam.com, newsdirector@kuam.com, reporters@kuam.com, Troy Torres <troy@kanditnews.com>, news@kanditnews.com, raygibsonradio@gmail.com, context@pasquines.us, guamwebsites@gmail.com, managingeditor@glimpsesofiguam.com, editor@glimpsesofiguam.com, reporter2@glimpsesofiguam.com, kyle@power98.com, patti@thewave105.com, dice@power98.com, reese@power98.com, marc@postguam.com, dick.sheffield@abc.com, ready@guamwebz.com, thomas.manglona@marianaspress.com, local@bayareanewsgroup.com, local@bakersfield.com, runner@csub.edu, jimk@ebpublishing.com, tritonscalluog@gmail.com, nestor@postguam.com, Jenna Blas <jenna.g.blas@ghs.guam.gov>

December 29, 2025

### MEMORANDUM

To: **All Senators, Stakeholders, Media**

From: **Senator Shawn Gumataotao**, Chairman, Committee on Public Safety, Emergency Management, and Guam National Guard

Subject: **First Notice of Oversight Hearing - Friday, January 9, 2026, 2:00 p.m.**

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- **Guam Police Department**
  - Preparation for Performance-Based Budgeting
  - Carryover Authorization
  - Status of Funded Vacancies
  - GPD General Orders – Update & Impact on Employee Morale

### **Watch Live**

The Oversight Hearing will broadcast on local television, GTA Channel 21, Docomo Channel 117 and stream online via *I Liheslaturan Guåhan's* live feed. A recording of the hearing will be available online via Guam Legislature Media on YouTube after the hearing.

### **How to Participate**

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### **Special Accommodations**

Individuals requiring special accommodations, auxiliary aids or services are asked to submit their request to Ms. Diana Topasna at the Office of Senator Shawn Gumataotao at (671) 647-1409/1411, 120 Father Duenas Avenue Capitol Plaza Building, Suite 103, *Hagåtña*, Guam 96910, or via email at [office.senatorshawn@guamlegislature.gov](mailto:office.senatorshawn@guamlegislature.gov).

*Si Yu'os Ma'åse'!*

--

Office of Senator Eulogio Shawn Gumataotao  
Chairman, Committee on Public Safety, Emergency Management, and Guam National Guard  
38th Guam Legislature  
120 Father Duenas Avenue Capitol Plaza Building, Suite 103, *Hagåtña*, Guam 96910  
(671) 647-1409/1411

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 **12.29.25 First Notice of Oversight Hearing - GPD.pdf**  
253K



OFFICE OF SENATOR  
**Eulogio Shawn Gumataotao**

38th Guam Legislature | *I Mina'trentai Ocho Na Liheslaturan Guåhan*

December 29, 2025

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# First Notice of Oversight Hearing - Friday, January 9, 2026, 2:00 p.m.

🖨️ PRINT

## First Notice of Oversight Hearing - Friday, January 9, 2026, 2:00 p.m.



### PUBLIC HEARING

📅 **Posted on:** 12/29/2025 08:00 AM

👤 **Posted by:** Diana Topasna

📅 **Public Hearing Date:** 01/09/2026 02:00 PM

🏢 **Department(s):**  
**GUAM LEGISLATURE (/notices?department\_id=92)**

🏢 **Division(s):**  
OFFICE OF SENATOR SHAWN GUMATAOTAO (/notices?division\_id=294)

📌 **Notice Topic(s):** PUBLIC HEARING (/notices?topic\_id=74)

📌 **Types of Notice:** PUBLIC HEARING (/notices?type\_id=7)

👤 **For Audience(s):** PUBLIC (/notices?public=1)

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**December 29, 2025**

### MEMORANDUM

To: **All Senators, Stakeholders, Media**

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Committee on Public Safety, Emergency Management, and Guam  
National Guard

Subject: **First Notice of Oversight Hearing - Friday, January 9, 2026, 2:00 p.m.**

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*Si Yu'os Ma'åse!*

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OFFICE OF SENATOR SHAWN GUMATAOTAO  
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HAGATNA, GUAM 96932

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## Second Notice of Oversight Hearing - Friday, January 9, 2026, 2:00 p.m.

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Senator Shawn Gumataotao <office.senatorshawn@guamlegislature.gov>

Wed, Jan 7, 2026 at 9:41 AM

To: phnotice@guamlegislature.gov

Bcc: "Speaker Frank Blas Jr." <speakerblas@guamlegislature.gov>, "vicespeakertonyada@guamlegislature.gov" <vicespeakertonyada@guamlegislature.gov>, "office.senatorbri@guamlegislature.gov" <office.senatorbri@guamlegislature.gov>, "senator.duenas@guamlegislature.gov" <senator.duenas@guamlegislature.gov>, Jesse Lujan <senator.lujan@guamlegislature.gov>, "officeofsenatorshellycalvo@guamlegislature.gov" <officeofsenatorshellycalvo@guamlegislature.gov>, "senatortelot@gmail.com" <senatortelot@gmail.com>, Office of Senator Borja <contact@senatorvinceborja.com>, Senator Vince Borja <vince.borja@guamlegislature.gov>, "senatorjoessanagustin@gmail.com" <senatorjoessanagustin@gmail.com>, "malafunkshun@guamlegislature.gov" <malafunkshun@guamlegislature.gov>, "senator.perez@guamlegislature.gov" <senator.perez@guamlegislature.gov>, Senator Tina Muna Barnes <senator.munabarnes@guamlegislature.gov>, "senator.parkinson@guamlegislature.gov" <senator.parkinson@guamlegislature.gov>, "senatorterlajeguam@gmail.com" <senatorterlajeguam@gmail.com>, Joann Camacho <joann.camacho@guamlegislature.gov>, Guam Legislature Clerks <clerks@guamlegislature.gov>, Legislative Counsel <legislativecounsel@guamlegislature.gov>, Ed Pocaigue <sgtarms@guamlegislature.gov>, news@guampdn.com, Maureen Maratita <publisher@glimpsesofiguam.com>, publisher@pacificislandtimes.com, reporters@postguam.com, newsdirector@kuam.com, reporters@kuam.com, Troy Torres <troy@kanditnews.com>, news@kanditnews.com, raygibsonradio@gmail.com, context@pasquines.us, guamwebsites@gmail.com, managingeditor@glimpsesofiguam.com, editor@glimpsesofiguam.com, reporter2@glimpsesofiguam.com, kyle@power98.com, patti@thewave105.com, dice@power98.com, reese@power98.com, marc@postguam.com, dick.sheffield@abc.com, ready@guamwebz.com, thomas.manglona@marianaspress.com, local@bayareanewsgroup.com, local@bakersfield.com, runner@csub.edu, jimk@ebpublishing.com, tritonscalluog@gmail.com, nestor@postguam.com, Jenna Blas <jenna.g.blas@ghs.guam.gov>

January 7, 2026

### MEMORANDUM

To: **All Senators, Stakeholders, Media**

From: **Senator Shawn Gumataotao**, Chairman, Committee on Public Safety, Emergency Management, and Guam National Guard

Subject: **Second Notice of Oversight Hearing - Friday, January 9, 2026, 2:00 p.m.**

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*Si Yu'os Ma'åse'!*

--

Office of Senator Eulogio Shawn Gumataotao  
Chairman, Committee on Public Safety, Emergency Management, and Guam National Guard  
38th Guam Legislature  
120 Father Duenas Avenue Capitol Plaza Building, Suite 103, Hagåtña, Guam 96910  
(671) 647-1409/1411

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 **1.7.26 Second Notice of Oversight Hearing - GPD.pdf**  
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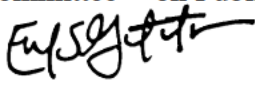
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Eulogio Shawn Gumataotao

38th Guam Legislature | *I Mina'trentai Ocho Na Liheslaturan Guåhan*

January 7, 2026

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120 Father Duenas Avenue, Capitol Plaza Building, Suite 103, *Hagåtña*, Guam 96910

Phone: (671) 647-1409, (671) 647-1411 • email: [office.senatorshawn@guamlegislature.gov](mailto:office.senatorshawn@guamlegislature.gov)

# SECOND NOTICE of Oversight Hearing - Friday, January 9, 2026 - 2:00 p.m.

 PRINT

## SECOND NOTICE of Oversight Hearing - Friday, January 9, 2026 - 2:00 p.m.

### PUBLIC HEARING

 **Posted on:** 01/07/2026 09:00 AM

 **Posted by:** Diana Topasna

 **Public Hearing Date:** 01/09/2026 02:00 PM

 **Department(s):**

**GUAM LEGISLATURE (/notices?department\_id=92)**

 **Division(s):**

OFFICE OF SENATOR SHAWN GUMATAOTAO (/notices?division\_id=294)

 **Notice Topic(s):** PUBLIC HEARING (/notices?topic\_id=74)

 **Types of Notice:** PUBLIC HEARING (/notices?type\_id=7)

 **For Audience(s):** PUBLIC (/notices?public=1)

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**January 7, 2026**

### MEMORANDUM

**To: All Senators, Stakeholders, Media**

**From: Senator Shawn Gumataotao, Chairman, Committee  
on Public Safety, Emergency  
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OFFICE OF SENATOR SHAWN GUMATAOTAO  
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BLDG., STE. 103  
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Senator Shawn Gumataotao <office.senatorshawn@guamlegislature.gov>

## Notice of Oversight Hearing Continuation - Tuesday, February 10, 2026, 2:00 p.m.

3 messages

Senator Shawn Gumataotao <office.senatorshawn@guamlegislature.gov>

Tue, Feb 3, 2026 at 8:00 AM

To: phnotice@guamlegislature.gov

Bcc: "Speaker Frank Blas Jr." <speakerblas@guamlegislature.gov>, "vicespeakertonyada@guamlegislature.gov" <vicespeakertonyada@guamlegislature.gov>, "office.senatorbri@guamlegislature.gov" <office.senatorbri@guamlegislature.gov>, "senator.duenas@guamlegislature.gov" <senator.duenas@guamlegislature.gov>, Jesse Lujan <senator.lujan@guamlegislature.gov>, "officeofsenatorshellycalvo@guamlegislature.gov" <officeofsenatorshellycalvo@guamlegislature.gov>, "senortelot@gmail.com" <senortelot@gmail.com>, Office of Senator Borja <contact@senatorvinceborja.com>, Senator Vince Borja <vince.borja@guamlegislature.gov>, "senatorjoessanagustin@gmail.com" <senatorjoessanagustin@gmail.com>, "malafunkshun@guamlegislature.gov" <malafunkshun@guamlegislature.gov>, "senator.perez@guamlegislature.gov" <senator.perez@guamlegislature.gov>, Senator Tina Muna Barnes <senator.munabarnes@guamlegislature.gov>, "senator.parkinson@guamlegislature.gov" <senator.parkinson@guamlegislature.gov>, "senatorterlajeguam@gmail.com" <senatorterlajeguam@gmail.com>, Joann Camacho <joann.camacho@guamlegislature.gov>, Guam Legislature Clerks <clerks@guamlegislature.gov>, Legislative Counsel <legislativecounsel@guamlegislature.gov>, Ed Pocaigue <sgtarms@guamlegislature.gov>, news@guampdn.com, Maureen Maratita <publisher@glimpsesofiguam.com>, publisher@pacificislandtimes.com, reporters@postguam.com, newsdirector@kuam.com, reporters@kuam.com, Troy Torres <troy@kanditnews.com>, news@kanditnews.com, raygibsonradio@gmail.com, context@pasquines.us, guamwebsites@gmail.com, managingeditor@glimpsesofiguam.com, editor@glimpsesofiguam.com, reporter2@glimpsesofiguam.com, kyle@power98.com, patti@thewave105.com, dice@power98.com, reese@power98.com, marc@postguam.com, dick.sheffield@abc.com, ready@guamwebz.com, thomas.manglona@marianaspress.com, local@bayareanewsgroup.com, local@bakersfield.com, runner@csub.edu, jimk@ebpublishing.com, tritonscalluog@gmail.com, nestor@postguam.com, Jenna Blas <jenna.g.blas@ghs.guam.gov>

February 3, 2026

### MEMORANDUM

To: **All Senators, Stakeholders, Media**

From: **Senator Shawn Gumataotao**, Chairman, Committee on Public Safety, Emergency Management, and Guam National Guard

Subject: **Notice of Oversight Hearing Continuation - Tuesday, February 10, 2026, 2:00 p.m.**

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- **Guam Police Department**

- Preparation for Performance-Based Budgeting
- Carryover Authorization
- Status of Funded Vacancies
- GPD General Orders – Update & Impact on Employee Morale

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--

Office of Senator Eulogio Shawn Gumataotao  
Chairman, Committee on Public Safety, Emergency Management, and Guam National Guard  
38th Guam Legislature  
120 Father Duenas Avenue Capitol Plaza Building, Suite 103, Hagåtña, Guam 96910  
(671) 647-1409/1411

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 **2.3.26 Notice of Oversight Hearing Continuation - GPD.pdf**  
249K

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**Ed Pocaigue** <[sgtarms@guamlegislature.gov](mailto:sgtarms@guamlegislature.gov)>  
To: Senator Shawn Gumataotao <[office.senatorshawn@guamlegislature.gov](mailto:office.senatorshawn@guamlegislature.gov)>

Tue, Feb 3, 2026 at 8:09 AM

Hafa adai and noted on the calendar.

[Quoted text hidden]

--



**Edward S. Pocaigue, Jr.**  
Sergeant-at-Arms

*I Mina'trentai Ocho Na Liheslaturan Guåhan*  
Guam Congress Building, 1st Floor  
163 Chalan Santo Papa  
Hagåtña, Guam 96910

 1-671-969-3514

 [sgtarms@guamlegislature.gov](mailto:sgtarms@guamlegislature.gov)

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**Guam Legislature Clerks** <[clerks@guamlegislature.gov](mailto:clerks@guamlegislature.gov)>  
To: Senator Shawn Gumataotao <[office.senatorshawn@guamlegislature.gov](mailto:office.senatorshawn@guamlegislature.gov)>  
Cc: Rennae Meno <[rennae.meno@guamlegislature.gov](mailto:rennae.meno@guamlegislature.gov)>

Tue, Feb 3, 2026 at 8:12 AM

*Håfa Adai,*

Received, and thank you.



***Elijah Untalan***  
**Clerks Office**

***I Mina'trentai Ocho na Liheslaturan Guåhan***

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

Voice: (671) 472 3465/3460 Fax: (671) 472 3524

[guamlegislature.gov](http://guamlegislature.gov)

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---

**From:** Senator Shawn Gumataotao <[office.senatorshawn@guamlegislature.gov](mailto:office.senatorshawn@guamlegislature.gov)>

**Sent:** Tuesday, February 3, 2026 8:00 AM

**To:** [phnotice@guamlegislature.gov](mailto:phnotice@guamlegislature.gov) <[phnotice@guamlegislature.gov](mailto:phnotice@guamlegislature.gov)>

[Quoted text hidden]

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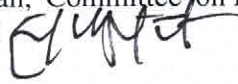
OFFICE OF SENATOR  
**Eulogio Shawn Gumataotao**

38th Guam Legislature | *I Mina'trentai Ocho Na Liheslaturan Guahan*

February 3, 2026

**MEMORANDUM**

To: **All Senators, Stakeholders, Media**

From: **Senator Shawn Gumataotao**, Chairman, Committee on Public Safety, Emergency Management, and Guam National Guard 

Subject: **Notice of Oversight Hearing Continuation - Tuesday, February 10, 2026, 2:00 p.m.**

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# Notice of Oversight Hearing Continuation - Tuesday, February 10, 2026 - 2:00 p.m.

 PRINT

## Notice of Oversight Hearing Continuation - Tuesday, February 10, 2026 - 2:00 p.m.



### PUBLIC HEARING

 **Posted on:** 02/03/2026 08:00 AM

 **Posted by:** Diana Topasna

 **Public Hearing Date:** 02/10/2026 02:00 PM

 **Department(s):**  
**GUAM LEGISLATURE (/notices?department\_id=92)**

 **Division(s):**  
OFFICE OF SENATOR SHAWN GUMATAOTAO (/notices?division\_id=294)

 **Notice Topic(s):** PUBLIC HEARING (/notices?topic\_id=74)

 **Types of Notice:** PUBLIC HEARING (/notices?type\_id=7)

 **For Audience(s):** PUBLIC (/notices?public=1)

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February 3, 2026

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Senator Shawn Gumataotao <office.senatorshawn@guamlegislature.gov>

## Notice of Oversight Hearing Continuation - Tuesday, February 10, 2026, 2:00 p.m.

1 message

Senator Shawn Gumataotao <office.senatorshawn@guamlegislature.gov>

Sun, Feb 8, 2026 at 8:00 AM

To: phnotice@guamlegislature.gov

Bcc: "Speaker Frank Blas Jr." <speakerblas@guamlegislature.gov>, "vicespeakertonyada@guamlegislature.gov" <vicespeakertonyada@guamlegislature.gov>, "office.senatorbri@guamlegislature.gov" <office.senatorbri@guamlegislature.gov>, "senator.duenas@guamlegislature.gov" <senator.duenas@guamlegislature.gov>, Jesse Lujan <senator.lujan@guamlegislature.gov>, "officeofsenatorshellycalvo@guamlegislature.gov" <officeofsenatorshellycalvo@guamlegislature.gov>, "senatorlot@gmail.com" <senatorlot@gmail.com>, Office of Senator Borja <contact@senatorvinceborja.com>, Senator Vince Borja <vince.borja@guamlegislature.gov>, "senatorjoessanagustin@gmail.com" <senatorjoessanagustin@gmail.com>, "malafunkshun@guamlegislature.gov" <malafunkshun@guamlegislature.gov>, "senator.perez@guamlegislature.gov" <senator.perez@guamlegislature.gov>, Senator Tina Muna Barnes <senator.munabarnes@guamlegislature.gov>, "senator.parkinson@guamlegislature.gov" <senator.parkinson@guamlegislature.gov>, "senatorterlajeguam@gmail.com" <senatorterlajeguam@gmail.com>, Joann Camacho <joann.camacho@guamlegislature.gov>, Guam Legislature Clerks <clerks@guamlegislature.gov>, Legislative Counsel <legislativecounsel@guamlegislature.gov>, Ed Pocaigue <sgtarms@guamlegislature.gov>, news@guampdn.com, Maureen Maratita <publisher@glimpsesofiguam.com>, publisher@pacificislandtimes.com, reporters@postguam.com, newsdirector@kuam.com, reporters@kuam.com, Troy Torres <troy@kanditnews.com>, news@kanditnews.com, raygibsonradio@gmail.com, context@pasquines.us, guamwebsites@gmail.com, managingeditor@glimpsesofiguam.com, editor@glimpsesofiguam.com, reporter2@glimpsesofiguam.com, kyle@power98.com, patti@thewave105.com, dice@power98.com, reese@power98.com, marc@postguam.com, dick.sheffield@abc.com, ready@guamwebz.com, thomas.manglona@marianaspress.com, local@bayareanewsgroup.com, local@bakersfield.com, runner@csub.edu, jimk@ebpublishing.com, tritonscalluog@gmail.com, nestor@postguam.com, Jenna Blas <jenna.g.blas@ghs.guam.gov>

February 8, 2026

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To: **All Senators, Stakeholders, Media**

From: **Senator Shawn Gumataotao**, Chairman, Committee on Public Safety, Emergency Management, and Guam National Guard

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--

Office of Senator Eulogio Shawn Gumataotao  
Chairman, Committee on Public Safety, Emergency Management, and Guam National Guard  
38th Guam Legislature  
120 Father Duenas Avenue Capitol Plaza Building, Suite 103, *Hagåtña*, Guam 96910  
(671) 647-1409/1411

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 **2.8.26 Notice of Oversight Hearing Continuation - GPD.pdf**

249K




OFFICE OF SENATOR  
**Eulogio Shawn Gumataotao**

38th Guam Legislature | *I Mina'trentai Ocho Na Liheslaturan Guåhan*

February 8, 2026

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# Notice of Oversight Hearing Continuation - Tuesday, February 10, 2026 - 2:00 p.m.

🖨️ PRINT

## Notice of Oversight Hearing Continuation - Tuesday, February 10, 2026 - 2:00 p.m.



### PUBLIC HEARING

📅 **Posted on:** 02/08/2026 08:00 AM

👤 **Posted by:** Diana Topasna

📅 **Public Hearing Date:** 02/10/2026 02:00 PM

🏢 **Department(s):**

**GUAM LEGISLATURE (/notices?department\_id=92)**

🏢 **Division(s):**

OFFICE OF SENATOR SHAWN GUMATAOTAO (/notices?division\_id=294)

📌 **Notice Topic(s):** PUBLIC HEARING (/notices?topic\_id=74)

📌 **Types of Notice:** PUBLIC HEARING (/notices?type\_id=7)

👤 **For Audience(s):** PUBLIC (/notices?public=1)

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February 8, 2026

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OFFICE OF SENATOR  
Eulogio Shawn Gumataotao

---

38th Guam Legislature | *I Mina'trentai Ocho Na Liheslaturan Guåhan*

**Committee on Public Safety, Emergency Management,  
and Guam National Guard**

Oversight Hearing – Guam Police Department (GPD)  
Friday, January 9, 2026 • 2:00 p.m.  
Guam Congress Building, Public Hearing Room

**Agenda**

- I. Call to Order
- II. Chairman's Opening Statement
- III. Guam Police Department Presentation:
  - a. Preparation for Performance-Based Budgeting
  - b. Carryover Authorization
  - c. Status of Funded Vacancies
  - d. GPD General Orders – Update & Impact on Employee Morale
- IV. Question & Answer Section
- V. Chairman's Closing Statement
- VI. Adjournment



OFFICE OF SENATOR  
Eulogio Shawn Gumataotao

38th Guam Legislature | *I Mina'trentai Ocho Na Liheslaturan Guåhan*

**Committee on Public Safety, Emergency Management,  
and Guam National Guard**

Oversight Hearing (Continuation) – Guam Police Department (GPD)  
Tuesday, February 10, 2026 • 2:00 p.m.  
Guam Congress Building, Public Hearing Room

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Office of Senator

SENATOR EULOGIO SHAWN GUMATAOTAO

Chairman

Committee on Public Safety, Emergency Management, and Guam National Guard

I Mina'trentai Ocho na Liheslaturan Guahan • 38th Guam Legislature

## OVERSIGHT HEARING

### Guam Police Department (GPD)

Friday, January 9, 2026, at 2:00 p.m.  
Public Hearing Room, Guam Congress Building

#### SIGN-IN SHEET

NAME	AGENCY OR ORGANIZATION (IF ANY)	Please indicate with ✓		Contact Number	Email Address
		Written	Oral		
Rep. Charlie Balbastro	Guam Youth Congress	✓		[REDACTED]	gycneg.balbastro@gmail.com
RON MENINCH	UOG	✓		[REDACTED]	govgugn@gmail.com



Office of Senator

SENATOR EULOGIO SHAWN GUMATAOTAO

Chairman

Committee on Public Safety, Emergency Management, and Guam National Guard

I Mina'trentai Ocho na Liheslaturan Guåhan • 38th Guam Legislature

OVERSIGHT HEARING (CONTINUATION)

Guam Police Department (GPD)

Tuesday, February 10, 2025, at 2:00 p.m.

Public Hearing Room, Guam Congress Building

SIGN-IN SHEET

	NAME	AGENCY OR ORGANIZATION (IF ANY)	Please indicate with ✓		Contact Number	Email Address
			Written	Oral		
1	Capt. Castro	GPD		✓	475-8598	crisobal.Castro@gpd.gum.gov
2	Lt. Yi	GPD			[REDACTED]	jiayi.gpd.gum.gov
3	Lt CHARLES	GPD				
4	Joseph Cambullido	GPD		✓	475-8518	Joseph.Cambullido@gpd.gum.gov
5	Don Caldwell	" "			[REDACTED]	Don.Caldwell@gpd.gum.gov
6	Maggie Naputi	" "			[REDACTED]	magdalena.naputi@gpd.gum.gov
7	MRS F.M. CHALMERS	" "			[REDACTED]	FRED.CHALMERS@GPD.GUM
8	LT. SP MUNOZ	" "			[REDACTED]	steve.munoz@gpd.gum.gov



Office of Senator

**SENATOR EULOGIO SHAWN GUMATAOTAO**

Chairman

Committee on Public Safety, Emergency Management, and Guam National Guard

*I Mina'trentai Ocho na Liheslaturan Guåhan • 38th Guam Legislature*

**OVERSIGHT HEARING (CONTINUATION)**

**Guam Police Department (GPD)**

Tuesday, February 10, 2025, at 2:00 p.m.  
Public Hearing Room, Guam Congress Building

SIGN-IN SHEET

	NAME	AGENCY OR ORGANIZATION (IF ANY)	Please indicate with ✓		Contact Number	Email Address
			Written	Oral		
1	Troy B Lizama	GPD				troy.lizama@gpd.guam.gov
2	Paul V. Sayame	GPD		✓		paul.sayame@gpd.guam.gov
3	AnnMarie Cruz	"				annmarie.cruz@gpd.
4	Barbara Castro	GPD		✓		barbara.castro@gpd.guam.gov
5	Jason Aguon	GPD		✓		jason.aguon@gpd.guam.gov
6	Mike Elliott	GPD				Mike.Elliott@gpd.guam.gov
7	Jenny Gonzalez	GPD				Jenny.Gonzalez@gpd.guam.gov
8	Nellie Asanuma	GPD		✓		nellie.asanuma@gpd.guam.gov



Office of Senator

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OVERSIGHT HEARING (CONTINUATION)

Guam Police Department (GPD)

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SIGN-IN SHEET

	NAME	AGENCY OR ORGANIZATION (IF ANY)	Please indicate with ✓		Contact Number	Email Address
			Written	Oral		
1	LARRY R. LEON GUERRERO	GPD			671-473-3727	larry.leonguerrero@gpd.guam.gov
2	RHODELYN SEVILLA	GPD			671-472-8911	rhodelyn.sevilla@gpd.guam.gov
3	MERCY B. GRINO	GPD			671-473-8004	mercy.grino@gpd.guam.gov
4	ANDREW QUINTANA	GPD		✓	[REDACTED]	andrew.quintana@gpd.guam.gov
5	Mark Torre	GPD			671-472-8911	mark.torre@gpd.guam.gov
6	Felix Comardo	GPD			671-475-8509	Felix.Comardo@gpd.guam.gov
7	Norm Analiza	GPD				
8	Capt. Donald Flickinger	GPD		✓	Note: Captain did not sign in but did testify.	



Office of Senator

SENATOR EULOGIO SHAWN GUMATAOTAO

Chairman

Committee on Public Safety, Emergency Management, and Guam National Guard

*I Mina'trentai Ocho na Liheslaturan Guåhan • 38th Guam Legislature*

**OVERSIGHT HEARING (CONTINUATION)**

**Guam Police Department (GPD)**

Tuesday, February 10, 2025, at 2:00 p.m.  
Public Hearing Room, Guam Congress Building

SIGN-IN SHEET

	NAME	AGENCY OR ORGANIZATION (IF ANY)	Please indicate with <input checked="" type="checkbox"/>		Contact Number	Email Address
			Written	Oral		
1	John Gumbao	GPD			[REDACTED]	john.gumbao@gpd.guar.gu
2						
3						
4						
5						
6						
7						
8						



OFFICE OF SENATOR  
Eulogio Shawn Gumataotao

38th Guam Legislature | *I Mina'trentai Ocho Na Liheslaturan Guahan*

December 29, 2025

Mr. Stephen Ignacio  
Chief of Police  
Guam Police Department  
Sent via: [chief@gpd.guam.gov](mailto:chief@gpd.guam.gov)

**Subject: Oversight Hearing – Guam Police Department**

*Håfa adai* Chief Ignacio,

Please be informed that the Committee on Public Safety, Emergency Management, and Guam National Guard (Committee) has scheduled an Oversight Hearing on the Guam Police Department (GPD) for **Friday, January 9, 2025, at 2:00 p.m.** in the Public Hearing Room of the Guam Congress Building in *Hagåtña*.

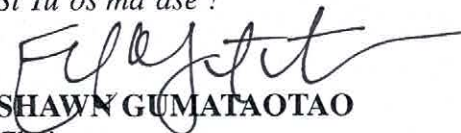
The Committee respectfully requests your attendance and participation in the upcoming Oversight Hearing, which will provide GPD with the opportunity to provide information and respond to questions from members of *I Liheslatura* regarding the following topics:

- Preparation for Performance-Based Budgeting;
- Carryover Authorization;
- Status of Funded Vacancies; and
- GPD General Orders – Update & Impact on Employee Morale.

A copy of the Notice of Oversight Hearing is attached to this letter to help guide GPD in its preparation for the upcoming Oversight Hearing. Please be informed that if you intend to include a PowerPoint presentation in your testimony during the Oversight Hearing, the file(s) should be submitted to my office via email **at least 72 hours in advance** of the intended use.

Please contact my office at the numbers provided below or via email at [office.senatorshawn@guamlegislature.gov](mailto:office.senatorshawn@guamlegislature.gov) should you have any questions.

*Si Yu'os ma'åse'!*



**SHAWN GUMATAOTAO**

Chairman

Committee on Public Safety, Emergency Management, and Guam National Guard

Attachment: *Notice of 1.9.26 Oversight Hearing - GPD*



OFFICE OF SENATOR  
Eulogio Shawn Gumataotao

38th Guam Legislature | *I Mina'trentai Ocho Na Liheslaturan Guåhan*

January 9, 2026

Mr. Stephen Ignacio  
Chief of Police  
Guam Police Department  
Sent via: [chief@gpd.guam.gov](mailto:chief@gpd.guam.gov)

**Subject: Oversight Hearing (Continuation) – Guam Police Department**

*Håfa adai* Chief Ignacio,

Please be informed that the Committee on Public Safety, Emergency Management, and Guam National Guard (Committee) will continue the Oversight Hearing regarding the Guam Police Department (GPD) on **Tuesday, February 10, 2026, at 2:00 p.m.** in the Public Hearing Room of the Guam Congress Building in *Hagåtña*.

The Committee respectfully requests your attendance and participation in the Oversight Hearing (Continuation), which will provide GPD with the opportunity to provide information and respond to questions from members of *I Liheslatura* regarding the following topics:

- Preparation for Performance-Based Budgeting;
- Carryover Authorization;
- Status of Funded Vacancies; and
- GPD General Orders – Update & Impact on Employee Morale.

Please be informed that if you intend to include a PowerPoint presentation in your testimony during the Oversight Hearing (Continuation), the file(s) should be submitted to my office via email **at least 72 hours in advance** of the intended use.

Please contact my office at the numbers provided below or via email at [office.senatorshawn@guamlegislature.gov](mailto:office.senatorshawn@guamlegislature.gov) should you have any questions.

*Si Yu'os ma'åse'!*

  
**SHAWN GUMATAOTAO**  
Chairman

Committee on Public Safety, Emergency Management, and Guam National Guard

JANUARY 8, 2026

MEMORANDUM

TO ALL SENATORS, STAKEHOLDERS, AND MEDIA  
SENATOR SHAWN GUMATAOTAO, CHAIRMAN COMMITTEE ON  
PUBLIC SAFETY, EMERGENCY MANAGEMENT, AND GUAM NATIONAL  
GUARD

FROM: MAJOR MARYHELEN S. LIZAMA, CFAS  
OPERATIONS COMMANDER, GUAM DEPARTMENT OF CORRECTIONS  
(DOC)

SUBJECT: WRITTEN TESTIMONY TO THE 38TH GUAM LEGISLATURE

REFERENCE: OVERSIGHT HEARING ON FRIDAY, JANUARY 9, 2026 – GUAM POLICE  
DEPARTMENT AND DETENTION FACILITY NEEDS.

TO ALL SENATORS, STAKEHOLDERS, AND MEDIA:

I SUBMIT THIS WRITTEN TESTIMONY REGARDING THE URGENT NEED FOR A DEDICATED DETENTION FACILITY TO HOUSE PRE-TRIAL DETAINEES. THE GUAM DEPARTMENT OF CORRECTIONS (DOC) CURRENTLY HAS CUSTODY OF OVER 500 PRE-TRIAL DETAINEES, WHILE OUR ON-ISLAND POPULATION AND FACILITY CAPABILITIES ARE STRAINED. THE CURRENT JOB CLASSIFICATIONS AND THE NATURE OF WORK FOR CORRECTIONS OFFICERS, SUPERVISORS, AND MANAGERS DESCRIBE CUSTODY, SUPERVISION, AND REHABILITATION OF INMATES—BUT DO NOT EXPRESSLY ADDRESS CUSTODY OF DETAINEES AWAITING ADJUDICATION. THIS MISMATCH CONTRIBUTES TO OPERATIONAL CHALLENGES AND SAFETY CONCERNS FOR STAFF AND DETAINEES ALIKE.

**THE SITUATION (AS OF JANUARY 7, 2026)**

ON-ISLAND TOTALS: 921 INMATES AND DETAINEES COMBINED (382 INMATES; 508 PRE-TRIAL DETAINEES; 13 GBHWC DETAINEES; 18 ICE DETAINEES; 7 FEDERAL DETAINEES; 12 OFF-ISLAND INMATES).

**GRAND TOTAL ON-ISLAND: 933 INDIVIDUALS IN OUR SYSTEM.**

**PERSONNEL ON-ISLAND:** 9 COMMAND STAFF; 162 CORRECTIONS OFFICERS; 1 DETENTION FACILITY GUARD; 1 DETENTION FACILITY GUARD LTA; 3 COMMUNITY CORRECTIONS RESERVE OFFICERS; 15 CORRECTIONS OFFICER I RECRUITS; 10 PAROLE OFFICERS; 7 CASEWORKERS; 10 CIVILIAN WORKERS. TOTAL CORRECTIONS STAFF: 173 (PLUS 17 CIVILIAN WORKERS).

PRE-TRIAL DETAINEES CURRENTLY IN DOC CUSTODY EXCEED CAPACITY AND RESOURCES, WITH many detainees mixed with adjudicated inmates at numerous facilities (Domes and Posts across on-island detention sites).

### **Classification Discrepancy**

The Department of Administration Classification Specification for Corrections Officer positions states work involves custody, rehabilitation, and supervision of inmates. It does not include custody of detainees.

The Detention Facility Guards and Detention Leaders classifications emphasize security work for detainees “in custody of the Department of Public Safety, pending disposition of the courts,” with duties to maintain orderly conduct and safe custody.

**There is a historical disconnect:** In the 1980s, the Rosario Detention Facility and Territorial Detention Center were moved to Guam Police Department (GPD) custody processes, but these transfers were not formally approved via AG, MOUs, or legislation. Current classifications reflect a misalignment with actual custody responsibilities for pre-trial detainees.

### **Recommendation Highlights**

Transfer Custody of New Arrestees and Pre-trial Detainees to GPD.

Reinstate custody responsibility with the Guam Police Department for new arrestees and pre-trial detainees, aligning with historical precedent and current security needs.

### **Establish a Dedicated Detention Facility (or Agency)**

If transfer to GPD is not feasible, designate a dedicated Detention Facility under a distinct agency, separate from DOC, to specifically manage pre-trial detainees.

Build a New 500-Bed Detention Facility-the population increased and will continue to increase due to the military build-up.

Plan and fund a new prison facility for adjudicated inmates at Mangilao (or equivalent site) to house at least a 500 Bed Facility alleviating overcrowding and improving safety. (New Prison is in progress).

### **Emergency Hiring for Detention Staff**

Authorize rapid recruitment of approximately 200 Detention Facility Guards and Detention Leaders to manage the new facility and any expanded holding spaces.

Expand Holding Capacities at Other Precincts.

Expand northern, central, and southern precinct holding facilities to provide at least 100 beds for new arrestees and pre-trial detainees, reducing reliance on shared housing with convicted inmates.

Upon adjudication and sentencing from the Courts, transfer custody of offenders to DOC for care, custody, control, and rehabilitation.

### **Staffing and Support Services**

Hire medical and behavioral health professionals to meet detainee health needs.

Establish food service contracts or vendors for detainee meals at the new and expanded facilities.

### **Ongoing Prison Construction Efforts**

Continue work toward a new prison 500-bed facility within the Mangilao compound or equivalent site to ensure long-term capability for adjudicated inmates.

## **Conclusion**

Transferring pre-trial detainee custody to GPD, or creating a dedicated detention agency, and investing in a new 500-bed detention facility will enable DOC to focus on its core mission: care, custody, control, and rehabilitation of convicted offenders. For nearly four decades, pre-trial detainee housing has strained resources, impacted staff morale, and limited our ability to provide effective programming. Funding constraints and inconsistent support for detention infrastructure and the prison infrastructure have perpetuated these challenges.

By realigning custody responsibilities, expanding detention capacity, accelerating staffing and service provision, we can reduce incidents, lower overtime, improve public safety, and enhance outcomes for pretrial detainees and adjudicated inmates. A new facility will also boost morale for both Corrections Officers, Civilian Staff and Prisoners by having a clean and safe working environment

I respectfully request the Committee's consideration and support for these recommendations. Your leadership and action can correct long-standing misalignments and provide a sustainable path forward for Public Safety and Corrections in Guam.

Si yu'us ma'ase (Thank you) and Happy New Year!

Major M.S. Lizama, CFAS

DOC Operations Commander

Representative Charlie Balbastro

38th Guam Legislature

Oversight Hearing – Committee on Public Safety, Emergency Management, and Guam  
National Guard

9 January 2026

**Testimony - Guam Police Department (GPD)**

Good Afternoon, Senators, our fellow participants, and fellow audience members. I'm Representative Charlie Balbastro from the 35th Guam Youth Congress, and as I'm always too proud to say, a former JROTC cadet. I stand here today to speak on these heartfelt, dedicated men and women serving our island with faith, compassion, strength, dignity, and spirit upon all might. The Guam Police Department has done a great job of catching criminals on the streets and patrolling around the island to ensure the safety and well-being of everyone. Police officers are a reckless, hectic, time-consuming, and the toughest profession that some can ever get as part of their careers. Getting a career like the police surely gives strength and audacity to partake of every harmful and harmless surroundings within the neighborhood and all over our streets on the island of Guam.

Joining the police force takes persistence, training, and becoming fit for what's best in the business. On behalf of this oversight, I'm in strong support of their physical and faithful duties as officers in the department, and I do appreciate this oversight to give these men and women the chance to share thoughts, impressions, and insights

from what's interesting and important to know from the department. The department does a good job of getting these things squared away, especially when it comes to pieces of legislation, and they really have to put in a lot of work and effort into it.

It's not just by sitting in the room and talking this whole time; it's by performing the action and evaluation - it's like giving committee reports or a briefing. BIBA GPD!! BIBA people!! BIBA Guahan!! Si Yu'os Ma'ase!!



OFFICE OF SENATOR  
Eulogio Shawn Gumataotao

38th Guam Legislature | *I Mina'trentai Ocho Na Liheslaturan Guåhan*

## COMMITTEE REPORT DIGEST

### I. OVERVIEW

The Committee on Public Safety, Emergency Management, and Guam National Guard convened an Oversight Hearing regarding the Guam Police Department (GPD) on January 9, 2026, at 2:00 p.m. at the Public Hearing Room of the Guam Congress Building and was subsequently recessed and a Continuation of the Oversight Hearing was scheduled on February 10, 2026.

#### **Public Notice Requirements**

Public Hearing Notices sent out via email to all Senators and all main media broadcasting outlets on December 29, 2025 (5-Day Notice) and again on January 7, 2026 (48-Hour Notice) for the Oversight hearing on January 9, 2026. The notices for the Continuation of the Oversight Hearing were sent via email to all Senators and all main media broadcasting outlets on February 3, 2026 (5-Day Notice), and again on February 8, 2026 (48-Hour Notice). All notices were also published on the Guam Public Notice Website on the aforementioned dates.

#### **Senators Present**

Senator Eulogio S. Gumataotao, Committee Chairperson (Jan. 9 & Feb. 10)  
Vice-Speaker V. Anthony Ada, Committee Vice Chairperson (Jan. 9)  
Senator Christopher Barnett (Feb. 10)  
Senator Therese Terlaje (Feb. 10)

#### **January 9<sup>th</sup> - Attendees**

Rep. Charlie Balbastro, Guam Youth Congress  
Mr. Ron McNinch, UOG

#### **February 10<sup>th</sup> - Attendees**

Colonel Joseph S. Carbullido, GPD	Mr. Mike Elliott, GPD
Capt. Sonny Castro, GPD	Ms. Jenny Sanchez, GPD
Lt. J. Yi, GPD	Ms. Nellie Asanuma, GPD, ASO
Mr. Carien Caldwell, GPD	Mr. Leroy Leon Guerrero, GPD
Ms. Maggie Naputi, GPD	Mr. Rhodel V. Sevila, GPD
Maj. F.M. Chargualaf, GPD	Ms. Mercy B. Grino, GPD
Lt. S.F. Muñoz, GPD	Maj. Andrew Quitugua, GPD
Capt. Troy B. Lizama, GPD	Mr. Mark Torre, GPD
Mr. Paul V. Sayama, GPD	Lt. Felix Camacho, GPD
Ms. Annmarie Cruz, GPD	Mr. Norman Analista, GPD
Ms. Barbara Castro, GPD	Capt. Donald Flickinger, GPD
Mr. Jason Aguon, GPD	Mr. John Gamboa, GPD

#### **Written Testimony Provided by**

Rep. Charlie Balbastro, Guam Youth Congress  
Maj. Maryhelen S. Lizama, CFAS, DOC  
Colonel Joseph S. Carbullido, GPD

## II. SUMMARY OF TESTIMONY & DISCUSSION

### Oversight Hearing – Guam Police Department - January 9, 2025 2pm

**Chairman Shawn Gumataoao:** Buenas and hafa adai everyone. Today's oversight hearing by the Committee on Public Safety, Emergency Management and the Guam National Guard oversight hearing regarding the Guam Police Department is hereby called to order. Today is Friday, January 9, 2026 and the time is now 2 o'clock p.m. CHamoru Standard Time.

For the record and in accordance with the open government law, notices for today's oversight hearing were sent on December 29, 2025 and again on January 7, 2026. Notices for the oversight hearing were also published on the Guam Legislature website and the Guam Public Notices website. Joining us here this afternoon are members of the Committee on Public Safety, Emergency Management and the Guam National Guard, the Vice Chair of the Committee and the Vice Speaker of the Guam Legislature, Tony Ada - Si Yu'us ma'ase', Vice Speaker for being with me today.

Based on a request by the Chief of Police, Steven Ignacio, for the Committee to reschedule today's oversight hearing due to a family emergency, the Committee on Public Safety, Emergency Management and the Guam National Guard will recess this oversight hearing until Tuesday, February 10, 2026 at 2 p.m. I do extend my thoughts and prayers to Chief Ignacio and his family. And before recessing this oversight hearing, I would like to offer the following remarks in preparation for our discussion next month with Chief Ignacio and his team. Oversight hearings are done by this branch to monitor and support with public policy the agencies under our respective committee oversight.

This activity, this oversight hearing, is the most fundamental means of involvement in executive affairs available to the legislative branch of the Government of Guam. Through Title 10, GCA Chapter 77, the Guam Legislature placed the responsibility of enforcing all criminal laws with the Guam Police Department. The women and men of GPD are responsible for protecting life and property by enforcing the law, preventing crime, preserving the peace, arresting violators, serving the public, conducting searches and seizures of property, and performing the duties of a peace officer.

GPD is authorized to cooperate with any federal, state, national, and or international law enforcement agency, including any law enforcement entity of any possession of the United States, where a reciprocal agreement exists in detecting crime, apprehending criminal offenders, and preserving law and order. Guam law authorizes GPD to have jurisdiction within Guam over all lands, whether titled to the government or not, including submerged lands, all waterways, whether navigable or not, and over all airspace above such water and land and waterways, with respect to which Guam has jurisdiction. Recognizing GPD's legal responsibility to protect life and property, this first oversight hearing regarding GPD is scheduled for the Committee to receive information from the Department in preparation for performance-based budgeting, as the Legislative Finance Committee continues their efforts to have departments and agencies immediately begin incorporating performance metrics into their budget narratives and agency submissions beginning with fiscal year 2027.

The Committee will also address the impact that unexpended legislative appropriations are having on GPD's operations and the department's immediate and long-term initiatives, including capital expenditures. The oversight hearing will conclude with a report by GPD regarding the status of funded vacancies and updates related to general orders and their

impact on employee morale. With that said, the Committee on Public Safety Emergency Management and the Guam National Guard will stand in recess until Tuesday, February 10, 2026 at 2 p.m. The Committee will distribute courtesy notices ahead of that date.

Although participation in the oversight hearing is limited to representatives from the Guam Police Department, members of the public are welcome to attend the oversight hearing continuation. Additionally, if written testimonies are to be presented for the oversight hearing, the information may be submitted to the Committee between today, January 9, 2026, and Monday, February 9, 2026, and they should be addressed to Senator Shawn Gumataotao, Chairman of the Committee on Public Safety Emergency Management and the Guam National Guard. Testimonies may be submitted via my mailbox, located here at the Guam Congress Building in or via email to my office at [office.senatorshawn@guamlegislature.gov](mailto:office.senatorshawn@guamlegislature.gov). This oversight hearing is now recessed until Tuesday, February 10, 2026 at 2 p.m. Tomorrow Standard Time. The time is now 2:04 p.m. local CHamoru Standard Time. Thank you so much for your time.

### **Continuation of Oversight Hearing – Guam Police Department - February 10, 2026, 2:00 p.m.**

**Committee Chairperson Shawn Gumataotao:** Buenas and hafa adai everyone today's oversight hearing continuation by the Committee on Public Safety Emergency and your Guam National Guard regarding the Guam Police Department is hereby called to order. Today is Tuesday, February 10th, 2026, and the time is now 2:07 p.m. CHamoru Standard Time. Consistent with the guidance offered by the Committee on Rules, notices for today's oversight hearing continuation were sent on February 3rd, 2026, and again on February 8th, 2026.

Notices for the oversight hearing were published on the Guam Legislature website and the Guam Public Notices website. Joining us here this afternoon is Senator Christopher Barnett. Senator, thank you so much for being with us this afternoon for this particular oversight hearing continuation. For the record, the committee convened and subsequently recessed its January 10th 2026 oversight hearing on GPD due to a family emergency involving Chief of Police Stephen Ignacio. He has asked that the Office of the Chief of Police continue with today's hearing and I know he's probably up there around listening and I just want to just to say prayers to you Chief and to your family at this time. Before we proceed with the discussion, I'd first like to provide some general rules of conduct for this afternoon's oversight hearing, which shall be as follows.

Written comments or presentations shall be submitted to the committee. Please provide my legislative staff with your written comments for photocopying. Comments may be read and lengthy presentations should be summarized to about five minutes. Those offering comments will be allowed to present written or oral testimony in the five minute time frame allotted. And I ask that you would all please respect the committee's request with this. And once you are done, please remain in the room for questions or additional comments as may be desired by members of the Committee on Public Safety Emergency Management, and your Guam National Guard and other members of the Guam Legislature. Questions and comments shall be confined to the nature of the agenda. The agenda for this afternoon's oversight hearing concerns the Guam Police Department's preparation for performance-based budgeting, the

Department's request for continuing appropriation authority, status of funded vacancies, and updates regarding general orders and their impact on employee morale. For the record, the committee requested the attendance and participation of the Chief of Police, Mr. Stephen, Chief Stephen Ignacio. At this time, the Chair requests that the Office of the Chief of Police to please take a seat before the committee. Colonel, please come on up. And before speaking, the Office of the Chief of Police and anyone else that has been asked to present today in this hearing specifically, shall first be recognized by the chair. They shall state their name for record purposes. The order of questioning will begin with the panel of senators who shall each have five minutes to ask your questions. The time allotted to each senator does not include responses that are provided by those testifying here today. Personal inferences about the character or motive of any senator or any individual commenting is not permitted. Any violations of this particular general rule of conduct will result in removal from the public hearing room for this afternoon's oversight hearing.

Individuals who fail to maintain proper form or decorum may be restricted from providing oral testimony and or may be asked to leave or be escorted and removed from the room. Proper form and decorum shall be practiced by all present in the public hearing room today. At this time, the committee... requests that the Sergeant-at-Arms to swear in Commander and any of the other members of the command staff who will be testifying today in this oversight hearing to please, again, if you're here to answer questions from Senators on the items outlined in today's oversight hearing, to please stand at this time and be sworn in by the Sergeant-at-Arms. Oh yes, and come forward too. Colonel is, there anybody else? Make sure that everyone that's going to be testifying today swears in.

**Sargeant-At-Arms Pocaigue:** Please raise your right hand. Under penalty of perjury, do you affirm that any and all information you provide today, whether it be verbally, electronically, and in writing, be the truth, the whole truth, and nothing but the truth. *Yes.* Mr. Chair, your Honor, you may proceed.

**Committee Chairperson Shawn Gumataotao:** Thank you so very much. You guys can please have a seat if you can. So, colleagues and members of the community who are following today's oversight hearing on GPD, oversight hearings are done by this branch. to monitor and support with public policy the agencies under our respective committee oversight. This activity, this oversight hearing, is the most fundamental means of involvement in executive affairs available to the legislative branch of the government of Guam. To reiterate my opening statements from last month, through Title X, GCA Chapter 77, the Guam Legislature placed the responsibility of enforcing all criminal laws with the Guam Police Department. The men and women of GPD are responsible for protecting life and property by enforcing the law, preventing crime, preserving the peace, arresting violators, serving the public, conducting searches and seizures of property, and performing the duties of a peace officer.

GPD is authorized to cooperate with any federal, state, national or international law enforcement agency, including law enforcement entities of any possession of the United States of America, where a reciprocal agreement exists in detecting crime, apprehending

criminal offenders, and preserving law and order. Guam law authorizes GPD to have jurisdiction within Guam over all lands, whether titled to the government or not, including submerged lands, all waterways, whether navigable or not, and overall airspace above such land and waterways with respect to which Guam has jurisdiction. Recognizing GPD's legal responsibility to protect life and property, this oversight hearing is designed to help the committee confirm the steps the department has taken to incorporate performance metrics into its budget narrative and agency submission beginning with fiscal year 2027. The Committee will also address the impact that unexpended legislative appropriations are having on GPD's operations and the Department's immediate and long-term initiatives, including capital expenditures. The Oversight Hearing will conclude with a report by the Department regarding the status of funded vacancies and updates related to general orders and their impact on employee morale. The committee appreciates the attendance and the participation of Colonel Joseph Carbullido and the entire command staff that are here with us this afternoon and we look forward to all of your collective cooperation as we put forward our questions here this afternoon. The committee has demonstrated over these past 13 months that we take our role very seriously and that we will push forward with policy proposals that build up our police department and the broader public safety community through laws that prioritize unused public land, for additional police precincts and an emergency communications center, temporary post certification for eligible applicants, improvements to our emergency reporting system, and repairs to the HVAC system at GPD's Crime Lab in Mangilao. So, to Colonel and the command staff, your commitment to working together to strengthen the Guam Police Department and the critical services that the department's uniformed and civilian personnel provide in support of public safety across our 19 municipalities is absolutely appreciated and respected in this branch and personally as the committee chair for this respective committee. So I thank you all for being here today. And Colonel Joseph Carbullido, I will begin with you for your presentation for this oversight hearing and again, thanks again for stepping in for Chief of Police, Stephen Ignacio.

**Colonel Joseph S. Carbullido, GPD:** Thank you, Senator Gumataotao, Mr. Chair. Buenas yan hafa adai, good afternoon, Public Safety Chair, Senator Gumataotao and committee members, Senator Terlaje, Senator Christopher Barnett. I am Colonel Joseph S. Carbullido, appearing on behalf of Stephen C. Ignacio, Chief of Police of the Guam Police Department. I respectfully submit this written testimony together with my oral testimony in my official capacity and alongside key members of the Guam Police Department to provide testimony relative to the preparation for performance-based budgeting projections for the Guam Police Department. At the outset, I would like to express our sincere appreciation to the committee for your continued support and collaboration. Your partnership remains vital to sustaining the level of public safety services our island community expects and deserves, while also promoting operational efficiency, accountability, and responsible fiscal stewardship. My testimony today provides an initial assessment of the preparation for performance-based budgeting projections. These projections build upon the Department's FY 2026 baseline and reflect both current operational realities and emerging public safety priorities. The Guam Police Department anticipates requesting funding through the general fund, special funds, and federal fund match categories to sustain essential police operations throughout fiscal year

2027. While many of the programs, initiatives, and infrastructure projects discussed today originated in prior fiscal years, they continue to directly inform the 2027 performance-based budget framework. Accordingly, this testimony highlights existing obligations, performance outcomes, and future funding pressures that must be considered as part of the budget development process. GPD's operational impact is driven by four specialized bureaus, Services Bureau, Operations Bureau, Investigations Bureau, and Forensic Science Bureau. This streamlined structure ensures total accountability at every stage of the mission. To understand GPD, we must look at our operational workflow. It is a chain that overlaps. It begins with a call to dispatch, patrol response, transitions to investigations, collections of evidence, and ending with an arrest. By aligning resources into these specific silos, we provide the dedicated oversight and manpower needed to move seamlessly from the initial call to a successful arrest. We start with the Operations Bureau.

The Operations Bureau, which is, by the way, overseen by Major Andrew Quitugua to my right, it consists of a total of 186 personnel assigned to the Neighborhood Patrol Division, the Special Operations Division, and the Highway Patrol Division. The Neighborhood Patrol Division consists of two districts. District 1 is led by a police captain who is responsible for Dededo Precinct. to Tamuning Tumon precincts, and District 2, also led by Police Captain responsible for the Central and Agat precincts. Neighborhood Patrol Division is the main effort in the Operations Bureau responding to the initial calls for services throughout the island. Currently, the Neighborhood Patrol Division is operating on two 12 hour shifts, which requires the least amount of officers to cover areas of responsibility in each of the precincts, as opposed to three 12 hour shifts or three 10 hour shifts. An example of the shift structure for full coverage in the federal precincts AOR, which is the area of responsibility, including staff, the NHPD, consists of 139 officers covering 27 beats throughout the island, structured in shifts that require the least amount of personnel. We don't have the table here because our PowerPoint is not really working, I guess, up there. But I would have preferred that it's working because we have the presentation up there. But I'll continue. The table provided shows the current number of officers providing BEAT coverages in 139 and the needed number of officers for full coverage on a 12 hour shift. The neighborhood patrol division is in need of 61 officers to fully cover BEATs on a 12 hour shift roster. The most efficient patrol roster is the 10 hour work schedule, commonly known on the force as the 410 roster, where officers work 10 hours a day for four days a week. This roster allows a two hour overlap between shifts to allow for the outgoing shift to complete investigative reports, administrative reports, roll call training, debriefing of case investigations, equipment maintenance, et cetera. The table provided shows the current number of officers providing BEAT coverages, which is 139, and the needed number of officers for full coverage on a 10 hour shift. The Neighborhood Patrol Division is in need of 75 officers to fully cover beats on a 10 hour shift roster. The Special Operations Division consists of 29 officers, including staff, and are operating the Special Weapons and Tactics, Special Enforcement Amphibious Section, the K-9 Section, the Executive Security Section, and the Civilian Volunteer Police Reserve Section. The SOD is in need of six additional officers to address the increase in K-9 and C's operations. The Highway Patrol Division consists of 16 personnel and are operating the Enforcement Operations Section, the Investigation Section, and the Program Development

Section. The HPD should be operating with a total of 30 personnel in compliance with Article 2, Chapter 77, Title 10, GCA. The HPD is in need of 14 more officers to address this shortage. In the Operations Bureau, a total of 81 additional personnel is needed to operate 12 hour shifts, or 221 additional personnel to operate a 10 hour shift. Let's take a look at the work demand for 2025. You will see that this small force is being asked to shoulder a massive operational load. The critical takeaway, however, is how this high call volume directly translates into enforcement. If you look at, we don't have the pie chart.

**Committee Chairperson Shawn Gumataotao:** So for the record, we will make sure that every member of the Guam legislature gets a copy of your presentation and we'll refer back to it in our committee report. So please proceed.

**Colonel Joseph S. Carbullido, GPD:** If you look at the left of the pie chart, the CPC handles the largest share of service calls at 33%. But if you shift your eyes to the to the precinct arrest count on the right, you see the output of the Dededo precinct. Despite having a lower call percentage than CPC, DPC accounts for 42% of all arrests islandwide with 324 arrests. We are maintaining a high enforcement standard but as these call volumes show, specifically in the CPC and DPC corridors, we are doing so at an operational tempo that is simply not sustainable. The Operations Bureau has achieved a major tactical win by integrating our specialized canine units directly into our patrol routes. Rather than keeping these teams siloed, we are now deploying canines Draco and Lobo right into the front lines. This shift allows our patrol officers to work alongside Draco and Lobo, leveraging their specialized detection skills during routine stops and field interviews. This partnership has been an undeniable success for the agency. Since July, proactive work has led to plus 76 total arrests and a seizure of 175.76 grams of methamphetamine, five grams of cocaine, and two full syringes of liquid meth. By utilizing the K-9 units as a force multiplier, the team has effectively removed over 51,600 plus in narcotics street value from the community, along with 62 articles of paraphernalia and \$20,000 in cash. When our K-9 teams and patrol units work in tandem, we maximize our impact on the street. It is a model of efficiency that turns standard operations into significant criminal interdictions, powered by the vital role of canine partners play in keeping the community safe. I'm happy to report that canine Draco was featured in a canine cop magazine for January 2025.

The Investigations Bureau. This is overseen by Major Kim Santos, who's currently an off - island lead, but Major Chargualaf, next to Major Quitugua here, is collateral duties and overseeing that bureau right now. The Investigations Bureau, or IB, is the primary lead for all felony and complex cases not resolved by patrol. IB includes the Criminal Investigation Section, Juvenile Investigation Section, Federal Task Force Section, Domestic Assault Response Team, also known as DART, Special Investigation Section, and recently added Special Victims Unit. Tasks associated are as follows. Follow -up investigations on initial crime report, evidence handling, interview and interrogation, intelligence gathering, obtain and execute search warrants, et cetera. Operational work hours. At this time, IB operates on a 43 hour workday three days at nine hours, two days at eight hours per day. This is required for a day as this is when investigations occur. It's important to note that officers operate on a

24 hour basis and often report after hours. Operational impacts and risks. Systematic or systemic delays reduce proactive enforcement, delay case management, case resolutions, and reassignments of specialized functions to non-specialized units. Personal strain, high burnout, increased retirement resignation rates, and loss of specialized institutional knowledge. In addition, supervisors like Sergeant 1s and Sergeant 2s and PO3s are diverted to perform administrative civilian roles due to lack of support staff. Infrastructure. Immediate need for a conducive facility like interview and soft rooms and a modernized fleet. Uniform officer needs. Based on the current operational work hours and workload, IB is currently operating with only 24 uniform officers to cover a requirement of 63. We are faced with a critical shortfall of 39 officers. Key accomplishments. GPD's clearance rate for homicides in 2025 has significantly outpaced the U.S. national average. Our 71% homicide closure rate stands in stark contrast to the 61.4 national benchmark reported in the August 2025 FBI reported crimes in a nation statistics. Please note that in 2021, nine homicides out of nine, which is 100% clearance rate was completed and in 2023, seven out of seven. This has GPD at 100% homicide closure rate. In addition, GPD has achieved a significant 43.6 reduction in total robbery offenses over the last three years, dropping from 94 incidents in 2023 to just 53 in 2025. Ninety-two officers were trained and received certificates from the International Homicide Investigations Association training. The expansion of Project U, it's a youth outreach and safe schools partnership network. The successful hiring of three victims' advocates that ensure specialized care for victims of traumatic crime under the DART and SVU units. Project Youth's 2025 Summer and Christmas Program had a total of 40 registered participants. Project Youth's Summer and Winter Program focuses on empowering students to become safe and responsible decision makers. At the same time, the program provides useful skills and knowledge about what to expect after high school. In addition, GPD personnel, other LEO and non-LEO personnel had the ability to foster a positive relationship amongst the youth. Through the partnership, of GDOE students were able to achieve 0.5 credit or service learning hours for their respective high schools. The summer participants are as follows, JFK, GW, Simon Sanchez, Academy of Our Lady of Guam, Okkodo. Winter participants, JFK, GW, Simon Sanchez, Notre Dame High School, Okkodo High School, Business and Technology Academy Charter School.

Moving on to the Forensic Science Bureau. This is overseen by Major Chargualaf again, doing double duties. So FSB serves as the scientific backbone of GPD, delivering objective, defensible analysis and secure evidence management through three primary pillars. The Crime Scene Response Section provides 24-7 on all specialized processing for major incidents, while the Evidence Control Section manages the centralized intake and lifecycle of all property. Our specialized laboratory services include dedicated units for drugs, biology, DNA, fingerprints, and firearms. To ensure operational excellence, we monitor key performance indicators such as response readiness, targeting a 60 minute arrival at scenes to prevent evidence degradation and storage saturation levels to manage the capacity of our evidence bins. However, the Bureau currently faces critical performance risk factors that demand attention. With a current staffing level of only 15 personnel, we are forced into a reactive posture. While we meet judicial deadlines, this limited capacity prevents us from performing the proactive evidence examinations that could generate new investigative leads.

A major triumph for the department is that the FSB has successfully achieved international accreditation across multiple forensic disciplines after its work rigorously passed a recent audit. This accreditation confirms that our analysis in areas like drug analysis, fingerprints, and firearms meets the highest global standards for objective and defensible science.

Services Bureau. This is overseen by Major Paul Sayama to my far right. This is the Civilian Research of the department that provides the administrative and logistical support to ensure the department is able to achieve its mission of serving and protecting. SB consists of both the administrative division and support division. The function of the administrative division is to provide guidance and human resources, training, payroll, research, procurement, managing all local and federal grants to include public service. The current AD staffing is at 32, which is insufficient to provide optimal services. AD needs an additional 12 to total 44. The function of the support division is to provide motor vehicle support, building maintenance, information technology, and communications to include armor services similar to that of AD. SD is currently staffed at 18 and needs an additional 15 to total 33 to provide optimal services. Law enforcement dispatchers are the first point of contact for the public. LADs are the first link in the chain of survival, transforming raw crisis into coordinated action. So by the time an officer arrives on the scene, the LAD has already set the entire department in motion. Their ability to process high stress information and deploy resources with precision is what allows every other Bureau, from operations to investigations, to function effectively. Considering the high call volume that our LEDs receive, as a department, we want to provide professional training. Per our research, APCO certification is a gold standard for emergency dispatchers and public safety agencies. Therefore, it is with great pride to announce that 10 of our LEDs receive APCO, which is the Association of Police Communications Organization certification. Through the continued support of the Governor, Governor Leon Guerrero, and the Lieutenant Governor Josh Tenorio, the department has implemented the following recruitment and retention strategies. In 2022, there was an LEO pay adjustment of 18%. In June 2024, a pay adjustment of 25.59 for law enforcement pay plan was implemented. This increased the pot hourly wage from \$1401 to \$1759. That's from \$29,140 per annum to \$36,580 per annum. In May 2025, an updated police officer trainee job announcement was posted reflecting the new rate and is also continuous. A 10% retention incentive for recruited police officer trainees through Sergeant 2 positions was implemented. A 15% retention incentive for police lieutenants and police captains, majors and colonels was also implemented. This is the same time in 2022 when the 18% executive order was implemented. The retention bonus for per public law 236-37, authored by Senator Christopher Barnett, approved a bonus of \$10,000 for uniformed personnel on the condition of three consecutive satisfactory performance evaluation ratings. This retention strategy will be implemented for the first time in FY 2027 and has been included in our FY 27 budget requests. A retention agreement has been developed and implemented with the current 15 and 16 POD cycle. The retention agreement obligates the officer maintain employment with the Guam Police Department for at least four years. If the POD decides to resign from GPD and an obligation to reimburse the GCC, the total cost of the apprenticeship program is there. During FY 2025, GPD alongside the Department of Administration Human Resources Division finalized the implementation of the KPP, which is

the known promotional potential for non-competitive positions. from police officer 1s, 2s, and 3s, respectively. December 2025 was GPD's initial implementation of the KPP with the promotion of 22 police officer 2s and 31 police officer 3s. The following is a list of community engagement projects which detail the listed in the written testimony. The Drug Awareness Resistance Education Program. The DARE program has been dormant for 20 years. However, in 2023, GPD recognized the critical need to reconnect with our youth. We reignited the program with a small but mighty pilot at Talofof Elementary School. After a rigorous 10-week curriculum, we celebrated our first 40 graduates, proving that the desire for this partnership was stronger than ever. The DARE program Momentum has been explosive as we now have 13 Guam Department of Education and one charter school and over 1,600 graduates. To keep up with this demand, we've also successfully added a new certified DARE instructor to our ranks. In FY 2026 and 27, GPD is on track to expand into two middle schools and one high school, ensuring that as our children grow, their relationship with GPD and their commitment to safe choices grow with them. The DARE goal is simple, to build a bridge of trust. By using evidence -based curriculum, we aren't just teaching kids to say no, we are empowering them to be critical thinkers and safe decision makers. Fade away from violence, drug and alcohol, the free kickball tournament. Let's talk about one of our most successful community outreach initiatives, GPD Fadeaway Tournament. For the past eight years, GPD has used the spirit of competition to connect with our island's youngest residents. Every year, we see an average of 20 elementary schools bring over 400 students to the court and field. This high -level participation shows just how much our families value safe, competitive outlets. Why do we do it? Because it's at the heart of our community oriented policing strategy. By trading the patrol car for the coach's whistle, our officers are building trust and fostering positive relationships with students that last long after the final buzzer. Our message with this event is to think beyond the game. We are teaching these students or athletes to fade away from the negative influences. We provide safe environment that encourages healthy lifestyle choices and empowers them to stay drug and alcohol free. We're not just building athletes, we're building resilient citizens.

Junior Police Cadet Program. Now let's look at a program that truly defines discipline. The Junior Police Cadet Program launched in 2019. This initiative has become a massive success, reaching over 2 ,000 students in just four years. What makes the Junior Police Cadet Program unique is its methodology that's used. We use the structure of military drill and ceremony to teach more than just how to march. We are teaching these students how to stand tall, how to work as a single unit, and how to take responsibility for their actions. It's about building leadership from the ground up. The impact is felt all across our island. From D.L. Perez to Talofof Elementary, 11 of our schools have embraced this program. We've seen students transform into the classroom, becoming more focused in the classroom and more confident in their ability to lead their peers. The Junior Police Cadet Program isn't just about the police department. It's about the paramilitary spirit of service before itself. By the time these 200 plus, 2,000 plus students finish the program, they aren't just cadets. They are young leaders equipped with the teamwork and discipline they need to succeed in any career they choose, school presentations and career day. While our structured programs like DARE and JPC are vital, our daily presence in schools through presentations and career days is where we reach

out to the most students. We aren't just there to talk about job, we're there to build a relationship. Our goal is to provide students with the why behind the law. By providing factual information on topics like bullying, vaping, e-cigarettes, we empower them to make decisions based on health and safety rather than peer pressure. We want them to see police officers and feel a sense of safety and inspiration. The scope of this outreach is massive. We have walked the hallways of nearly every school on this island. From the elementary level up to every public high school and several private institutions like St. John's and the Academy of Our Lady. Whether it's a career day, booth, or a focus assembly at FBLG or JFK, the message is the same. Your police department is here for you. The true success of these presentations is seen in the recruitment lines. By showing students the honor and responsibility of the badge, we are actively cultivating the next generation of Guam's finest. We've seen many students go from asking questions at career day, at the career day booth, to eventually applying for our cadet programs, the school resource officer program. This was implemented by GPD in FY 2025. The purpose of the SROs in the schools extends beyond traditional law enforcement duties in community policing. The presence of law enforcement officer from the point on referred to as, I'm going to refer to them as SROs moving forward. In the schools, it promotes an increase in school safety, assists in building trust with students and school employees, can provide education and guidance and quick response for crisis intervention and preparedness. GPD hopes to build a well implemented SRO program that will continue to address gaps between law enforcement and education and promote community involvement and develop a more proactive crime prevention for all involved. There already has been some conversation on the expansion of the SRO program to include middle schools.

The Neighborhood Patrol, the Neighborhood Watch program. The Neighborhood Watch Program is an active program established across all 19 municipalities on Guam. This islandwide network ensures the GPD safety initiatives are felt in every corner of the community, from northern urban centers to the southern villages. The Neighborhood Watch Program is a force multiplier for GPD, in which GPD works with these eyes and ears of residents on village crimes that affect the village and community at large. The program provides GPD with real-time intelligence, allowing for strategic deployment of resources where they are needed the most. The Neighborhood Watch program also fosters a culture of collective responsibility, making Guam's neighborhoods less hospitable to criminal activity and safer for our families. It is important to note a significant accomplishment leading up towards the CJ program at Tiyan High School. Also at the end, this presentation will be a short video produced by the Tiyan High School. The Tiyan High School and GPD Law Enforcement Academy. This mission of the Guam Police Department's Tiyan High School Law Enforcement Academy is to prepare students for future careers in law enforcement and public service by providing a structured, academically rigorous, and professionally grounded learning environment. As a career pathway under the Health and Safety Services, the Academy builds upon the foundational principles of criminal justice 1, 2, and three, to deliver advanced instruction in law enforcement procedures, constitutional law and its impacts, criminal investigation techniques, and professional development. Through scenario based training and hands on skill development, students will develop critical thinking, ethical

decision making, discipline, and leadership skills essential for success in law enforcement and related public safety professions. For FY 2026 -27, we have a class cohort of 18.

The following is a list of capital improvement projects and equipment acquisition with details listed in the written testimony. Evidence control section building, the Talofofu substation, The Peace Officers Memorial. Future Capital Projects, the Yigo Substation, the Emergency Communications Center, the Land Mobile Radio Upgrade. Police Patrol Vehicles. A total of 42 patrol vehicles was purchased and received from Cars Plus. The Life Jacket Loaner Stations. The Bulletproof Vests. Body Worn Cameras. Crime Scene Response Vehicles. The DOI Van. The Armored Vehicle.

In conclusion, The Guam Police Department's performance -based budget framework is designed to ensure that all uniformed officers and civilian employees are effectively led, compensated, trained, and equipped to meet operational demands. These projections reflect close coordination with the Bureau of Budget and Management Research and the Department of Administration, and align with the administration's fiscal policies, statutory mandates, and departmental strategic priorities. We are also committed to working with this committee and the entire 38th Guam Legislature to help the Guam Police Department achieve its objectives for a safer community. Si Yu'us ma'ase' and thank you for the opportunity to present testimony on our budget, on our oversight presentation and at this time, I am ready to respond to any questions you may have. Thank you.

**Committee Chairperson Shawn Gumataotao:** Thank you so much, Colonel. And again, thank you for your presentation to the committee. At this time, I want to recognize joining us, and I know she's been here for a while, but Senator Therese Terlaje, thank you for being with us this afternoon.

So at this time, let me just jump into the agenda if you can. And again, I would encourage you to just answer best as you possibly can, Colonel and team. And let's start with the preparation for performance-based budgeting. So if you can, what steps has the Office of the Chief of Police taken to prepare GPD for performance-based budgeting since you were notified by BBMR to begin incorporating performance metrics into your department's budget narrative and agency submissions to the Guam legislature?

**Colonel Joseph S. Carbullido, GPD:** Senator, I'll defer to our ASO to answer that question.

**Committee Chairperson Shawn Gumataotao:** Thank you so much, Colonel. So again, just for the record, say your name and your title and take it away.

**Ms. Nelly Asanuma, GPD ASO:** Good afternoon. My name is Nelly Asanuma. I am the GPD's Administrative Services Officer. So based on the what have we done, we are basing ourselves on FY25 as well as looking into every section in the department and pointing out the positions that are needed and we're adding them onto our staffing pattern and to make our department fully operated. So we're showing vacancies that we wanted to find at the same time, including the FTEs.

**Committee Chairperson Shawn Gumataotao:** All right. Thank you so much for that. Acknowledging that the concept of performance-based budgeting seeks to link the budget requests with program performance, how often does GPD in fact review its responsibilities against its annual legislative appropriations, personnel requirements, and resource availability, recognizing that the departments or the department has at least 17 mandates identified in the governor's fiscal year 2027 executive budget request? So how often do you review your...

**Colonel Joseph S. Carbullido, GPD:** Of course, once the fiscal year ends, the new fiscal year is already under review for, you know, whatever adjustments we need to appropriate for whatever our mandates are. So we take a look at that and we disseminate all the information to our different bureaus and we have them come up with a number of, you know, current and what's needed for the future.

**Committee Chairperson Shawn Gumataotao:** So, Colonel, do you like muster everybody up and then everyone's in a room and you look at the mandate or the budget and then everyone takes it all and comes back in another meeting to kind of brief you out?

**Colonel Joseph S. Carbullido, GPD:** The decision package is disseminated to all the bureaus and their divisions and they fill out these decision packages and that's what we base and we make the analysis with whatever our budget ceiling is and we try to match it up.

**Committee Chairperson Shawn Gumataotao:** Okay, so the start of the fiscal year, so we're now a quarter in, so take us back, so after October 1st, between October 1 and the first quarter, you meet together, share, meet again. Is that pretty fair to say?

**Colonel Joseph S. Carbullido, GPD:** Yes, and actually we've already come up with numbers, right, based on the decision packages that were submitted. So, we've already pretty much accomplished a lot from October 1<sup>st</sup> from the beginning of the process.

**Committee Chairperson Shawn Gumataotao:** Okay, thank you so much for that. Now, Title I, GCA Section 1922A requires every head of a Government of Guam agency to submit an annual Citizen Centric report to the Public Auditor of Guam and the Speaker of the Guam Legislature no later than 60 calendar days after the release of the entity's independent audit report, which shall be posted on your website. Based on a review of the Citizen Centric reports which are made available online through the Office of Public Accountability, did GPD submit reports for the fiscal years subsequent to fiscal year 2019? And if not, what is the status of those remaining reports?

**Colonel Joseph S. Carbullido, GPD:** I'll defer to our administrative division chief.

**Committee Chairperson Shawn Gumataotao:** All right. Thanks, Colonel.

**Captain Sonny Castro, GPD:** Good afternoon, sir. Captain Castro. So for 21, 22, 23 and 24. they are completed, 23 and 24 is being reviewed now by the chief. So up to date, it's just a

matter of the chief reviewing the last two years so we can submit it. We're already working on 25, so we'll be up to speed with the submissions.

**Committee Chairperson Shawn Gumataotao:** Ok, thank you so much for that. Let me ask you, uniform crime report. The last time that was submitted by the Guam Police Department was 2023. Please correct me if I'm wrong. So can you provide a status on 2024 and 2025?

**Captain Sonny Castro, GPD:** That is also with the Chief doing a final review. We did have a meeting maybe a month or two ago. We're just looking at the numbers and tweaking the numbers to make sure we got everything right.

**Committee Chairperson Shawn Gumataotao:** Thank you so much, and we hope that once the Chief has reviewed it that you'll share it with the committee. I think, especially the Uniform Crime Report, a lot of our federal programs are linked to that work and are hoping that when they're complete, that you'll be able to share it not only with the committee, but with the entire community. And I know that some friends at the other branch of government are probably looking forward to that too. Okay, with that said, let me go ahead and turn it over to my colleagues to ask questions on the preparation for performance-based budgeting, and I'll begin with Senator Christopher Barnett. Senator, you have five minutes to talk about the questions on preparation for performance-based budgeting.

**Senator Christopher Barnett:** Si Yu'us ma'ase' Mr. Chair and thank you, Colonel, and also to the command staff for being here today and again, buenas, buenas to the people of Guam watching on our YouTube stream and on Docomo and GTA channels. So the performance-based budgeting, as far as I understand it, there's been a back and forth between our finance committee chairman here in the legislature and the governor's budget and finance team. And I think, in fact, the administration has asked that instead of us going 100 percent performance-based budgeting for the upcoming fiscal year, I think they actually asked if we could just do a couple agencies to kind of see how it works because apparently they think it's a big process to switch over to PBB because we've been doing the budgets, you know, a certain way since 19 forgotten. So I guess my first question is, are you facing any challenges kind of converting to this fiscal model?

**Ms. Nelly Asanuma, GPD ASO:** Based on every fiscal year when we prepare our budget, we usually put on decision packet that in FY24 we did this with this much employee come FY25, this is what we're doing and then we're looking into the new fiscal year that we're requesting for our budget, which is we anticipate at least a 5 to 10% increase in our performance and then we kind of calculate that into our budget.

**Senator Christopher Barnett:** So you're not really having an issue with converting to?

**Ms. Nelly Asanuma, GPD ASO:** We don't at this point. Actually, every year we're doing this, so I think we're in that process at this point, *right* so we don't have any issues.

**Senator Christopher Barnett:** Okay. I did want to ask, because you had included in your testimony information about the triennial retention bonus, which my good colleague, Senator

Terlaje voted in favor of. In fact, it was unanimously passed during the budget process and this was a bill I had introduced. Unfortunately, because of the timeline, we weren't able to get it onto the session agenda as a standalone measure so what we did was we added it as an amendment to the budget bill, and what the triennial retention bonus program does is it rewards officers who have accrued three years of satisfactory evaluations and then that being, after they complete the three years, they receive a \$10,000 retention bonus. And, you know, theoretically, this is supposed to occur if you're good, if you're a good guy, every three years and it was kind of our way to address a lot of the retention and recruitment challenges that were supposed to be aided by a lot of the pay adjustments that we gave all law enforcement and then specifically to GPD. But, you know, Colonel, in your testimony, just kind of looking at some of the numbers and even the total, you're saying that with the vacancies you have, we're looking at almost \$9 million just to fill those vacancies. And if you could just for the viewing public and even, you know, for the members of the legislature, are these funsies positions that we're talking about or are these positions that you believe GPD absolutely needs to meet its mandates?

**Colonel Joseph S. Carbullido, GPD:** These are actual numbers that we really need. Senator, to answer your question directly. We wouldn't have put it in our testimony if we didn't believe that we needed those positions funded. Otherwise, like I said in my testimony, we would be not functioning at 100%.

**Senator Christopher Barnett:** Yeah, and I think we kind of, you know, see it out there with a lot of the crimes and the coverage that, you know, the officers are able to provide, fortunately. I guess my question is, you know, so we gave all law enforcement a pay increase, and then we did additional tinkering with just pay incentives specifically for GPD and then we passed a retention and recruitment bonus program. And, you know, these things have only been in place for a few years, but it kind of seems like we're still seeing a significant number of officers leaving the department. And I hear things on my end, you know, I hear things like, oh, they don't do the promotions often enough. You know, there's favoritism, which affects the morale. which makes some officers want to just move on and try it somewhere else. But just in your opinion, because you've been with the department a long time, why do you think we're still seeing some of these issues with the retention and then the recruitment?

**Colonel Joseph S. Carbullido, GPD:** I've said this before on the record, and I'll say it again. This is not an easy job to do. It's a very difficult job. It's not for everyone. You can probably make it through, you know, all the way to graduation and then at graduation, and I've seen it myself as a commander out there in the field in one of the precincts, where people just turn in their resignation because they find out later on that it's not for them after experiencing the job itself. And we've had several of those occasions already, you know, where we had officers, new officers, just turn in their resignation, and they specify exactly what it is. It's not for me. I can't work shift work. It's too hard for me and my family. I can't deal with the gruesome scenarios that I'm faced with out there. I probably want to go and work 8 to 5 at, you know, another LE agency, right, where I don't have to see or deal with the difficulties of what a Guam Police Department officer has to deal with. I can honestly speak from experience with

what I've gone through. I've been there, done that, both as a patrol officer, detective, you name it. And it's not an easy job. You're going to find that out later on in your career. Some find out even later in their career that it's not for them and turn in the, you know, throw in the towel. And the recruitment process based on our mandates doesn't help, right? There's a systemic problem, you know, in the recruitment phase. Even straight up front, you turn in your application, what happens after that? You get called in, you take the exam. Not everybody passes the exam. We don't have a big, you know, number of people or pool, you know, to choose from. And then after that, let's say you pass the exam and you make it past first base. Once the vetting process starts, the mandatory requirements by law for everything to occur after that, drug tests, polygraph, psychological examination, right, background investigation. Everything starts happening by the time we get from 50. I'll give you a scenario. Let's say 50 pass. By the time we finish with the mandated requirements, you're probably going to be lucky to get 10 after the vetting process. So those are some of the difficulty and challenges that we have to face in recruitment alone, and the retention I already spoke about. It's not all about the money. You can give people money, but are they willing to perform the job that's required? There's a lot of pressure in being a Guam Police officer, and it's not for everybody.

**Senator Christopher Barnett:** So in your opinion, what other efforts do you think we could do to address the systemic issues with recruitment?

**Colonel Joseph S. Carbullido, GPD:** Senator, it's a very difficult thing to just bring up now, right? Because we've been actually dealing with, even when I was a DOC, it's the same thing, right? But more so with the Guam Police Department because of the mandates that were required. I, you know, I believe that, you know, it's out of our control. The system, the process that exists, it's hard to fix because of the mandates. And we can only control what we bring in, right? If they don't pass the test, we can't control that. If they don't meet the requirements by law, we can't control that. So we're left having to, you know, deal with what cards are dealt to us. Is it 10? Is it 12 that we have left to train for the next cycle? And then you have to deal again with GCC, the cap that they can only take in, how many is that, Major?

**Major Fred Chargualaf, GPD:** The minimum for a cycle or a class is, minimum is 13 and the max is 25, but, you know, they'll even push it to 30 in some instances.

**Senator Christopher Barnett:** Yeah, Major, if you have thoughts, I'd really like to hear them.

**Major Fred Chargualaf, GPD:** Yeah, I'm Major Fred Chargualaf, the Forensic Science Bureau Chief. Just to segue into what the Colonel was mentioning, right, and it is a system in itself. I guess one of the issues that we need to, I guess this is with the Chief and the Director of Administration is to implement more exams. I think that's one of the critical aspects there. I know when I first got in, we were having cycles back to back because we were getting these certification lists. So just to, again, add to the process. So the way it works is they'll do the testing and they'll do the rating and all that. And then once they pass, they say, ok, we have

And the actual number that we had at one time was 80, we had like 87 people that they said, okay, here's 87 certified applicants that you guys can do the processing. So by the time we cleared them through the process, you know, the background investigation, polygraph, and then also, you know, clearing them with what you call that, the other background processes, what ends up happening is by the time we clear all of that, it will go from 80 to like about 50. And then by the time we clear them through the rest of them and by the time we get to a cycle, so by the time we get to a cycle, it's going to be half that, so down to 40. And like the Colonel was mentioning, some of them says, well, got another job or it's not for me and all that. We'll be fortunate if we can start out with a cert list of 80. And by the time we graduate them, it'll be about 20 to 25, if we're lucky. And I've been bringing it up to the chief, right, and I think we just need to push more on the testing of these applicants, because I think the more we test, the more they get us on, the more we can start cycles, because like I said, and the Chief has been doing that, but I think we just need to push harder on that, if we can get two or three cycles a year. When I joined, within a two-year span, a year before I joined and a year after, we had like about five cycles go through. So I think that's one of the things that we need to work on. The one thing that I'm hoping to see is that with these automatic promotions, so an actual police officer, and I've spoken to even the police officer trainees that are even going through the cycle now, so I tell them, I says, think about it, you're going to go from a POT to a PO1 to a PO2 and to a PO3. This first batch that the Colonel has just mentioned, so these are the first guys that have gotten their automatic PO2 to PO3, so hopefully that incentive would allow us to retain. So again, the recruitment aspect is I think if we push more, and I think just have, I'll just re-emphasize that with the Chief, he needs to work with the director of administration to push more on the testing. And then on the retention part, I'm highly confident that when the guy's now seen that, hey, you know, I went from a POT to a PO1, PO2 and PO3, without having to go through the testing and applying and testing and everything. So potentially an officer can go from a POT to a PO3 in about seven years. If, you know, they, like I said, they maintain their performance evaluation reports and all those things. So it is a challenge. And then, of course, why would I not, and I've told the guys this, why would I not go to Camp Blas, Anderson or Navy, get a little bit more pay with less work? I mean, imagine Anderson Air Force Base. That's covered by one police officer. That's what the Colonel was talking about, the challenges, right? That to do a police officer's work, one officer covers Anderson Air Force Base versus Anderson, they'll have like 10 guys in there, right? So again, that's the thing that we're dealing with, right? So there's a multitude of issues that we're faced with we're just...and Chief Ignacio is just doing his best. And I think now with those automatic promotions, I think we're going to start to see a lot more of the guys say, you know what, this might be for me. So that's my take.

**Senator Christopher Barnett:** Captain?

**Captain Sonny Castro, GPD:** If I can add, so our current cycle is 10. We just lost one to retirement, and we're losing, I think, three more to local and federal law enforcement. So this cycle of 10, we're only going to gain six. So it's very dire, and we need to adjust the system.

**Senator Christopher Barnett:** Is it...Is one of the issues that we have, you know, no insult to anybody because I'm kind of getting up there in the years too, but that we have an aging kind of command staff and a lot of senior personnel who are over the retirement time and heading towards retirement. Is that why we're seeing such a big gap, you think?

**Captain Sonny Castro, GPD:** I think everyone in this room that's in uniform is eligible for retirement. So, you know, if you really look at it, I think the challenge goes back decades even, right, the early out. I was part of that early out, you know, under filling. I was a police officer three, detectives, filling a supervisory position, you know, and then out in the field, when I went out to patrol, I was still filling a supervisor position as a patrol officer. So it goes back to the early out. Is it mid -90s, early 90s? *At the beginning of 2000.*

**Senator Christopher Barnett:** We hear that, Colonel, with a lot of the law enforcement entities. They took such a big hit with the early out that we've really tried to just be course correcting up to this point. But, you know, the reason why I ask, because there's so many vacancies and we're having these issues with recruitment and retention, I'm just kind of thinking in my mind how feasible it is going to be for us to fill these positions and of course we want to. It's almost like the snake chasing its tail. We want you to perform better, but if we're not giving you the funding to get the personnel to perform better, then you know, you might end up getting shortchanged on your budget, which I definitely don't want to see. And just to speak to some of the things that we've been able to do that I think help with the recruitment and retention is, you know, Chief Ignacio came in and he talked about the perception of law enforcement and how we kind of needed to re-engineer what a lot of our people, specifically our young people, think of, you know, being a police officer and that's one thing I want to commend you guys on is a lot of the community engagement, whether it's, you know, the reinstatement of the DARE program or the Junior Police Cadet Program out of Tiyan, I mean, the idea is that we get these kids through different levels of schooling to become interested in police officers. So hopefully they hit a high school has a JPC and I think we need to you know put our money where our mouth is and fund you know an expansion of these programs so when they're in JPC at the high school level hopefully we're learning them on what's going to be in the test so they kind of move from that pipeline from high school to the police force so I think there's things that we set in place so it's just a question of letting them wash out and take into effect so that's I'm really curious on the train or retention bonus I know I'm out of time Mr. Chair but if you could just tell us how much was budgeted for that? The triennial retention bonus, because you said it was included in your budget request.

**Colonel Joseph S. Carbullido, GPD:** 2.5 million.

**Senator Christopher Barnett:** Thank you. Thank you, Mr. Chair.

**Committee Chairperson Shawn Gumataotao:** Thank you so much, Senator Barnett. Senator Terlaje, you have five minutes to discuss the preparation for performance-based budgeting of the Guam Police Department.

**Senator Therese Terlaje:** Si Yu'us ma'åse, thank you for your presentation. Very thorough and easy to understand. Just wanted to clarify one statistic, and that is so on the last page of this, the PowerPoint, it says for the Operations Bureau 107 vacancies, but on the earlier slide under Operations Bureau, it says, proposed 12 hour shift would be you need 81 additional and for proposed 10 hour shift you need 121 just comparing that to the 107.

**Colonel Joseph S. Carbullido, GPD:** So under Operations Bureau then the accurate number is 107.

**Senator Therese Terlaje:** Okay all right and which under what kind of shifting would that be? On the earlier slide, you compared the 12 hour and the 10 hour shifts, and then you need plus 81 or plus 121. Am I reading this wrong?

**Colonel Joseph S. Carbullido, GPD:** Major Andrew. *Sure.*

**Major Andrew Quitugua, GPD:** So our objective is to try to get the 4-10 schedule in place. So it would be the four days, 10 hours a day schedule.

**Senator Therese Terlaje:** Okay, great. All right. For me, the bottom line is if we want maximum performance from the police department, you're telling us that you need to fill these 201 vacancies. And we're doing this so far in cycles of 20 maximum, but you're saying your current cycle is only 10. You might end up with six. So that's one issue, right? To fill the 201 vacancies, you need \$8.8 million. That's what you're saying, right? And if we could come up with \$8.8 million in the next budget cycle, then we would be funding the ultimate police department to give the people of Guam the results that they are looking for, the performance, right? We want a basis on performance. And I guess I just, I'm good with this. The way you've calculated it out to be by employees, because you've matched up your employees with which division, what their operation is, what they're supposed to be doing in that place, and there's none of those that I want to cut. We want all of those. You described it as, we're taking the calls, you're going on patrol, you're investigating, you are collecting evidence, you're making arrests. and then you're doing community engagements and then of course we're managing all of that. We're doing the management of the equipment and the buildings and everything. So I looked at the FY27 budget to see if this was communicated to BBMR and what their response might have been and how do they see how we're going to go forward with this performance base. But their increase from what I can tell, they put language in there to fund another cycle of 20, \$1.25 million, just a little bit over what we're currently funding. But the overall budget really just increased only by \$868,000, nowhere near the \$8.8 million that you've showed us that you need. So I guess I just want to impress upon you all that it looks like it's going to be a tough battle the way it's already allocated in the FY27 proposed budget submitted to the legislature. They're not going for this big funding of all these vacancies. So we need to do that because we don't want to go back on funding of the incentives. I think those are absolutely necessary and hopefully to keep all of you who are there right now there. We need you. But we also need more. We can't go forward as a community without this. So I do hope, yeah, that we're going to be able to do this. I think you need to help us by communicating with the executive branch that there's a huge gap in what

they have proposed and what you have proposed here or shown us the need for, and I don't think anyone in the community is going to disagree that if you say we're going to get better results if we fund these positions, then I think our entire community is going to agree that we want these positions funded. So I guess I'm just going to say your presentation today is very good, but please all of you keep talking about, you know, it's kind of weird because if we say the number of arrests and some of the crimes you said they've decreased. So are we going to count it by arrests? I don't think that's what we want to count it by. That would be you know, we want low arrests, but I mean, we want low crime. As you've shown, the crime calls have decreased or the reports of these types of crimes have decreased. That's very good. And maybe that is because of your community engagement or your patrols or your traffic, everything all together. So I think it's very hard to pick any one of those items and put an amount to it. And I like the way that you did it. It's a cycle. And we've got to do it all. And you've got to fund it all for it to work the way it's supposed to work. So hopefully, you know, we can't tell if, I think the only pushback I can see is that we're going to get a debate as to whether, you know, the 107 vacancies is really, there's fluff in there. And I can't tell from this level, or whether what you're proposing your 10 hour versus 12 hour shifts right that's a big kind of philosophy change or policy change going forward and I would like to see what's best for you all because we've seen this. We've gone to the precincts and it was pretty shocking and sad that so few people are in the precincts on these very long shifts with the very hard work. That's the front line. So if we can make that shift, I think I support that. So thank you. Thank you. Thank you to all of you.

**Committee Chairperson Shawn Gumataotao:** Thank you, Senator. Let me move on now to the questions on carryover authorization. Let me just start with this. For the record, did the Guam Police Department send a letter to my office on September 23rd, 2025, requesting, quote, legislative approval to carry over fiscal year 2025 prior year obligations into fiscal year 2026 to support the Law Enforcement Fallen Officers Memorial, end quote, a project that was funded through a \$500,000 appropriation in public law 37-125, the fiscal year 2024 budget?

**Colonel Joseph S. Carbullido, GPD:** Yes, sir, we did.

**Committee Chairperson Shawn Gumataotao:** Thanks, Colonel. Did GPD inform me through the September 23, 2025 letter that, quote, without legislative action to extend or carry over these funds, the department will be unable to encumber or expend the remaining balance needed to complete the project. *Yes, Senator.* Thank you, Colonel. Has GPD changed its position regarding the need for a continuing appropriation authorization from the legislature to utilize unexpended prior fiscal year appropriations? And if it has, can you please explain?

**Colonel Joseph S. Carbullido, GPD:** So it's just the \$500,000 that remains on the carryover. We're not authorized to carry over. We don't have the authorization to carry over any other funding.

**Committee Chairperson Shawn Gumataotao:** So are you saying that you haven't changed your position? *That's correct.* Now, then my next question is simply this. So what funding

source is being used to fund the Fallen Law Enforcement Fallen Officers Memorial, which broke ground on January 20th, 2026? *FY26 General Fund*. Colonel, what was the balance of the \$500,000 appropriation GPD received through the fiscal year 2024 budget law as of your September 23rd, 2025 letter to my office, and what was the balance of the same funding source as of January 20th, 2026? *295,000*. Colonel, what was the original award amount and the anticipated completion date for this project and if the amount and schedule were adjusted, how much more did the Government of Guam agree to pay and how much more time is needed to complete the project?

**Colonel Joseph S. Carbullido, GPD:** The original amount is 500,000.

**Captain Sonny Castro, GPD:** I believe we're looking at April to June. Without any issues, it should be completed.

**Committee Chairperson Shawn Gumataotao:** So again, on the record, you're saying that the original award amount and the amount of money you had enough in your budget So again, what changed when you approached my office and the committee to seek carryover authorization that was also outlined in Bill 211? *Can you repeat your question?* Yeah, so it sounds like you had enough money, but you still asked for it, so just what happened, what changed? *Are you referring to the memorial?* Yeah, I am still referring to the memorial. *So we don't have any more carryover money that we can use, that's why.* Okay, now during the FY26 budget process, GPD sought funding for repairs to the HVAC system at the Gregorio Perez Crime Lab in Mangilao. What is the status of this capital project and does the department intend to support the HVAC repairs using FY 2026 appropriations?

**Ms. Nelly Asanuma, GPD ASO:** Based on our...I'm doing projections every pay period and so looking up until September 30 we won't be able to address the HVAC maintenance in fact we, we need to replace the whole thing and so we have been for two years putting it on our budget and we're trying to put it on our FY 27 budget again. So at this point, I don't think we have done any maintenance on the HVAC, if I'm not mistaken.

**Committee Chairperson Shawn Gumataotao:** Thank you for that. which gets me to this next one. As of September 30, 2025, the Consolidated Revenue and Expenditures Report revealed that GPD had the following available balances, \$5,670,438 from its \$43.5 million FY25 appropriation, \$67,751 from its from its \$142,585 appropriation for cost sharing initiative for the CJIS integration project, \$675,717 from its \$1 million appropriation for a police officer cycle. \$627,149 from its \$8.5 million appropriation for police officer pay adjustments. \$1 million from its \$1.5 million appropriation for school resource officers, the entire \$903,813 appropriation for the COPS hiring, this is the 2017 remaining unexpended, and the entire \$361,770 its appropriation for police officer recruits remained unexpended. In total, out of \$56.1 million in appropriations GPD received in fiscal year 2025, the department had \$9.3 million available. \$9,349,215 dollars available as of September 30, 2025. So what portion of the estimated 9.3 million in available funds has GPD expended between September 30, 2025 and February 9, 2026? And what obligations and projects did these resources cover? I'm sure the list might be long.

**Ms. Nelly Asanuma, GPD ASO:** We have not spent any FY25 funding that we were looking at as a lapse because we were not authorized to. We tried, but we were informed that that money is not there anymore.

**Committee Chairperson Shawn Gumataotao:** So you're saying that \$9 .3 million does not, you have no access to those funds today? You're saying that on the record today?

**Ms. Nelly Asanuma, GPD ASO:** Yes. The only funding that I understand that was, we were able to, we were informed that we can continue with the project of the monument because it's an ongoing project, and so the funding can roll over. That's my understanding. But any other, by September 30, FY25, yes, we did track our accounts, and we did have that amount that you mentioned, but unfortunately, in the middle of October, it's not there anymore for us to plan or project to use.

**Committee Chairperson Shawn Gumataotao:** I know the Chief's not here, but Colonel, were you aware of those balances before this meeting? *Yes.* So you were aware, Chief, I mean, sorry, Colonel, you were aware that the department had \$9.3 million that was still available for your use?

**Colonel Joseph S. Carbullido, GPD:** I'm not familiar with the total amount that you're specifying, but I was aware based on our discussions prior to being here that there was money.

**Committee Chairperson Shawn Gumataotao:** Thank you so much for that. Recognizing that GPD sent at least eight notices of prior year obligation payments during the first half of this 38th Guam legislature, totaling \$86,500, what prior year obligations, including but not limited to outstanding vendor payables, retirement contributions, and capital expenditures, does GPD anticipate paying in the current fiscal year using FY26 appropriations?

**Ms. Nelly Asanuma, GPD ASO:** We do have a list, but I don't have the exact amount. We can provide that to you on a later date.

**Committee Chairperson Shawn Gumataotao:** Yes, please, if you can provide it to the committee so that we can share with them. Okay, thank you so much. I only have a few more questions relative to this issue of the carryover authorization, but when we think about, and we're seeing it today, but to what extent has GPD engaged in discussions with the Office of Homeland Security regarding working conditions at the Marianas Regional Fusion Center, including its recently decommissioned secure room, and has GPD been asked to contribute any funding to support the facility improvements, if any, as part of the secure room up at the EOC?

**Colonel Joseph S. Carbullido, GPD:** I am not personally aware of the conditions and how it affects the Guam Police Department. I have not personally been in communications with anyone from Homeland Security, and I'm not sure if the Chief has been in dialogue. So I would defer to the Chief to answer that question.

**Committee Chairperson Shawn Gumataotao:** All right. Thank you, Colonel, for that. And my final question, and I'll turn it over to my colleagues. With respect to the Government of Guam's financial management information system, to what extent has the staff completed any required training on the new system? And if you can share with the committee and with Senators, what challenges, if any, has GPD experienced specifically to drawing down on allotments throughout the fiscal year since the implementation of the FMIS?

**Ms. Nelly Asanuma, GPD ASO:** The drawdowns on our federal grants are dealt with DOA. We don't do drawdowns on our end. So usually, reach out to RPLC at DOA just to make sure that the funds are drawn down for the expenditures that have occurred.

**Committee Chairperson Shawn Gumataotao:** How about the training? Have you had a chance, or your team had a chance to go through the training?

**Ms. Nelly Asanuma, GPD ASO:** Not on the drawdown, not on the FMIS.

**Committee Chairperson Shawn Gumataotao:** So you have not done any training on the new FMIS since it's been online? *No.* Okay, thank you for that. Okay, I'll turn it over to my colleague, Senator Barnett. You're recognized. You have five minutes to talk about the issue of carryover authorization. Thank you again, Senator Barnett, for being with us this afternoon.

**Senator Christopher Barnett:** Si Yu'us ma'åse' Mr. Chair, I guess I just want to first start with the police memorial. So this is \$500,000 that Senator Agustin and I had introduced in an amendment during the budget process, of course, unanimously passed by the body. And if I'm not mistaken, we had also attached, as is habit, here in the legislature, an amendment authorizing the Guam Police Department, I'm pretty sure I did one also for Department of Corrections, authorizing them to spend their lapses. And this kind of became a thing at that budget cycle, and I know that we've done similar amendments in the budget that we just passed. So when I hear from different agencies, to include the Guam Police Department, that they're basically seizing your lapses out from under you, it really just boggles my mind under what legal authority they're doing this because we've been very consistent in amending our budgets and saying that, hey, we're going to give GPD \$43 million. So at the end of the fiscal year, if they lapse \$9.3 million or \$500,000 or \$295,000 or whatever the amount is, then we pass these amendments because we're giving you the authority to still spend that money and to hang on to it because Lord knows we don't want that money to disappear into the black hole that is called the general fund. And so I'm kind of just struggling over here, wondering how they're able to do this. There's different agencies. We've heard from the Guam Fire Department. I've heard grumblings with Customs. We now know here that GPD is also in this unfortunate grouping. So I guess I just want to start first with the police memorial, because it was really confusing, the back and forth. At the end of the fiscal year, Mrs. Asanoma, what were you tracking? Because you said that you were tracking the lapses and you didn't track the number that Senator Gumataotao had, which was \$9.3 million. So what were you guys tracking for your lapses and your carryover?

**Ms. Nelly Asanuma, GPD ASO:** On the budget bill, we're usually on the lookout for our carryover, if there is any. Unfortunately, we were not on that list. And so when there was a lapse, and we were not authorized to use that, then it's returned back to surplus and reappropriated to a different program or a different department. We can only ask for, we were only asking for the monument because that was the project that was ongoing. *Right*. And it wasn't funded in our FY26 budget.

**Senator Christopher Barnett:** So you had that project that was ongoing, and did you have then the \$500,000 that's associated with that project when the fiscal year turned over?

**Ms. Nelly Asanuma, GPD ASO:** We already used half of it, and we were asking for the half of it at the beginning of the fiscal year, FY26.

**Senator Christopher Barnett:** And who were you asking? for the remaining \$250,000?

**Ms. Nelly Asanuma, GPD ASO:** We did work with public work, come to find out that DOA cannot accept our contract because that funding is already expired. And so we end up having them through Chief's approval to use the general fund to cover the rest while we're working on the remaining funding source for the monument.

**Senator Christopher Barnett:** So the police memorial is not jeopardized?

**Ms. Nelly Asanuma, GPD ASO:** No, it's not at this time.

**Senator Christopher Barnett:** But what is jeopardized apparently is your ability to have control of your lapses and your carryovers. *I think that would be it*. Okay. So what was the figure that you come up with again? There was a \$9.3 million, was it?

**Ms. Nelly Asanuma, GPD ASO:** From my last calculation, I'm not sure his number is nine point something, but I was tracking at eight point something.

**Senator Christopher Barnett:** Okay. Okay. So, I think we've got some homework. So, thank you, Mr. Chair. Thank you.

**Committee Chairperson Shawn Gumataotao:** Thank you so much, Senator Barnett. Senator Terlaje, have any questions regarding the carryover authorization for the Guam Police Department?

**Senator Therese Terlaje:** Yes, I want to thank you for clarifying. That's what I couldn't find a carryover authorization either. So that's really unfortunate that BBMR did not point that out. We, as a legislature, did not include it. But it's interesting the amount, right, if your calculations right, it's at least 8 million, according to our chair, it's 9.3 million that carried over. That's the amount that you said you'd need to fill the 200 some vacancies, right? So, was thinking that's really going to be very hard to do. But now that I see that's how much you lapsed, maybe it wouldn't have been so hard. What caused that lapse? And are you tracking to

lapse again this year? Or are you going to be able to spend all your money this year without a lapse? Will you have a lapse again, do you think?

**Ms. Nelly Asanuma, GPD ASO:** What caused the lapse was in FY25 we had a pay adjustment, we were approved for a pay adjustment. That was created on a different account. So what we have done is, because it's technical through payroll, so we use our regular general fund accounts to pay the officers with their pay adjustments, and then do the journal voucher to move those expenditures into the pay adjustment account. So it took us 26 paydays to do the journal vouchers. So in mid -year, when we realized that we're going to have lapse, it is too late to reprogram the money and too late to do any procurement that we wanted to do. And so that's the reason for the idea that we had lapse. This year, we're projecting, based on my projection, we're going to probably run, we're going to go into a negative, but I'm monitoring that every payday. And one of the reasons why we're always going to be short is when we did the 25.59% pay adjustment, we did not take that into consideration on the overtime side. So our funding on the overtime is always short. And I'm afraid to say yes, we're going to have lapse and I don't want to say we're going to run into negative, but I am consistently monitoring our accounts every payday and doing projections to make sure that we don't run fall short.

**Senator Therese Terlaje:** I see. All right. That's a very honest answer. Is the, maybe I could ask you, Major, if the 10 hour shift is implemented, is that going to reduce on overtime?

**Major Andrew Quitugua, GPD:** Any amount of an increase in personnel for any shift would have an impact on overtime. We have a minimum manpower requirement in the Police Department on patrol for Neighborhood Patrol Division. And because of that minimum manpower, which is reasonable for all precincts, we at one point in time, sometime last year, I believe in June, we required officers to report for overtime work to meet that minimum manpower. So we've graduated a few POTs in January, so we're looking at a reduction in that overtime because there are extra individuals in the platoons to perform the roles of somebody who would have been there on overtime anyways. A significant drop in overtime would require us to of course, a significant number of police officer trainees to come in. And then we have to consider the amount of time that it takes for officers to become mainstream, the ability to respond, and with little to no supervision, investigate and report out on cases, making arrests, and all the things that we need to do. So they're still trainees for six months after they graduate. They don't really become police officers until they're commenced for six months at least at the precinct. And then depending on their ability, you know, anywhere from another year to two years where they can actually go solo without any worry about being looked after all the time. So any personnel increases in the Operations Bureau will definitely affect overtime.

**Senator Therese Terlaje:** All right. Thank you. Could you tell me how much you estimate for overtime for a year, for a fiscal year, for this fiscal year?

**Ms. Nelly Asanuma, GPD ASO:** Based on FY25, our overtime expenditure went up to over \$4 million.

**Senator Therese Terlaje:** Okay. And then just one more question, Colonel. I think by law there was created this commission where if you're short of employees, you can bring them in from other law enforcement branches. Was that ever...did that ever kick off or is that productive?

**Colonel Joseph S. Carbullido, GPD:** Senator, that has not materialized.

**Senator Therese Terlaje:** All right. Thank you. Thank you, Mr. Chair. Thank you again.

**Committee Chairperson Shawn Gumataotao:** Yeah, thank you so much. Moving on to questions on the status of your funded vacancies. GPD included several funded vacancies in its fiscal year 2026 budget request, totaling just around \$533,000, including an Administrative Officer Program Coordinator 2, Administrative Assistant, Chief of Administration, Detention Facility Guard, and a Latent Examiner Supervisor. What is the status of your recruitment efforts for the positions I just mentioned, and has or will any portion of the funds that support the salaries and benefits for these particular positions be used to fund other positions, promotions, or non-personal expenses?

**Ms. Nelly Asanuma, GPD ASO:** Majority of the positions that you mentioned have, we've already promoted some of the staff to sit in those positions, and then some of them are still being recruited, so we're just waiting for the packet to come to our side and we do interview and, you know, so forth.

**Committee Chairperson Shawn Gumataotao:** So we have any idea, like, how many of those positions? We have one, two, three, four, five, six positions, so half, two, three?

**Ms. Nelly Asanuma, GPD ASO:** We already have, I believe, three. The Chief of Administration, is that it? That was intentionally meant for to change my title, but we're not going to because it's the same pay grade. That's what I was told. So we're canceling that. I believe we have one more to go.

**Committee Chairperson Shawn Gumataotao:** So did you use any of these funds for anything else, just for these positions only? *Correct.* Okay. Senator Barnett, do you have any questions on the status of funded vacancies?

**Senator Christopher Barnett:** No, sir. not at this time.

**Committee Chairperson Shawn Gumataotao:** Thank you, Senator Barnett. Senator Terlaje, do you have any questions on funded vacancies? Okay, thank you so much. Just the last item on the agenda for the oversight hearing, if we can, is GPD's general orders. It's more of an update and impact on employee morale. This is probably up your alley, Colonel, but how many general orders have been promulgated by the department that drives the current operations at the Guam Police Department? Do you have a good number? or Sonny, I'm sorry, go ahead, please.

**Captain Sonny Castro, GPD:** I believe we have close to 150 general orders from administration to operations to support.

**Committee Chairperson Shawn Gumataotao:** Do you guys have any pending general orders that are currently sitting in your process with the Attorney General of Guam?

**Captain Sonny Castro, GPD:** Yeah, we do have one of our use of force policies, the body, one camera.

**Committee Chairperson Shawn Gumataotao:** So just two or just one?

**Captain Sonny Castro, GPD:** One policy for the body, one camera.

**Committee Chairperson Shawn Gumataotao:** Okay, okay. So can I ask, Colonel, who ensures that the general orders are updated and then perhaps trade and or briefed out to command staff and the men and women of the Guam Police Department. So who's responsible for the creation of the general orders?

**Colonel Joseph S. Carbullido, GPD:** It's the administrative division that's responsible for general orders.

**Committee Chairperson Shawn Gumataotao:** For all of them?

**Colonel Joseph S. Carbullido, GPD:** Yes. I think there's a little bit more, you know, to that. I know you're referring to those that are probably already pending, right? So what it is is the general orders are already established, right? It's just updated based on, you know, evolving issues, right? You have national issues that occur, we try to update our general orders to, you know, to be in accordance with whatever's you know, occurring. A lot of them take legal review. It needs legal review. So we can't just sign policies into place, right, and implement them without proper legal review. So the technicality of it is it's sitting because it needs legal review. We don't have an attorney. We don't have a staff attorney. That's the other one that's currently under recruitment, and it would help the department, you know, move things, you know, along quicker.

**Committee Chairperson Shawn Gumataotao:** And thank you for that. And so when we think about the 150 general orders, some of them are newer and some of them are older. So I guess going back to the initial thought was, when do you change them? I mean, you mentioned that as things are evolving. So do you have, like, could you possibly say, just from your experience, is there something on the books today that's pretty old? Or, because I know we got new ones, but what about, what would be the oldest general order? Is, like, what year, how many years? Because, I mean, we have the entirety of the command staff who's got decades of experience. Does anybody have an idea?

**Captain Sonny Castro, GPD:** Well, we've had general orders dating back to the 80s.

**Committee Chairperson Shawn Gumataotao:** Are they still on the books today?

**Captain Sonny Castro, GPD:** Well, we've all, we had a committee, general order committee, about a year ago. So we all updated the general orders. And again, it's still needing legal review.

**Committee Chairperson Shawn Gumataotao:** So they're pending, they're not, you modernized, you did your part. So you're waiting for its review from the Attorney General of Guam, I guess, is that safe to say? Because I think your staff is busy enough and you have them try to review it.

**Colonel Joseph S. Carbullido, GPD:** So Senator, you know, some of them are complicated, right? Yes, of course. Like, for example, the new one with body worn cameras. *Right.* You're talking about storage, right, of evidence, right? So we want to make sure that, you know, we get legal to review that. process and make sure that, you know, it's going to stick in court if they require the evidence to be, you know, handed over. *All right.* So that's some of the things that I'm talking about.

**Committee Chairperson Shawn Gumataotao:** No, and that's why, I mean, I'm glad we're talking about at least in terms of the pending ones and obviously this bigger one that has public hearings coming up. *Yes.* And so I appreciate that. Now, if there's a violation of the general order, or any general order, who is initiating the process for disciplinary action in the Guam Police Department for any violation of a general order?

**Colonel Joseph S. Carbullido, GPD:** The Chief of Police is the one that makes the final decision on the incident. If an incident occurs, it will be, an incident report will be generated from the...wherever the complaint may be and then forward it to the Chief's office, and the Chief will determine if an internal affairs investigation is merited and then it gets investigated by IA, and then the discipline is handed down by the Chief.

**Committee Chairperson Shawn Gumataotao:** Yeah, Colonel, you just mentioned the end of the process. So if something does happen, who is initiating the actual violation? Is it happening?

**Colonel Joseph S. Carbullido, GPD:** It depends because it could be infractions, right? Some minor infractions can be handled at the precinct level and those are referred as command level referrals, right? So you have supervisors, the immediate supervisor, you have the operations sergeant, you have the precinct commander that can handle minor infractions. Now if it's a severe case that once it's sent up to the Chief to determine if it merits an internal affairs investigation, a full blown investigation, then that's what's going to happen. And then the Chief can still, later after the findings of internal affairs, refer it back to the command or hand down a proposed adverse action.

**Committee Chairperson Shawn Gumataotao:** And Colonel, if there's a conflict between maybe a command that's given by a senior officer in the Guam Police Department that might be in violation or is in violation of a general order, who is able to intervene, if you can share with us, and what is the process to report such a violation?

**Colonel Joseph S. Carbullido, GPD:** Repeat your question again. I didn't hear the first part.

**Committee Chairperson Shawn Gumataotao:** *(Inaudible)*...And that's in violation of a general order from the command to the subordinate. Who's able to intervene, or what is the process to report that violation if the order from an officer that's higher is in violation of a general order?

**Colonel Joseph S. Carbullido, GPD:** Everything is reported and channeled to the chief of police.

**Committee Chairperson Shawn Gumataotao:** Thank you for that. Now, I know he's not here. But I'm hoping you can take the message to the Chief. But can you explain to the committee on the impact of interventions of general orders or law that might have been committed by command staff or rank and file members of the Guam Police Department on the overall morale and the image of the department by the supporting GPD family members as they hear and see about it, whether it's in mass media, social media, or they're hearing it when they get home from work.

**Colonel Joseph S. Carbullido, GPD:** Again, the Chief of Police makes the final determination on what cases are forwarded to Internal Affairs, and if it involves, you know, a conflict of interest, as you're probably, you know, insinuating, then the chief has the right to intervene and forward that to the proper channels.

**Committee Chairperson Shawn Gumataotao:** Yeah, I'm not insinuating a conflict. I'm talking about its impact on morale in the families because people, you all talk to your wives, your husbands, and so I'm sure that as they're delivering their jobs, doing their best they can, and if there is a general order that's given and there may be a conflict in it, They go home after what would be a stressful time in a precinct or in the field, and they go back to their wives or their husbands. How is that impacting morale across the department that you might be aware of? If anyone can answer that, I would be gratefully...

**Colonel Joseph S. Carbullido, GPD:** It's very, it's hard, Senator, to, you know, I mean, guess what officers go home and take home with them, right? If they don't bring it up, Right? I mean, yeah, you can probably make the assumption that, you know, they're probably afraid of retaliation, right? If they bring it up to their supervisors and further up to the Chief, right? If it involves a high -ranking officer like you're saying, but can't make that determination if it's not brought up to our attention, right? And if it just stays at the home front, if the officer goes home and talks to their wives or their family member and, you know it stays there, I mean, other than probably it being out in the media, I mean, that's one side of the story. The facts have, the fact remains, The facts have to be determined, right? And the only way to determine facts is to investigate it accordingly. If it's not brought up to management's attention, then it will never be investigated and the facts will never come out. I mean, that's how I see it.

**Committee Chairperson Shawn Gumataotao:** It goes back to what you said earlier when asked by Senator Barnett. You said this is a tough job. *Yeah*. That's where I was kind of going back to. I mean, we were talking about retention. But when we think of a general order and its impact on our families, I just wanted to see, because I was kind of doubling back to it, if there's any impact. And I do appreciate the candor.

**Major Fred Chargualaf, GPD:** Yes, so when you're kind of like what Colonel was mentioning, you know, all officers handle stress differently and just like their significant others, whether it's a husband or a wife, they're also going to be able to or going to have to work with that officer. So when we say, how is it impacting morale? I mean, when I teach the POTs this, I always tell them, I said, hey, You always got to go back to your families, right? You got to go back and I said, you know, believe it or not, you're spending one third of your life in the police department working with your fellow District Colonel brothers and sisters. So when you're talking about the impact of morale, it really boils down to that individual officer and how he, you know, projects that. I try to do that with everyone, whether it's the command staff here or that POT. And the only way we can work with these guys on this is when we speak to them and we let them know that, hey, this department, you know, is here for you. We've reestablished that peer support group. So now if an officer feels that he needs to speak to someone, and even if he doesn't, we have supervisors. I've referred officers. I say, hey, this is what you've got to do. And it's worked. So in terms of morale, I think one of the big things that, at least in my opinion, that has worked for us is having a peer support group. I've even told Lieutenant Mark Torre, who oversees that, I said, hey, you know what? If you need even somebody like myself to speak to, any one of the guys, it doesn't have to be a ranking officer, it could be a POT, I'll be willing to sit down with them. But again, when you're trying to gauge morale, right, it's, you know, even in the military, you know, it's the only way they're going to gauge morale is if that First Sergeant sits down with everyone and all, but at least in our organization, we're at least trying to work with the guys and the biggest asset that we have to combat this low morale is our peer support group. So I just wanted to make that comment.

**Committee Chairperson Shawn Gumataotao:** No, thank you for that. And I'm hoping that other of our public safety agencies would consider peer support groups to help build up the morale of their departments. Senator Barnett, do you have any questions on general orders, the impact on employee morale?

**Senator Christopher Barnett:** I sure do. Thank you, Mr. Chair. I guess I'd first like to start to the amendment to the general orders relative to the body worn cameras and I understand now that we're conducting the public hearings for the rules and regs if you could share more information on that.

**Committee Chairperson Shawn Gumataotao:** You have three meetings coming up, I know that.

**Colonel Joseph S. Carbullido, GPD:** So, they're all scheduled for different days and times, so it's ongoing, Senator.

**Major Fred Chargualaf, GPD:** It's February 12th, February 19th, and 26th.

**Senator Christopher Barnett:** So the first one is in Sinajaña, right? I already know the information, I was just hoping you could say it out. So the first one is in Sinajaña, then the following week on the 19th will be at fanan Yigo, and then the week after, I want to say the 28th, it'll be at Malesso and then if you could just share with the public, what's the process after the public hearing process? Because we hit a little bit of a hiccup because we had passed unanimously the body worn camera policy for the Guam Police Department and they had moved forward and even went as far as deploying the cameras out into the streets when I think it was the AG who said, hey, you need to come up with some rules and regs relative to kind of safeguarding the entire process when this evidence hits the courts. So if anyone has an update on that.

**Colonel Joseph S. Carbullido, GPD:** I'll defer to Captain Flickinger to explain the process.

**Captain Donald Flickinger, GPD:** Good afternoon. I'm Captain Flickinger from the Guam Police Department. So to answer your question, Senator, once we're done the three public hearings for the body worn cameras, myself and my committee, some folks in here will get together, we'll compile everything, anything that was submitted electronically or spoken at any of the public hearings, we'll compile everything, send it to the Chief for his review, and if I'm not mistaken, after that it will come back to this legislative body for your information and to amend the GAR. So once that's all done because I've already worked with the AG's office to revise everything it'll come back to your body and, I guess get voted on put into law and then we're good to go. *For real.* For reals this time, Senator.

**Senator Christopher Barnett:** Thank you. Thank you. *You're welcome.* All right. Si Yu'us ma'ase', that's some good news. You know, I was enjoying the conversation about morale and when we saw this on the agenda, I'll be honest, I had a bunch of the officers reach out to me about specific issues. But since the Chief is here, I'm not sure how I could proceed with asking these questions, but I'm going to proceed anyway. It was reported in the media in December and this was regarding high profile pullover of one of the Command staff a high ranking police officer was allegedly pulled over for speeding 55 and a 35 mile an hour zone. There was then allegedly a confrontation with the high ranking officer and the patrol officer in which the high ranking officer had allegedly said something along the lines of "do you know who I am?" and then it was further alleged by a bunch of the officers that there was a meeting arranged with the patrol officers command staff in class B's in which the Precinct Commander and the other officers who oversee this officer were present and they were advised to leave their cell phones outside the room. And then just according to some of the sources that I've been able to talk to this line of questioning of you know do you know who I am? kind of continued, and I don't believe the pullover was addressed, but also part of the problem was that I think that the laws and the general orders also say that if an officer is involved in this type of incident, they're supposed to inform the police, Chief of Police. But if you read the media reports, the Chief was basically informed by the media. And so I guess if we can speak generally, in this type of situation, does the high -ranking officer being investigated, is that individual supposed to be put on leave to preserve the sanctity of the

investigation? Because that's the grumblings I'm hearing about morale, is that this individual wasn't put on leave and that this individual is in charge of individuals who are investigating the high ranking officer. So, you know, when we talk about wives going home and you know, saying stuff to their husbands, this is beyond that. This is like department wide. Everybody's talking about it. And I think what's at stake here is really defending the rights of the junior officers versus, you know, defending their ability to do their job regardless of who they pull over. So that was kind of one of the big issues that I wanted to discuss. There's another. So I don't know if anyone here present can comment on that.

**Colonel Joseph S. Carbullido, GPD:** Unfortunately, Senator, we can't comment on that because that is an ongoing internal affairs investigation and we're not at liberty to discuss that.

**Senator Christopher Barnett:** Well, just so you know, there's a lot of discussion about it. And I understand that you can't comment on it, but I think, you know, there's processes that we have to follow, and when those processes aren't followed, some might think that it's going to be kept under wraps, but morale of the department is being severely impacted by this, and that's why I think, you know, we're seeing officers contact, you know, senators, right? I mean, you know, in a perfect world, this stuff should be handled within the Guam Police Department, but when officers lose faith in the process and the people who are supposed to safeguard, you know, their integrity, their authority, their ability to do their jobs, then I think that's where we see these significant morale issues. So...

**Major Fred Chargualaf, GPD:** I just have one comment and the Colonel is absolutely right. Anytime there's an ongoing internal affairs investigation, it's an administrative process, so it's an HR issue. What I do know is this, when you're asking about is an officer going to be put in administrative leave, that's solely a discretionary action on the part of the Chief of Police. And how, in my experience with it, it's If this person is kept on duty, is it going to affect his ability to perform his job? So that's just one aspect. But at the end of the day, I've seen chiefs put people on administrative leave for very minor infractions and then keep seeing chiefs put officers on duty with infractions that are more severe than that. So again, That's the only thing I can make, since you brought up the fact that should an officer be on administrative leave, and that's solely at the discretion of the chief?

**Senator Christopher Barnett:** Sure. And I agree with you, Major. I know you've got a lot of experience, but you know, for whatever reason, the officers who are bringing these concerns to me are of the belief that usually that's how it works is, you know, you have individuals put on administrative leave, especially when their duties kind of overlap other departments that are investigating, and this is a unique situation because if it's involving someone in the command staff, right? I mean, where are you going to put them? You can't go put them on patrol duty. But, I mean, it is being noticed by a lot of officers in the department. And, you know, as a duly elected representative, I just felt it was my obligation.

**Major Fred Chargualaf, GPD:** And I'm just going to say it, Senator. It's not the first time we've had issues like this. In my 42 -year career, I've seen it at all the levels that I've been

involved in, whether I was a PO1, PO2, Lieutenant, Captain, and now as a Major. So, I get what you're saying, and it's expected now. I would say it's a serious issue. 90% of the police department's coming down here and screaming and yelling, saying, hey, you know this. But again, I take it, even as part of this job, I just recently had someone do an IA, what do you call that, video of me. I showed the wife, she goes, somebody must be mad at you. I said, yeah, 42 years, I'm sure there's a whole bunch. So again, right, it's an expectation and I just look at it as, you know what, and I like to say this, especially at our level, you know, there's an expectation that... And when I have meetings with my subordinates, my subordinate staff, I always tell them, man, just know that the higher up in the ranks that you go, there's an expectation that there's going to be more people complaining about you. I just say that. Now, if every one of you, if every one of the officers says, yeah, Major Fred Chargualaf is the best thing since sliced bread, they're lying. Because I know there's a whole bunch of them that don't care for me. But at the end of the day, and again, the only thing I can say with regards to any of these issues, I always tell the guys, hey, you know what? Bring it up, man. And I even tell them, you might want to have an offline conversation with that officer. Because they'll come up to me. Guys will come up to me. They'll see me, and even where they're at, the store, the commissary, or whatever and I'll just say, hey, bring it up. Because I get it all the time as well. But I just try to tell them, you know what, just got to try to work with him because at the end of the day, we have a job to do so. But that's just my comment, Senator.

**Senator Christopher Barnett:** Thank you, Major. And this last one, I'll be sure to forward to the committee, but I received this on my legislative email and it reads, I'm submitting this information anonymously. out of concern for accountability and proper use of federal grant funds within the Guam Police Department it has come to my attention that, and I'll go ahead and just modify this, a high ranking member of the command staff may be misusing federally funded resources that were intended for specific law enforcement purposes relative to a vehicle purchased under the recreational boating safety grant funded to support the boating safety section of Marine Patrol operations has reportedly been used as this individual's personal administrative vehicle. This vehicle is being driven for day to day administrative purposes rather than for its intended RBS program functions, while other personnel within the department lack proper access to administrative vehicles for official duties. Can anyone comment on this?

**Committee Chairperson Shawn Gumataotao:** Senator, make sure that if you can, forward it to the committee. *Absolutely, yes.* Anybody want to take a crack at that?

**Colonel Joseph S. Carbullido, GPD:** There has been no report of that to the Chief of Police.

**Senator Christopher Barnett:** Okay, so I'll just forward it to the committee chair and then maybe he can forward it. And I'll just forward it to the Chief of Police too. So no one has any comment on this vehicle? Okay. Si Yu'us ma'ase'. Thank you, Mr. Chair, for the time.

**Committee Chairperson Shawn Gumataotao:** Thank you, Senator Barnett. Senator Terlaje, you have any questions on GPD's general orders and its impact on employee morale?

**Senator Therese Terlaje:** Yes, thank you. So just to confirm, there's definitely one general order for the body worn cameras that's pending at the AG's office, right? And then that's also pending a public hearing for the AAA process, and then it will be pending a hearing here at the legislature. So that's the body worn cameras. Right?

**Colonel Joseph S. Carbullido, GPD:** That's correct, Senator.

**Senator Therese Terlaje:** All right. How long has that been pending at the AG's office?

**Captain Donald Flickinger, GPD:** First time I've been here. Thank you again. So I've worked with the AG's office they've given me all of their suggestions. And I've incorporated it into a new draft GO, which was reviewed by the chief in our legal side. So as far as pending at the AG's office, we're done on that side. It's just a matter of going through the public hearing and the AAA process. And then it'll be back to your body for whatever you folks do with it.

**Senator Therese Terlaje:** The version that you present at the public hearings be the one as amended by the AG's recommendations? *Yes, ma 'am.* Okay, thanks. And is there a general order pending review at the AG's office for use of force?

**Captain Donald Flickinger, GPD:** That one I can't comment on, ma 'am.

**Colonel Joseph S. Carbullido, GPD:** Our legal officer's not here right now. They're probably trying to look for him, but I don't have that answer right now. Senator, if we can get back to you.

**Senator Therese Terlaje:** Alright. Did you say there was one pending at the AG's office for use of force, a general order?

**Captain Sonny Castro, GPD:** We sent out maybe 20 to 30 at the AG's office maybe a year or two ago. So use of force policies were in that. I'm not sure if it's back yet, but that's one of the delays we're having with implementing these policies without legal review.

**Senator Therese Terlaje:** Yeah, I just want to get a general idea if they're being held there for, like you said, two to three years or not? Or are they back?

**Captain Sonny Castro, GPD:** Well, it's less than two years, but it's just, I'm going to say it's still there.

**Senator Therese Terlaje:** It's pardon, still there? *Yes.* Okay, and you think there's 20 to 30 still there?

**Captain Sonny Castro, GPD:** Yeah, there was a bunch sent there by, at the time, Major Chong, who oversaw the GOs. So there's a group of, I mean, a set of GOs that went over there.

**Senator Therese Terlaje:** All right, and then for the use of force one, do you know what the change was?

**Captain Sonny Castro, GPD:** I believe there were issues regarding chokeholds with the incident in the mainland, but I forgot his name, the gentleman that was choked out and the officers were arrested. That's one of the things that prompted the update on the GO.

**Senator Therese Terlaje:** All right. Can you just tell me who does internal affairs now? Is there someone assigned, right? Is there just one person or more than one?

**Lieutenant Felix Camacho, GPD:** Hafa adai speaker/senator, I'm Lieutenant Felix Camacho, I fall under the chief's office. So the chief's office, internal affairs section falls under his direct supervision. For clarification, for any type of conflicts, the conflicts are with the investigating officers that are within the internal affairs section. Should there be any conflicts, they'll be separated from that investigation. Separate and apart from the department, If there's any reports of investigation that comes to the Chief of Police, just like any crime, anybody that knows the policy of the police department can report it to the police department. They could be a civilian or a police officer, from the POT all the way up to the highest ranking.

**Senator Therese Terlaje:** All right. How many officers are assigned?

**Lieutenant Felix Camacho, GPD:** There's four with one supervisor.

**Senator Therese Terlaje:** Four. And how many internal affairs matters are pending? How many investigations are pending? Is that in the report?

**Lieutenant Felix Camacho, GPD:** So as of this fiscal year, 2026, we have 16 cases.

**Senator Therese Terlaje:** 16 current, still pending? *Yes.* Okay. All right. Is the Police Review Commission still active or is there such a thing anymore? I know the statute probably still in place.

**Lieutenant Felix Camacho, GPD:** Honestly, Senator, from my knowledge, it has been dormant for years.

**Senator Therese Terlaje:** All right. Major, did you have an answer also? Thank you. Lieutenant.

**Major Andrew Quitugua, GPD:** I remember we discussed that issue with the legislative body when Senator Talena Nelson was here. Her first term, she asked us in the beginning of her term, what was the status of the Police Review Commission. And I provided testimony at the time and what I can remember is that the previous attorney that was in charge of that commission was interviewed in a media release that they couldn't find the time or the resources to develop the rules and regulations for that commission to actually do its work. And so they recessed, I guess it seems like in perpetuity. So they have never met since that time.

**Senator Therese Terlaje:** All right. I know that that commission is supposed to be also looking at if there are complaints, right? And overall for like a community based view of it. All right. And then...

**Major Fred Chargualaf, GPD:** Senator, I just have a quick comment regarding the Police Review Commission. So there are a whole host of issues when that law was passed, and one of them was, it didn't distinguish between, you know, because in the appeals process, right, the way it works is the Chief makes a determination on whether or not he's going to do a proposed adverse actions or find the employee cleared. So the normal process would have been for the employee to appeal it to the Civil Service Commission. However, what you call that, the law was written in such that the Police Review Commission can overturn, and there was no appeals or there was no issue, it was not addressed between, so where does the, you know, Civil Service Commission. So that was one. The other issue was that they created this bill or they passed the law, but there was no administrative functions for the actual Police Commission. So they didn't have a place to house them. There was no administrative support, hiring, you know, like an administrative assistant. So there was just a whole host of issues, and like Major was saying, I also, I don't know if it was Senator Nelson at the time, but I was our public safety chair, and I brought that up to them. I said, man, before, so you guys, I said, that's, we're having these issues because They would, hey, can you help us? Chief Bordallo at the time allowed them to use, you know, his conference room to set meetings and stuff. And then sometimes we'd have a secretary help them, sometimes that's just depending on who's available. So that was a big issue with that.

**Senator Therese Terlaje:** All right, thank you. So, Colonel, what do you think is, if anything, is affecting officer morale in these days? Anything that can be a quick fix? Anything that needs a policy change? Or is it just the shortage of personnel? What else? Anything else?

**Colonel Joseph S. Carbullido, GPD:** I think the overwhelming workload is one of them, right? *Say that again?* The overwhelming workload, *workload, ok*, due to our shortage of manpower is one or one of the main ones. But, you know, we've done, it's not like we haven't done anything to improve morale, right? We've come up with all these retention, you know, programs that we've implemented. And the other part is we've even come up with, you know, we reimplemented, you know, the recognition program. You know, we've recently handed out certificates of accommodations for officers doing, you know, good deeds out there in the streets, right, up above and beyond what they're required to do. Draco was one of them that received a certificate, you know, recently. Yes, we gave Draco a certificate with the handler, you know, for all the street interdiction with taking all those drugs off the streets. So, we're doing a lot of things, right? And we're bringing back things that already existed. It's just that you know, sometimes we don't, we can't read minds, and that's why we have the, like, major, I apologize, I forgot to bring that up, that there is a peer support group that's in existence that was implemented also and that's, you know, who they can actually go to, you know, to vent

on whatever issues that they may have, and we also brought back the ombudsman. right, which is a sergeant too that's a middleman that can, you know, negotiate from, you know, upper management and, you know, subordinates.

**Senator Therese Terlaje:** All right. Thank you. I want to congratulate you all, first of all, for the interception of drugs that you have made, and your report shows all of that. Is there something that we can do on a policy side that will increase that number or make that work for you, easier? Are you getting the support that you need for existence? I know you said you're hiring of legal counsel still pending, but are you getting like direct AG support when you need it in those types of cases when you want to do something and you need to know, you know, legal advice or and then the warrants and all of that?

**Colonel Joseph S. Carbullido, GPD:** Yeah, so you know that much needed, of course, right? We would like to have a legal advisor, a lawyer there present, you know, right there in the chief's office if, you know, I mean, if that's possible, right? We want to hire that attorney yesterday, if we could. Right? But there's a process again in hiring. Staff psychologist is very important, right? Because that's actually, you know, who officers can go to also, you know, if they have, you know, problems that they face both in the home front and at work. Right? They can go, they have access to a staff psychologist that can actually help, you know, give them the help that they need.

**Senator Therese Terlaje:** All right. I thought we funded that. Is that somebody who you're trying to hire or not? Or do you have one on contract?

**Colonel Joseph S. Carbullido, GPD:** It's also still under recruitment. I think we had interviews recently. Maybe Captain Sonny can give an update on that.

**Captain Sonny Castro, GPD:** So we had interviews maybe three months ago. And based on the interviews and the Chief's review of it as well, The applicants didn't have certain licensing to address the needs of a police department. So what we're doing is we are working with Guam Behavioral to get a contractual employee. We've already developed an MOU, so that's with the Chief for review. We currently do have, we awarded a PO from GSA for a temporary award to help with the onboarding for the new applicants that hopefully come in soon. So that's all in motion.

**Senator Therese Terlaje:** That's good news. Thank you for your work on that. All right. So what about in the interim while you're waiting for the attorney, is...are you getting good response from the Attorney General's office? Is that where you go or do you go somewhere else?

**Colonel Joseph S. Carbullido, GPD:** We were supposed to be consulting with the Attorney General's office on all legal matters. I can't answer that specifically on how fast we get responses because I'm not engaged directly with the Chief's office because that comes from the Chief's office and he has a legal officer that handles that. So I'm not fully updated on where all that's at. You asked the question, Senator, going back, what you can do to support

us with our street interdiction and maybe more funding for more canines and more handlers to be trained. It's working, obviously.

**Senator Therese Terlaje:** So you agree that the number of canines directly related to the number of drugs we're going to find. *That's correct. Absolutely.* That's consistent with customs as well. *Absolutely. I would say.* All right. I remember when I was on the Opioid Advisory Commission, that's where most of that canine money came from, but I haven't heard anything in the last year. Have you? Is any of you representative on that advisory commission?

**Captain Troy Lizama, GPD:** Captain Troy Lizama, I was sent by the Chief to meet up with the AG's office concerning that. So, um, they had purchased the next amount. I'm thinking like nine dogs. They gave us, um, two dogs and there's another, I believe another set of nine that are coming, but, uh, I don't believe they're going to be passing that out to anybody.

**Senator Therese Terlaje:** What do you mean by that?

**Captain Troy Lizama, GPD:** They're keeping them for their operational purposes over with customs.

**Senator Therese Terlaje:** Oh, customs. Okay. All right, I thought you meant the AG. Okay, that makes sense. All right, then. So more canines would help GPD. All right. All right. Well, again, thank you to all of you and thanks for all the work. Si Yu'us ma'åse' Mr. Chair.

**Committee Chairperson Shawn Gumataotao:** Thank you, Senator Terlaje and again, thank you, everyone, for participating in this oversight hearing regarding the Guam Police Department. Today's discussion really does highlight the importance of building up our Guam Police Department through the provision of uniformed and support personnel, complemented by the critical resources, village precincts, police vehicles, firearms, and so much more, which GPD needs to effectively and efficiently do its work. The responsibility to fund the needs of GPD lies with this branch of government.

However, our ability to fulfill this obligation requires that GPD and the executive branch be honest and transparent with us. This committee takes this role very, very seriously, and we will continue to work closely with GPD in the weeks and months ahead on measures that will strengthen the delivery of police services to Guam's 150,000 citizens. With that said, the committee will review the information provided through this oversight hearing as we plan the next steps policy wise. There is certainly much more work to be done, and with support from this 38th Guam Legislature, we need all of you at GPD to do that work for all of the benefit for the people of Guam, and again, I want to thank you for your time today with the oversight hearing. The Committee on Public Safety, Emergency Management, and Guam National Guard appreciates the attendance and participation of the Senators that were here today. Thank you, Senators, for being here with us, and officials, the command staff, and all the staff from the Guam Police Department in today's oversight hearing. Today's oversight hearing is hereby adjourned, and the time is now 4:33 p.m. CHamoru standard time. Thanks, everyone, for being with us this afternoon.

### III. FINDINGS & RECOMMENDATIONS

The Committee on Public Safety, Emergency Management, and Guam National Guard (Committee) finds, based on the February 10, 2026 Oversight Hearing regarding the Guam Police Department (GPD), that the organization recorded approximately \$8 million in unexpended funds as of September 30, 2025 from an estimated \$50 million across appropriations authorized in Fiscal Year 2025. If this resource from the previous fiscal year is not made available to GPD, the Committee finds that the department's ability to fund up to 201 vacancies at a cost of approximately \$8.8 million becomes increasingly challenging moving forward.

In addition to personnel requirements, the Committee finds that GPD's presentation during their February 10, 2026 Oversight Hearing confirmed that repairs to the department's Crime Lab HVAC System including the exhaust infrastructure remain unaddressed. Through GPD's Fiscal Year 2026 Budget Hearing held in June 2025, GPD reported that the department's Forensic Science Division relies on temporary solutions that are not sustainable and which leave the laboratory vulnerable to non-compliance and operational disruption. GPD argued that replacing the HVAC and exhaust system is essential not only to maintain current accreditation, but also to ensure readiness for evolving standards and continued safe, high quality forensic work. The department has stated on the record that environmental control systems are critical to meeting both forensic accreditation requirements and OSHA safety standards, recognizing these systems regulate temperature, humidity, and air quality factors that directly impact the stability of chemicals, the functionality of equipment, and the integrity of forensic evidence.

Accordingly, Public Safety Committee Chairman Gumataotao and Members, Senators Salas Matanane and Muna-Barnes, introduced Bill 275-38 (COR) authorizing GPD to access \$2 million from its unexpended prior years' appropriations to fund much-needed improvements to the department's Crime Lab HVAC System. Additionally, the Public Safety Committee Chairman submitted letters on March 19, 2026 to Congressman James Moylan in support of separate requests from GPD for \$2 million in congressional funding to restore the department's Crime Lab HVAC System and \$1 million to complete the operational implementation of the Guam Forensic DNA Laboratory. GPD's proposed use of the requested congressional funding aligns with the purpose of Bill 275-38 (COR) which prioritizes a portion of GPD's unexpended prior years' appropriations for a project that directly impacts evidence handling and analysis.

Based on the foregoing and in preparation for upcoming deliberations regarding the Executive Budget Request for Fiscal Year 2027, the Public Safety Committee Chairman has put forward two (2) amendments for consideration by the Committee on Finance and Government Operations. The first amendment is found in Bill 211-38 which adds a new § 4109(g)(4) to Chapter 4 of Title 5, Guam Code Annotated, authorizing the allotted but unexpended balance of funds appropriated to GPD and four (4) other public safety and law enforcement departments and agencies each fiscal year shall not lapse and shall continue to be available until fully expended. The second amendment mirrors the provisions of Bill 275-48 which authorizes a portion of GPD's unexpended prior years' appropriation to be used for the repair or replacement of the department's Crime Lab HVAC System.

In line with the Committee's ongoing efforts to build up GPD and other public safety and law enforcement organizations - through policies that prioritize unused public land for a new police precinct in northern Guam and an emergency communications center, establish a temporary POST Commission Certification for eligible applicants, and improve Guam's emergency reporting system - the Committee will continue working closely with GPD in the weeks and months ahead to strengthen the delivery of police services for Guam's families.