

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 Peace Officer Standards and Training Commission	2/20/26 9:30 a.m.	5/15/26	




OFFICE OF SENATOR
Eulogio Shawn Gumataotao

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

May 13, 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 Peace Officer Standards and Training (POST) Commission

Håfa Adai Speaker Blas:

Transmitted herewith is the Committee Report relative to the Peace Officer Standards and Training (POST) Commission Oversight Hearing which was conducted by the Committee on Public Safety, Emergency Management, and Guam National Guard (Committee) on February 20, 2026 at 8:30 a.m..

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

Si Yu'os ma'åse'!



SHAWN GUMATAOTAO

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



COMMITTEE ON RULES

RECEIVED:

May 13, 2026 3:30 p.m.

Marie Crisostomo



OFFICE OF SENATOR
Eulogio Shawn Gumataotao

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

COMMITTEE REPORT

Oversight Hearing Peace Officer Standards and Training (POST) Commission



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

First Notice of Oversight Hearing - Friday, February 20, 2026, 8:30 a.m.

3 messages

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

Fri, Feb 13, 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>, "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>

February 13, 2026

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, February 20, 2026 at 8:30 a.m.**

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- **Peace Officer Standards and Training (POST) Commission**
 - Preparation for Performance-Based Budgeting
 - Status of Force Structure Assessment and Recommendations
 - Update on Temporary POST-Commission Certification (P.L. 38-50)

Watch Live

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How to Participate

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If written testimonies are to be presented at the Oversight Hearing, the information may be submitted before February 19, 2026, and they should be addressed to Senator Shawn Gumataotao, Chairman of the Committee on Public Safety, Emergency Management, and Guam National Guard. Testimonies may be submitted via Senator Gumataotao's mailbox located at the Guam Congress Building in *Hagåtña* or via email to his office at office.senatorshawn@guamlegislature.gov.

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. *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



2.13.26 First Notice of Oversight Hearing - POST.pdf
262K

Ed Pocaigue <sgtarms@guamlegislature.gov>
To: Senator Shawn Gumataotao <office.senatorshawn@guamlegislature.gov>

Fri, Feb 13, 2026 at 8:16 AM

Hafa Adai, posted on 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

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Guam Legislature Clerks <clerks@guamlegislature.gov>
To: Senator Shawn Gumataotao <office.senatorshawn@guamlegislature.gov>
Cc: Rennae Meno <rennae.meno@guamlegislature.gov>

Fri, Feb 13, 2026 at 8:17 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

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

Sent: Friday, February 13, 2026 8:00 AM

To: phnotice@guamlegislature.gov <phnotice@guamlegislature.gov>

Subject: First Notice of Oversight Hearing - Friday, February 20, 2026, 8:30 a.m.

[Quoted text hidden]



OFFICE OF SENATOR
Eulogio Shawn Gumataotao


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

February 13, 2026

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First Notice of Oversight Hearing - Friday, February 20, 2026 - 8:30 a.m.

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PUBLIC HEARING

Posted on: 02/13/2026 08:30 AM

Posted by: Diana Topasna

Public Hearing Date: 02/20/2026 08:30 AM

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)

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February 13, 2026

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38TH GUAM LEGISLATURE
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HAGATNA, GUAM 96932

Purchase Order Number: **2638PO096**
Est. Number:
Co-Op:
Description:
Salesperson: San Agustin, Christie

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Total Due			\$230.00

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

Second Notice of Oversight Hearing - Friday, February 20, 2026 at 8:30 a.m.

4 messages

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

Wed, Feb 18, 2026 at 9:17 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@glimpsesofguam.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@glimpsesofguam.com, editor@glimpsesofguam.com, reporter2@glimpsesofguam.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 18, 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, February 20, 2026 at 8:30 a.m.**

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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

 **2.18.26 Second Notice of Oversight Hearing - POST.pdf**
417K

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To: office.senatorshawn@guamlegislature.gov

Wed, Feb 18, 2026 at 9:18 AM



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Final-Recipient: rfc822; kyle@power98.com

Action: failed
Status: 5.4.1
Remote-MTA: dns; power98-com.mail.protection.outlook.com. (2a01:111:f403:c801::1,
the server for the domain power98.com.)
Diagnostic-Code: smtp; 550 5.4.1 Recipient address rejected: Access denied. For more information see
<https://aka.ms/EXOSmtpErrors> [SN1PEPF0002529F.namprd05.prod.outlook.com 2026-02-17T23:18:08.951Z
08DE6C7595362A27]
Last-Attempt-Date: Tue, 17 Feb 2026 15:18:09 -0800 (PST)

 **noname**
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To: office.senatorshawn@guamlegislature.gov


Wed, Feb 18, 2026 at 9:18 AM



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08DE6BC783456877]

Final-Recipient: rfc822; reese@power98.com
Action: failed
Status: 5.4.1
Remote-MTA: dns; power98-com.mail.protection.outlook.com. (2a01:111:f403:c946::3,
the server for the domain power98.com.)
Diagnostic-Code: smtp; 550 5.4.1 Recipient address rejected: Access denied. For more information see
<https://aka.ms/EXOSmtpErrors> [CH1PEPF0000AD80.namprd04.prod.outlook.com 2026-02-17T23:18:08.880Z
08DE6BC783456877]
Last-Attempt-Date: Tue, 17 Feb 2026 15:18:08 -0800 (PST)

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Guam Legislature Clerks <clerks@guamlegislature.gov>

Wed, Feb 18, 2026 at 11:07 AM

To: Senator Shawn Gumataotao <office.senatorshawn@guamlegislature.gov>
Cc: "Rennae Vanessa C. Meno" <rennae.meno@guamlegislature.gov>

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

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Thank you

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

Sent: Wednesday, February 18, 2026 9:17 AM

To: phnotice@guamlegislature.gov <phnotice@guamlegislature.gov>

[Quoted text hidden]

[Quoted text hidden]

Second Notice of Oversight Hearing - Friday, February 20, 2026 - 8:30 a.m.

Second Notice of Oversight Hearing - Friday, February 20, 2026 - 8:30 a.m.

PUBLIC HEARING

📅 **Posted on:** 02/18/2026 08:00 AM

👤 **Posted by:** Diana Topasna

📅 **Public Hearing Date:** 02/20/2026 08:30 AM

🏢 **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)

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February 18, 2026

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Advertiser ID: 2742	Amount Paid	
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Official Invoice	Date	Page

DETACH AND RETURN WITH PAYMENT

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OFFICE OF SENATOR SHAWN GUMATAOTAO
38TH GUAM LEGISLATURE
120 FATHER DUENAS AVE., CAPITAL PLAZA
BLDG., STE. 103
HAGATNA, GUAM 96932

Purchase Order Number: **2638PO096**
Est. Number:
Co-Op:
Description:
Salesperson: San Agustin, Christie

Date	Day	Length		Qty	Rate	Total
02/23/2026	MON		KUAM TV PUBLIC HEARING – FEBRUARY 20, 2026 FIRST NOTICE - AIR DATE: 02/13/26 1x :15 SECOND AD-TV8 TIME: 08:28AM 1x :15 SECOND AD-TV11 (KUAM MATCH) TIME: 11:50AM PUBLIC HEARING – FEBRUARY 20, 2026 SECOND NOTICE - AIR DATE: 02/18/26 1x :15 SECOND AD-TV8 TIME: 08:28AM 1x :15 SECOND AD-TV11 (KUAM MATCH) TIME: 09:58AM			\$230.00

PAYMENT DUE UPON RECEIPT OF INVOICE.

Quantity	4	Total	\$230.00
Total Due			\$230.00

INVOICE



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
Peace Officer Standards and Training (POST) Commission
Friday, February 20, 2026 • 8:30 a.m.
Guam Congress Building, Public Hearing Room

Agenda

- I. Call to Order
- II. Chairman's Opening Statement
- III. POST-Commission Presentation:
 - a. Preparation for Performance Based Budgeting
 - b. Status of Force Structure Assessment and Recommendations
 - c. Update on Temporary POST-Commission Certification (P.L. 38-50)
- IV. Question & Answer Section
- V. Chairman's Closing Statement
- VI. Adjournment



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

Peace Officer Standards and Training (POST) Commission

Friday, February 20, 2026, at 8:30 a.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		
JOHN Q. LIZAMA	POST		X	[REDACTED]	JOHN.LIZAMA@GUAM.GOV
Chelsea Muna	POST DOA			[REDACTED]	
ROSANNA VILACORAN ACERON	JUG			475-3127	rvilacora@guamcourts.gov
S. Santiago-Hunk	JUG			475-3544	SShunk@guamcourts.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

Peace Officer Standards and Training (POST) Commission

Friday, February 20, 2026, at 8:30 a.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		
Amber Powers	DOAG Post			300-7978	
Ugo S DIAZ	JOG			463-6641	



OFFICE OF SENATOR
Eulogio Shawn Gumataotao

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

February 13, 2026

Mr. John Q. Lizama
Executive Director
Peace Officer Standards and Training (POST) Commission
Sent via: john.lizama@guam.gov

Subject: First Notice of Oversight Hearing – Peace Officer Standards and Training (POST) Commission

Håfa adai Executive Director Lizama, 

Please be informed that the Committee on Public Safety, Emergency Management, and Guam National Guard (Committee) has scheduled an Oversight Hearing on the Peace Officer Standards and Training (POST) Commission for **Friday, February 20, at 8:30 a.m.** in the Public Hearing Room of the Guam Congress Building in *Hagåtña*.

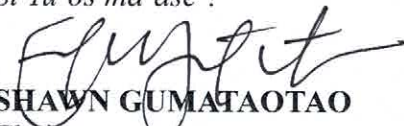
The Committee respectfully requests your attendance and participation in the upcoming Oversight Hearing, which will provide the POST Commission with the opportunity to provide information and respond to questions from members of *I Liheslatura* regarding the following topics:

- Preparation for Performance-Based Budgeting;
- Status of Force Structure Assessment and Recommendations
- Update on Temporary POST-Commission Certification (P.L. 38-50)

A copy of the Notice of Oversight Hearing is attached to this letter to help guide the POST Commission 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 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 2.20.26 Oversight Hearing – POST Commission



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 Peace Officer Standards and Training (POST) Commission on February 20, 2026, at 8:30 a.m. at the Public Hearing Room of the Guam Congress Building in Hagåtña.

Public Notice Requirements

Public Hearing Notices sent out via email to all Senators and all main media broadcasting outlets on February 13, 2026 (5-Day Notice) and again on February 18, 2026 (48-Hour Notice) for the Oversight hearing on February 20, 2026. All notices were also published on the Guam Public Notice Website on the aforementioned dates.

Senators Present

Senator Eulogio S. Gumataotao, Committee Chairperson
Senator Sabrina Salas Matanane, Committee Member
Senator Telo Taitague

Attendees

Mr. John Lizama, Executive Director, POST
Ms. Chelsa Muña, Dept. of Agriculture, POST
Ms. Rosanna Villagomez Aguon, JOG
S. Santiago-Hinkle, Judiciary of Guam
Ms. Amber Powers, Dept. of Agriculture, POST
Mr. Leo S. Diaz, Judiciary of Guam

II. SUMMARY OF TESTIMONY & DISCUSSION

Oversight Hearing - Senator Shawn Gumataotao - February 20, 2026 8:30am

Chairman Senator Shawn Gumataotao: Buenas and hafa adai, everyone. Today's oversight hearing by the Committee on Public Safety, Emergency Management, and your Guam National Guard regarding the Peace Officer Standards and Training Commission is hereby called to order. Today is Friday, February 20th, 2026, and the time is now 8:30 a.m. CHamoru Standard Time. For the record, and in accordance with the open government law, notices for today's oversight hearing were sent on February 13th, 2026, and again on February 18th, 2026. Notices for this hearing were also published on the Guam Legislature website and the Guam Public Notices website.

Before we proceed with the discussion, I'd first like to provide some general rules of conduct for this morning'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. I would ask to please respect the committee's request for this oversight hearing. 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 today. The agenda for this morning's oversight hearing concerns the Post Commission's preparation for performance-based budgeting, the status of its four structure assessment and recommendations, if any, and updates on the Temporary Post Commission Certification Policy established through Public Law 38-50.

For the record, the Committee requested the attendance and participation of Mr. John Lizama, the Executive Director of the Post Commission. Again, good morning to you, John, for being with us this morning and before speaking, Director Lizama and anyone else that he would call upon to participate in the hearing shall first be recognized by the Chair and shall state their name for record purposes. The order of questioning will begin with a panel of senators who shall each have five minutes to ask their questions. The time allotted to each senator does not include responses that are provided by those testifying. Personal inferences about the character or motive of any senator or any individual commenting is not permitted. Any violation of this general rule of conduct will result in removal from the public hearing room for this morning'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 escorted and removed from the room. Proper form and decorum shall be practiced by all present in the public hearing room this morning. At this time, the committee requests that the Sergeant-at-Arms to swear in Director Lizama and maybe any others who are going to be providing any general comments or to answer questions from Senators on the items outlined in today's oversight hearing. I would ask you to please stand and be sworn in by our Sergeant-at-Arms. Please proceed.

Sergeant-at-Arms Ed Pocaigue: 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? *I do.* Mr. Chair, he's under oath. You may proceed.

Chairman Senator Shawn Gumataotao: Thank you so much. No one is compelled to choose the profession of a police officer, but having chosen it, everyone is obliged to live up to the standard of its requirements. Those are not my words, those are the words of the 30th President of the United States, Calvin Coolidge, who was a staunch supporter of law enforcement in America. Established in February 1998 through public law 24 -145, the Peace Officer Standards and Training Commission was the Guam legislature's policy solution to issues that were raised by senators in the 24th Guam legislature regarding the absence of standard training requirements for Guam's peace officers, which, at the time, prevented the cooperation and collaboration of such entities in the performance of basic law enforcement duties. Public Law 24 -145 created the Post Commission with the purpose of developing regulations and minimum professional standards to serve as the basis for the uniform recruitment operation of Guam's law enforcement entities. In September 2007, Guam Governor Felix Camacho enacted Bill 40 from the 29th Guam Legislature as Public Law 29-12, the public law authored by our good friend and former FBI agent, Guam Police Chief, Homeland Security Advisor, and Senator Frank Ishizaki, amended and reestablished the Post Commission as an independent body that is not attached to any government instrumentality, thus permitting for the integration of existing criminal justice curriculum offered by institutions of higher education.

Public Law 29-12 intended for the Post Commission to assure the development of uniform regulations and minimum professional standards for Guam's law enforcement entities. Four years after amendments were made to the Post Commission statute, Public Law 31-49 from May of 2011. Recognized that the organization had not convened for a meeting in at least a year and to assist the Post Commission, policymakers designated the Guam Community College as the state agency with the responsibility for providing administrative and professional support to the commission. In preparation for the legislature's consideration of performance-based budgeting beginning in fiscal year 2027, the committee recognizes that the Post Commission, with an appropriation of \$300,000 from the general fund in fiscal year 2026, maintains a long list of mandates in support of peace officers who are defined under 17 GCA Section 51101. Among the responsibilities of the Post Commission is the establishment of reasonable minimum qualifications relating solely to the physical, mental, and moral fitness of persons recruited, appointed, or retained by the government of Guam.

Denial, suspension, or revocation of certification of peace officers for substantial failure to comply with applicable laws and regulations, and recommendations to the respective appointing authorities relative to the qualification of candidates for the offices of the Chief of Police, the Chief Marshal, the Chief Probation Officer, the Director of Corrections, and the Director of Customs and Quarantine Agency. Recognizing the Post Commission's role in supporting the public safety needs of our community through standard training and

certification requirements the committee looks forward to our discussion today and moving forward regarding the status of any active and comprehensive review of job requirements, compensation, and benefits across the Government of Guam's public safety and law enforcement agencies. And then the committee will conclude by receiving an update from the Post Commission regarding Public Law 38-50, from August of 2025. The new law, which was put forward last year based on my discussions with the commission, is an actual policy proposal from the Attorney General of Guam that authorizes the commission to grant temporary peace officer certification for those who possess a degree in criminal justice or equivalent area of study and who are in good standing provided they satisfy the standards and training requirements as set by the commission and the committee looks forward to your presentation on this topic today.

For those of you who are following today's discussion, oversight hearings conducted by this branch are designed 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. In response to the need for accountability, the peace officer standards and training or the post organizations were created to assure Guam citizens that their officers meet prescribed standards of competency, and ethical behavior consistent with our island community's expectations regarding peace officer performance and conduct. The committee appreciates in advance the attendance and participation of Executive Director Lizama of the Post Commission. Some of the Post Commission members are currently here in the public hearing room and I thank you for being with us this morning. It's his oversight hearing, so you can sit back and enjoy from your perch. Again, we look forward to your cooperation moving forward. And as we put forward questions and appreciate your commitment, John, to continue working together to support our peace officers through the work of the important organization that you represent, which has been in Guam law for nearly 30 years. Thank you so much. And Director Lizama, please take it away and welcome to the to the Guam Congress building.

Mr. John Lizama, Exec. Director, POST: Hafa adai, Mr. Chairman, Senator Taitague. My name is John Lizama, I am the Executive Director for the Peace Officer Standards and Training Commission, the POST Commission, and I'm here at this oversight to provide an update on where POST stands and in preparation, I believe, for PBB, the Performance-Based Budgeting. To give you a little background, I would like to briefly talk about our mission. The mission of POST is to establish and set the standards for training, hiring, ethical conduct, retention of peace officers in the Territory of Guam. through testing, certification, and review. Our vision is to become a regional leader in establishing law enforcement careers and workforce standards. assuring top quality education and training, and providing effective services to develop professional peace officers within our law enforcement agencies.

Before we begin with PBB, I'd actually like to provide an update of what the commission has done since I've been on board over the last two years. This is to give you just an update of where we are because this is this in fact is in line with PBB okay so one of the key aspects of

Performance-Based Budgeting is to focus on results based on title 17 GCA Chapter 51 Section 51103 the Executive Director's duties are to you know, comply and focus on results by conducting certifying peace officers who satisfactorily complete training consulting and cooperating with peace officer training academies, development of basic and continuing education. Some of these examples of what we do to meet the mandates in Title 17 and Title 27, which is the Guam Administrative Rules for the Post Commission, Chapter 3, includes the following. When I first came on board, I conducted a review of the current standards and I recommended additional courses to be added to the post standards for certification. These include dynamics of substance abuse, physical development, interpersonal relations, the emergency vehicle operators course, and criminal investigation. The POST standards prior to me coming in was low, in my opinion. As a law enforcement officer, a peace officer for over 28 years, as the administrator for the judiciary, and as a military police officer in the United States Army Reserve, I looked at the standards and I recommended to the commission, which they adopted, the inclusion of these five courses. That's not to say that we're not done. We are currently in the process of reviewing two additional courses to ensure that we have professional peace officers that work for the island of Guam. So as far as PBB, we are certainly starting to review that as part of our mandates to review the curriculum.

The other thing we did, and the reason why I did that is because when you looked at the original post standards, they were low. It only required 28 academic credits. Now 28 academic credits turned into like 15 courses, but it lacked some of the academic and the industry standard courses like emergency vehicle operators course, criminal investigation. If we have a drug problem, why aren't our officers required to undergo training in the dynamics of substance abuse? If they're required to operate an emergency vehicle, then they should be required to take the emergency vehicle operators course. If they're investigating crimes, then they should at least get the basics in criminal investigation. If we're going to require them to be physically fit, then we should at least provide a physical development entry level course for them to maintain, to get the head start and continue their physical fitness. So those courses were required, were recommended by myself to include interpersonal relations because it is about having a relationship with the public. So we did that. We recommended it in October of 2024. It was adopted by the commission. that now meets our minimum standards. So we went from 28 academic credits to 40. I said previously that it's not enough because the other thing I did was I looked at all of our academies, all of our apprenticeship cycles, and I saw that there is a need to add more courses. I'll use Guam Police Department as an example. The police officer trainees actually earn 49 academic credits. They take three more classes than what POST is requiring. So setting the minimum standards for POST, which is 40, and looking at GPD, which is 49, there is that big difference. The other agencies have similar. Most agencies require 46 to 49 credit hours. POST is still at 40. which is why I continue to recommend the inclusion of certain classes so that the minimum standard is really standard across the Post Commission. So looking at that, we made progress. And it's interesting because if the Post Commission as mandated is required to ensure that everybody's certified, I actually went into the post drive and I was able to obtain over 900 post approved applications, 900 post approved applications. The Post Commission is required to issue certificates, a certificate of completion. So prior to coming in, we had approved applications, but we've never issued a

post certificate. So in 2025, just last year, I presented to the commission a certificate to be used to issue to all of our active peace officers and all of our agencies that was adopted and approved. As of January 31st, 2026, I have issued 1,023 actual post certificates. Again, prior to coming in, we did not issue post certificates we had post approved applications, but we didn't issue certificates. It's still ongoing. We continue to receive applications from agencies and individuals. but at least the process is there. The process is you turn in your application with the supporting documents, we will review it, and then if you've met the minimum standards, then we will issue a POST Certificate. What's unique about our POST certificate is each certificate has a separate identifier, what we refer to as a certificate number. So the chairman, which is Chief Stephen Ignacio of the Guam Police Department, and myself as the Executive Director, we are the ones that sign the actual certificates. Once we sign it, we upload it into our network drive and we actually issue it to the agencies or the individuals if they would like. So we've made progress as far as the curriculum, as far as issuing the POST certificates. And we continue to work on issuing other stuff. Another thing that we did was looking at the requirements the requirements for cultural awareness and sensitivity, the requirements for dealing with persons with disabilities, those with mental health challenges or physical challenges. So as the Executive Director, I met with representatives from the Department of Public Health and Social Services, Guam Behavioral Health and Wellness Center, the Department of Integrated Services for Persons with Disabilities, and we've actually identified that they provide training that can be used by our peace officers to satisfy the requirements for certification. So public health will provide the cultural and linguistic appropriate services class to satisfy cultural sensitivity and awareness. DISID will actually provide the disability, disability sensitivity awareness training that will satisfy those with physical disabilities. And of course, Guam Behavioral provides the mental health first aid for our officers and individuals that are applying so that they can receive training to meet the requirements for dealing with persons with mental challenges. So we've networked and we continue to network because just three months ago we met, I met with CPS and APS regarding training that will be available to our peace officers and to all of our agencies. It's basically for our officers to be aware of the process, the referral process, the services provided by Adult Protective Services and Child Protective Services. So the Commission itself over the last two years has made great strides in ensuring that our peace officers are certified, they receive the necessary training to meet the standards, we've increased the standards. And that's where I'd like to thank the commission members because I just presented to them at one of our four hearings or meetings, and it's up to the commission to actually review and approve and they have based on my recommendations. So, kudos to the commission members for recognizing like I did, recognizing the need for us to increase our standards, for us to look at alternative training that's available, and make sure that all of our peace officers in all of our 12, 13 agencies meet those standards. So I'm very happy to report that that's the progress we've made so far, and there's more to come, but, it's going to require additional support. If I may, can I lead into the discussion on the status of force structural assessment and recommendation?

Chairman Senator Shawn Gumataotao: Yes, please, John. Go ahead.

Mr. John Lizama, Exec. Director, POST: Okay, so Public Law 3654 in Title 5 and Title 17 authorizes the Post Commission to establish a standardized and uniform Law Enforcement Officer, LEO, general leadership structure tier for peace officers within the Government of Guam. The background. It's to standardize classification, training, career progression of peace officers, establish a non-competitive career ladder, competitive promotion framework, define competencies and leadership levels, et cetera. Now, when the commission adopted the general force structure tier years ago, the commission approved four leadership tiers. The tier one, which is your entry level, your basic tier, Tier 2, which is your journeyman tactical intermediate tier, Tier 3, which is basically your supervisory tier, which is a competitive tier, and tier 4 which is your management or your executive strategic tier. Those are the different tiers. Within the general force structure, there are actually 15 LEO positions, LEO 1 through 15. So the commission is going to take those 15 and frame it into these four different tiers. And I will use customs for example right now. CQA has LEO 1, 2, 3. The LEO 1 is basically an individual comes in who has a high school diploma. LEO 2 would be somebody who has already completed BALEA or is already POST certified. LEO 3 is basically somebody who has associates degree in criminal justice or above 60 credit hours. So that's kind of the framework that Customs and Quarantine is using to establish their LEO tiers. Again, we are dealing with 12 agencies and each agency doesn't have the same number of officers. Guam Police Department has 11, Customs has eight. I believe DOC has a total of 12, which is really eight correction and four parole officers. Conservation Office has seven. The Judiciary has a total of 12, which is six in the Marshals Division, six in probation. The rest have basically six, and then the minimum agencies like Park Patrol, DYA and Port Police only have five. So we're dealing with the total number of positions, which is actually 77 current positions that we have to review. Over 12 agencies, seven in the executive branch, two in the judicial branch, two autonomous agencies, which is the Guam Airport Authority, Port Authority of Guam, and the Office of the Attorney General. So that is a challenge for us because the number of positions total, the number of agencies total, spanned across two branches of government and two autonomous agencies and so forth and the attorney general's office. This does not include that's the current is 77. This does not include agencies that would like to establish new positions. Based on my initial review it looks like we may have up to 10 new positions. So we have 77 plus 10 about let's say 90 and our challenge is, we're, we established the subcommittee. We've met. We established what we're going to do moving forward, but we still need assistance. DOA a representative from the Department of Administrative is part of our Post Commission. He's all, the individual is also part of our subcommittee, but we need more support in that part. Again, we're looking at a minimum of 77 positions. So, The update that we have is we received PDQs, position description questionnaires. We are meeting on March 5th, Thursday, March 5th, to conduct the initial review of our entry-level position, which is our police officer trainee, customs trainee, conservation trainee, DOC recruit, and so forth. So like the initial ones, those are the ones that don't have a post certificate, that do not have a degree, those that are initially hired with just a high school diploma. So we have to look at the hiring requirements, what is mandated by their agency and the statute as far as the hiring, because everyone's different. Some agencies are required to take a polygraph. Some agencies are not. Some agencies are required to do a background investigation. Other agencies are just required to have a clearance. So and then, of course, the

standard drug tests. So the general force structure is a complicated task that is actually going to need more support. And I bring that up because we are talking about PBB, you know, performance-based budgeting. We're going to need help in the development of that. So that is the update on the status. We have a subcommittee meeting on the 5th to start the initial review, but we're looking at over 87 position descriptions that we need to review. One thing that's not mentioned is, according to the statute, is to actually establish the pay plan for peace officers. But before we do the pay plan, we need to complete the study. And that's the intent is for the subcommittee to do the study. For the chairman, the subcommittee chairman is Chief Vince Perez from Customs and Quarantine. The chairman and I will make a presentation to the POST Commission at one of our regular meetings. And then for review, if the commission adopts it, then of course we will refer that report over to the Department of Administration for their review and disposition. So that's where that stands, Mr. Chairman, as far as the general force structure or the status of the force structure.

Finally, I'd like to talk about the update on the temporary POST commission certification. This went into law of August of 2025. Right. So Here's the basic update. Myself as the Executive Director and Mr. Munoz who's the department head for the Criminal Justice Department at Guam Community College, we've already established the curriculum. That curriculum is actually going to be similar to the criminal justice academy's supplemental cycle at GCC. I'll use myself as an example. I received my bachelor's, I started working as a law enforcement officer in the 2000, there was talk about having everybody become BALEA certified. So I went to GCC, got my CJ certificate, got my BALEA certificate. And I did that by going through the supplemental cycle. So what we're doing here, which is the issuance of the temporary certifications, is mirroring what I did back in 2000, which was over 26 years ago. So that's a good point. Again, we're looking at six courses, it's probably going to take seven and a half to eight weeks for it to be done. It can be done. In addition to their regular college credits, they're going to be able to receive, I believe, 16 credits as well through GCC. The law enforcement courses includes first responder, officer survival and use of force, officer survival use of force lab, the EVOC course, firearms and criminal investigations. The key is the prerequisites academically, if these individuals from the University of Guam complete the academic courses like Introduction to Criminal Justice, LW101, Crim Law, LW306, Juvenile Delinquency and Criminology, Trial and Evidence, LW202, then they certainly have met the academic requirements that The POST commission and the criminal justice department are just establishing the industry law enforcement training for them, because they've met those academic requirements, so there's still work ahead. We still need to work with the Continuing Education and Workforce Development section of GCC and the GCC Registrar's Office as far as how we're going to start this. And even funding, because one of the topics that was brought up when we had the public hearing was to fund this through the Manpower Development Fund, MDF, to GCC. So that still needs to occur. When can we start? We've already secured a classroom. We're waiting for final confirmation on the use of that classroom as far as whatever else we need. Mr. Munoz and I had an intense had a discussion yesterday about possibly starting this as early as the mid part of May. Why that's important. The temporary certification is only good for six months. I mean, nine months. I stand corrected. It's only good for nine months. So rather than issuing the certificates without

having the training in place, we want to make sure that the training is in place before they start. Because what I don't want is to issue a temporary certificate and the training is not in place. So we are working and we're looking at possibly the middle of May, I'm sorry, to start the seven-week cycle, which is great because by the time the spring semester for GCC gets out, pretty much the campus should be free by the time we need to do all the law enforcement training. So that is the update regarding the force structure and that is the update on the temporary POST certification subject to your questions Mr. Chair and members of the committee.

Chairman Senator Shawn Gumataotao: Thank you so much John and appreciate the presentation this morning. Again I'd like to recognize and welcome my colleagues that are here with us, a fellow member of the committee, Senator Sabrina Salas Matanane, and also Senator Telo Taitague. I'm going to just start my questions probably at the tail end, and again, we're just going to go topic by topic if we can, John, but let me just so I can get it for the record if I could.

So, let's start with the preparation for the Performance-Based Budgeting. Again, recognizing that in October of 2025, the Committee on Finance and Government Operations formally notified the Leon Guerrero-Tenorio administration that the upcoming fiscal year 2027 budget process would be conducted under a Performance-Based Budgeting framework, again, that system designed to tie government spending directly to measurable results. Again, I know you mentioned it, but if you can, for the record, what steps has the POST Commission taken in coordination with your state agency, the Guam Community College, to prepare for this budgeting approach since the commission was notified by BBMR to begin incorporating performance metrics into your budget narrative and the agency submission?

Mr. John Lizama, Exec. Director, POST: So before a discussion with the Guam Community College President and the Board of Regents can occur, the commission itself, I have to present to the commission the PBB. What are the items based on our statute, the 20 mandated requirements that the POST commission is supposed to adhere to and comply with? What are the PBB key focus areas that we need to concentrate on and then address once the commission adopts it, then of course we need to present that to the state agency, which is GCC. The commission has to decide on, we could say everything, but we need to do it strategically. What is attainable in the next year or two? What are some short term mandates that we can push to the right and even long term mandates?

Because if we look at every single mandate, we're probably going to increase our budget and our requirements tremendously. I mean, it's going to be more because I'll use the general force structure as an example, Mr. Chair. Again, we're authorized to conduct the study. We do not have an HR specialist or a human resource officer to do that. We're relying on the Department of Administration, right? So that's also dependent on availability from DOA to participate in this, which is why I said we would conduct the study and forward it to DOA for their review and disposition. But if we had our own HR, we don't have to worry. We can have that person sit with us and make that recommendation to the, to the commission because I'm not an HR specialist. I am a LEO SME, subject matter expert, given my experience in both

the military, local law enforcement and administration. But certainly there are HR specific issues that need to be addressed within any of our things. We can say that we're going to establish the 15 LEOs And we can do position descriptions for all 15 positions, but that's not from an HR perspective. That's from an LEO perspective.

Chairman Senator Shawn Gumataotao: You know, and I was going to ask you, how is your budget at \$300,000? Is it helping you implement that long list? And it sounds like, at least from what you just said, that you're really going to need more to be able to implement the mandates that are ahead of you in the post, correct?

Mr. John Lizama, Exec. Director, POST: Yes, we are going to need more. I believe that because it's mandated by statute, we need to initiate it, which is what we're doing. The chairman, Mr., Chief Vince Perez, felt the same way when he was the chairman for the POST Commission and now as chairman for the subcommittee. We want to push it forward. But again, it's going to require personnel. It's going to require expertise. And we can provide the expertise on the law enforcement side, operationally what, what peace officers are required to do but we still need that HR so yes it's gonna... three hundred thousand dollars is not gonna cover it. Right now our budget of three hundred three hundred thousand dollars uh fifty one percent of it is personnel forty one percent of it is contractual services and that's for our subscriptions for our training portal as well as our, our rental, so we don't have much to work with...

Chairman Senator Shawn Gumataotao: Right and the amount of certificates you just signed is also under that as well, so I totally understand.

Mr. John Lizama, Exec. Director, POST: In theory, we should have, based on the total number of officers required by each agency, over 1,300 certificates. The other thing that I'd like to bring up is when it comes to the general force structure, if you look at the statute, and give me a minute to find it.

Chairman Senator Shawn Gumataotao: Sure.

Mr. John Lizama, Exec. Director, POST: So if you look at the statute, the Peace Officer Standards of Training Commission under Title 17, but if you look at the definition of a peace officer under Title 10, Chapter 34, or Title 8, Chapter 5, there are other positions that are designated as peace officers, at some point in time, those positions, we need to look at it because if we're looking at peace officers, if we're looking at a pay plan for peace officers, the other positions that are not under POST need to be considered because they're defined as peace officers. So there's a lot of work that the General Force Structure Subcommittee needs to do, but there's a lot of work that the POST Commission needs to do as well to address if we establish this post-pay plan, I like to call it that, then the other agencies who have peace officers are going to say, why aren't we included in that? Now, that also involves a review of their position descriptions. So then that's another 20 positions that we have to look at if the statute changes and they're included as peace officers under Title XVII under POST.

Chairman Senator Shawn Gumataotao: Right, and I think we're all getting the same amount of calls from those respective agencies that are looking for that. And again, the mandate is clear and the process in terms of, and I've been to the POST Commission meetings and I totally get it and I think you're right on, that in order to be able to pull this off, you're going to need others. And even in 2026, though, people are thinking that our mandates, they're just there, they're not for us to ignore, they're for us to be able to execute, and getting support is really key. John, I only have two other questions, and these are really simple ones, but for the record, where can we locate your Post Commission financial staffing pattern? That kind of stuff, recognizing that the information is not at the governor's office. Just try looking at the state agency. Do you guys have a place where we can find those information?

Mr. John Lizama, Exec. Director, POST: So, This fiscal year, we're actually working on establishing the updated POST website.

Chairman Senator Shawn Gumataotao: Okay.

Mr. John Lizama, Exec. Director, POST: The POST website will have the policies, the procedures, the requirements, the application process. It also have a training portal, a link for a training portal, as well as a training calendar. Like most websites, it'll have a drop down menu for the budget and so forth. We basically, over the last two fiscal years, I've presented pretty much to the president of Guam Community College, the budget, which is really a mirror budget since it hasn't changed in the last two fiscal years of \$300,000, just what it covers, which is personnel, contractual services, there's probably \$15,000 for a combination of travel equipment and equipment, non-capital, capital equipment and supplies.

Chairman Senator Shawn Gumataotao: Right. And I think that some of the training that's provided, especially annual work with the International Association of Directors of Law Enforcement Standards and Training also is part of that. I totally get that. *Yes.* One last question is, is the POST commission required to provide a Citizen Centric report to the OPA on an annual basis? And if not, does the organization summarizes its work including operational challenges through other Citizen Centric reports, including those provided by GCC and the Office of the Governor.

Mr. John Lizama, Exec. Director, POST: The CCR, in looking at the historic records of the Post Commission, I have not located a CCR, a Citizen Centric report. So does that mean to say that we cannot develop a quick report that is accessible through the website or submit it? We can. At the judiciary, we do the CCRs, and then we post it, we submit it. It's not in our mandate. If this committee and this branch puts it in the mandate, then that's one of the mandates we'll do. Whether or not we report it to the Guam Community College as part of their CCR, I'm not aware that the POST commission ever did that, but I can certainly look into it.

Chairman Senator Shawn Gumataotao: Again, thank you for that. I'm going to go ahead and turn it over to questions now from our senators. And I'm going to, Senator Salas Matanane I know you're a committee member, Senator Taitague was here first. Would you

want to have her go first, or do you want to take your questions of the committee? Okay, Senator Taitague, do you have any questions on Performance-Based Budgeting? You have five minutes on this issue. And we'll get to the other two issues as well. Thank you.

Senator Telo Taitague: Okay, well, we're talking about budget. So first, good morning. Thank you for all you do and all your committee that comes together to try to find better ways to keep our public safe. I appreciate the work you're doing. I know that we were talking about budget. So what did you receive last year as an appropriation?

Mr. John Lizama, Exec. Director, POST: \$300,000. *In FY24?* FY24, we spent, I believe, \$289,000. *Not spent, but received.* We received? *Yeah, appropriated to you in FY24.* I believe it was \$300,000, yeah. *And the last one, 23 do you remember?* No.

Senator Telo Taitague: So you've had this increase, actually, for the last three years, I think, if I'm not mistaken. There was a bump in your budget. Do you have any lapses for the last three years? *Yes.* Have you determined how much in FY23, 24, and 25. On those, how much in lapses each of those years?

Mr. John Lizama, Exec. Director, POST: So moving into FY26, we have a lapse of \$26,800.

Senator Telo Taitague: For FY25, you're talking about? *25, yes.* Okay.

Mr. John Lizama, Exec. Director, POST: And the reason for the lapses was when I first started, I was by myself. So we did the recruitment of an administrative assistant through the Guam Community College. So there is lapses in personnel costs. So we actually have used that personal costs lapses to fund procurement of the post certificates. We also use that for contractual services. We have a subscription with Lexipol. Lexipol provides is a training portal for law enforcement. And what we did was that was when I first came on, it was already there. Our renewal subscription is due on March 1st. So what we found was that that lapsed actually helped us make that payment this month for contractual services.

Senator Telo Taitague: So that was FY 25, just last year? *Yes.* Okay, how long have you been the Executive Director? *Since October 23.* 23, right? Okay, so was there a lapse in the first year that we gave you the \$300 ,000? *No, Senator.* At all, fully paid? So, as you know, this year we're doing the Performance-Based Budgeting. Basically, it justifies whatever spending you have been doing, but it also requires the results that you can show based on the money that was given to the post. So what advantages or results has that 300,000 yielded?

Mr. John Lizama, Exec. Director, POST: The advantages or the results have include the following. The actual issuance of the post certificates, *I'm sorry, can you just speak directly into the mic? Sorry, there's an echo in here sometimes, hard to hear.* My apologies. The measurable standards would be the actual issuance of the post certificates. When I first came in, the Peace Officer Standards and Training Commission did not issue an actual certificate. So we've actually reviewed, approved, and have issued post certificates over 1,023. Secondly, the results of our work include the additional five courses to establish and increase the

minimum training requirements for all of our Peace Officers. So we added last year the dynamics of substance abuse, interpersonal relationships, EVOC, criminal investigation, and physical development. So we've increased our standards and that's where the money basically went to was to conduct a review of our curriculum to determine whether or not we needed to increase. That's also based on the fact that prior to me coming on board, the POST Commission standards, the academic requirements was only 28, 28 academic credits. Now it's 40. The other thing is identifying key curriculum that we felt we needed to standardize across the POST Commission. Not every officer took the same course. And we continue to look at that because, as I previously said, the Guam Police Department police officer trainees actually earned 49 credits, most of them 46 to 49 credits. But the POST standard, What's required under Title 27, which is the Guam Administrative Rules for the POST Commission, was only 28. Our standards as a commission was actually lower than all of our academies, and in my opinion, too low. So that's why I recommended to the commission for the adoption of those five additional courses. So that's where the work has gone into, Senator, is to look at what's mandated, which is to issue the POST certificates, to look at the curriculum, to also collaborate and work with the other Government of Guam agencies to training specifically for certification of our peace officers to include the cultural and linguistic appropriate services, the disability sensitivity awareness training, the mental health first aid training. For those individuals that do not go to an academy, but would like to be POST certified, they need to ensure that they take those courses before we certify them. So the standards is what has increased. The number of certified officers has increased and our intent this fiscal year is when we update our POST website is to identify by agency the percentage of certified officers and that's what we're working on. We hope to launch that the review to the post commission members in our June or July meeting.

Senator Telo Taitague: Thank you so much for that. Is there any reason why the POST, like other jurisdictions like California, I believe, Arizona, where they're actually sustainable by, you know, charging fees and also costs for training certificates, things like that. So have you looked into that and did a, you know, basically a, not a spreadsheet but a just a findings of how that would assist the post and be more sustainable with funding coming in. And sometimes when you do that, it also justifies the, you know, the performance based management because it also shows how it's, you know, what you're doing is totally justified, you know.

Mr. John Lizama, Exec. Director, POST: So if you look at Title 17, and let me briefly look at it for you, just so everybody's aware. If you look at the statute, the POST Commission was actually authorized a POST fund. There was a fund that has that was repealed. The reason why it was repealed is because the commission itself never did any work to establish the procedures for that to include establishing a fee schedule. There was talk about we should charge \$50 for every certificate we issue and that could be used to cover our...the expense. And I only remembered this when I was the chief probation officer. There was discussion of using the post fund to handle some of the administrative costs for the commission. But That was repealed a couple years before I even started. So we don't have a POST fund. The discussion needs to occur based on our mandates, whether or not we should request for it to

be back on the statute. But we're not anywhere near that discussion center because I have not looked at developing a fee schedule. It's only myself. Plus, the procedures and the process because we have to establish the fund. Do we do the fund? Do we fund it under GCC, under the MDF? And MDF does a subcategory for POST because GCC is the state agency for the POST Commission. Or do we have a POST Commission separate, make POST the state agency for the Territory of Guam? So those are the things that still need to be worked on, and I apologize, but we don't have any funding for that.

Senator Telo Taitague: Okay, so how much is GCC currently providing the post?

Mr. John Lizama, Exec. Director, POST: So our budget is the \$300,000, which goes to GCC and GCC... *It's a pass through? They're a pass through?* Pass through. Okay, and then *how much in their own budget or manpower is GCC providing the POST?* GCC as a State Agency assists POST, we pay for the personnel as a part of our budget, but GCC actually provides assistance to us for IT services, as part of our building lease they provide custodial services. They also provide the venue for all of our meetings and our subcommittee meetings. We don't pay for that venue. We are required to meet four times a year. Our subcommittees, in total, we can meet anywhere from 10 to 12 times almost every month if we needed to. And GCC does not charge us for that.

Senator Telo Taitague: What about the open government law on the posting? you know, of meetings and also, you know, putting it on the website or your minutes and stuff. Who handles all that administrative side on the support of the? *Guam Community College does that.* So, they also do that, *yes*, so, that's a huge cost for them *yes*, and a lot of manpower on doing that too as well. So, they provide quite a bit of assistance to the POST and they continue.

Mr. John Lizama, Exec. Director, POST: Yes, and I am very happy to be under GCC because we would notify them of upcoming meetings and their communications folks are on top of it. It's posted on the website and everything. We still need to work on establishing or updating our POST website so that all the information is available for anybody to come into.

Senator Telo Taitague: And that is by law that GCC provides all these assistance and manpower?

Mr. John Lizama, Exec. Director, POST: Yes, that's the, because they're the state agency center.

Senator Telo Taitague: Okay, so it is by law, everything. Okay, that's all the questions I have. Thank you.

Chairman Senator Shawn Gumataotao: All right, thank you, Senator Taitague. Senator Salas Matanane, you're recognized for five minutes regarding the preparation for Performance-Based Budgeting.

Senator Sabrina Salas Matanane, Committee Member: Thank you. My questions kind of were aligned with what Senator Telo Taitague was asking in terms of your budget, which was \$300,000, and what do you have to show for, right? And so how often does the POST Commission meet?

Mr. John Lizama, Exec. Director, POST: We're required to meet at a minimum four times a year, Senator. We've been good at meeting that requirement four times a year. Minimum.

Senator Sabrina Salas Matanane, Committee Member: Four times a year. Okay. So I was looking at the agenda from October of last year. Did you guys meet in January?

Mr. John Lizama, Exec. Director, POST: No, we didn't have a quorum because some of the members were off island, I believe I was on medical.

Senator Sabrina Salas Matanane, Committee Member: And so previous to that, the last meeting was in October.

Mr. John Lizama, Exec. Director, POST: No, January we met, but our January is not posted. So, I will get back with my staff and verify that.

Senator Sabrina Salas Matanane, Committee Member: So just one of the items on the agenda, and I think you touched on it, was that general force leadership structure to your subcommittee update, and it was old business, and so one of the things that when I was in the media, what I'd hear about is this parity study. Is that what this is, this parity study amongst all the different law enforcement agencies? Because there's some officers who get paid way more than other officers like in GPD, you know, like the marshals, they get paid more than like police officers.

Mr. John Lizama, Exec. Director, POST: I've heard some members referred as parity, but by statute, it's to establish the general force structure so we are looking at all the positions jurisdictionally, every officer, every agency's jurisdiction is different. Obviously the Guam Police Department has responsibility for the whole island, Airport Police responsibility is within GIAA property, I believe, and same thing with the Port Authority of Guam, they're Port Police. So parity is something a couple of members are considering. But as I reminded the subcommittee members, is what is the statute? What does the statute say as far as your duties and responsibilities? Because we can say we're all equal. but if your statute is different. It's also noteworthy to mention that under Title 10, all Peace Officers have to yield to the Guam Police Department. That's in the statute. So any Peace Officer, if they start a pursuit at the airport, and they're gonna go on to Route 1, I believe they're responsible for contacting the Guam Police Department, and then they yield to the Guam Police Department. Guam Police Department takes over, that's just by statute. So same thing with the marshals, if they were to do a pursuit then they definitely have to contact the Guam Police Department and inform them and then Guam Police Department will take over.

Senator Sabrina Salas Matanane, Committee Member: So this study has not been completed, basically?

Mr. John Lizama, Exec. Director, POST: No senator we are starting our initial review of the entry level positions and that initial review will occur begin on March 5th.

Senator Sabrina Salas Matanane, Committee Member: Is there any particular reason why this has been years in the making? Why it's taken so long to do? Because this I remember this several year ago, that this has been an issue, we were going to, you know, talking about parody, and I haven't been in the media for almost four years.

Mr. John Lizama, Exec. Director, POST: I believe the reason why is the POST Commission has never had a full time staff to do it, to at least start the process, get everybody together, coordinate everything. The POST Commission can say we're going to meet on this date, I'll use March 5th as an example. The commission says we're going to meet, these are your committee members. Who's going to be responsible for getting that information over to all the members? Who's going to coordinate the logistics, the use of the learning resource center classroom? Who's going to do all that? The executive director and the administrative assistant will do that. So I think it was due to a lack of full time support for the post commission. The POST Commission consists of the Chief of Police, Chief of Airport Police, Chief of Port Police, the Chief Probation Officer, the directors. They didn't have time and I don't believe they have time. But having a full time person to help coordinate that, manage the scheduling of these meetings, is what's driving the movement now. That's what's driving the movement. Because previously they said, turn in your PDQs. I've actually had to reach out to agencies to say, oh, by the way, we're meeting on this day, where are your PDQs? So that full time person, full time staff is critical for the commission.

Senator Sabrina Salas Matanane, Committee Member: How long is it going to take to complete this study?

Mr. John Lizama, Exec. Director, POST: 87, 77 current positions with the projected of 10 more, 87 if we do one LEO level per meeting, it's probably going to take us over 16, 18 months to do, unless we meet every week. But having all the commission members meet every week, I don't know if we're able to do that, Senator, because everybody's busy. But we're certainly looking at LEO I, the entry level. Once the subcommittee reviews that and is familiar with the process, I believe that for the next other positions, we'll have momentum moving forward and better understanding of what we need to do that it could be expedited. But again, 77 different positions.

Senator Sabrina Salas Matanane, Committee Member: Do you, you're the Executive Director of the POST Commission, I'm just going to ask, do you feel that there is unfair pay between the various law enforcement branches?

Mr. John Lizama, Exec. Director, POST: Do I feel it's unfair? There's a difference in the pay for all the POST positions, all the Peace Officer positions. Whether or not the positions are aligned with their duties and responsibilities, I don't know until we do the study. We need to do the study. It's simple to say I should earn A, B, C because my title is the same as somebody else. But unless you look at the positions and the requirements by statute, that's

what's going to determine what the pay is. Because every position is rated, every position is evaluated, and it's scored, and that's where based on the HAY study, that determines what letter grade you start at. So everybody wants to say, we're all the same, but we need to do the study to determine whether or not we are the same.

Senator Sabrina Salas Matanane, Committee Member: Well, I hope the study will actually be completed because again, it has been years, years in the making. So thank you, Mr. Lizama.

Mr. John Lizama, Exec. Director, POST: And like I said, it's because we didn't have the full time staff. Now that I'm on board, that's one of the things that I'm working on.

Senator Sabrina Salas Matanane, Committee Member: Thank you.

Chairman Senator Shawn Gumataotao: Thank you, Senator. Let me stick on that same topic, as we just said. It's a good segue, if we can, John.

So the Department of Administration issued Memorandum HRD number 25-068 on April 4th, 2025, requesting information from our public safety and law enforcement agencies relative to DOA's review of officer compensation, benefits, position requirements, and duties. A memorandum soon after, dated September 4th, 2025, from DOA to the Guam Customs and Quarantine Agency, indicated that appropriately classifying any GovGuam law enforcement entity with Peace Officers into a force structure would require an overview of each position description prior to the creation of any new positions. However, an alignment of all law enforcement officer positions is not feasible due to the variation in the number of positions levels within different agencies and is outside the scope of our current classification and compensation system, this is from DOA. So recognizing that, and I think we just might have mentioned it just now, but recognizing that compensation policies are either in the works or have been considered during this particular legislative term, when you think about where we are, I think that with the responses from DOA, is that pretty consistent? I mean, kind of going off of the question from Senator Salas Matanane...

Mr. John Lizama, Exec. Director, POST: As I mentioned, we're dealing with agencies, Mr. Chair, *right*, 77 positions. Every agency has a different number of officer positions. The Guam Police Department being 11, most agencies are averaging about six. So it is difficult, and so we look at the general force structure, which is the four tiered 15 LEO position types, we'll call it types rather, and putting, doing the conducting the review of the PDQs and seeing where it aligns with the general force structure. That's, that's where we're at we need, we need to do the study uh this will help, do I believe it will help DOA, yes, because once we do it from a LEO SME perspective then DOA at least has that where they can look at it from a from their point as a human resource administration type. But it is complicated. I mean, there are 12 agencies, two branches of government, and you know everybody's pay is different. Guam Airport Authority and the Port Authority of Guam follow the Certified Technical Position pay, CTP pay plan. The Executive Branch uses the Law Enforcement Pay plan. The

Office of the Attorney General has the Attorney General pay plan. So that's how many pay plans, right?

Chairman Senator Shawn Gumataotao: And so what you're saying is if we can get this at least get to the to the ground on it, there's a strong chance. Yes. Like it's more, more like harmony, bringing them all together, harmonizing it and for once and for all, we can have a pay structure or at least a plan that addresses them across the board, right?

Mr. John Lizama, Exec. Director, POST: And the good thing is we're starting. So you look at some of the position description questionnaires or some of the position descriptions, those are over 20 years old. So we do need to do it. The POST Commission can update the position descriptions through the PDQs, the Position Description Questionnaires. We can at least get that done and updated because Statutorily, maybe the mandates have changed for each of the agencies, so that needs to be updated as well. *Right.* And that'll help.

Chairman Senator Shawn Gumataotao: Okay. Senator, you have any other questions on this issue? Okay, let me go ahead and move on to the temporary POST Commission certification if I could. And thank you again for the update this morning. Again, prior to the adoption of the Temporary Peace Officer Certification in that Public Law 3850, the POST Commission reported during its April 2025 regular meeting that this particular topic was discussed previously and at that point had been on your agenda for two years. It's a long time to be on there. It preceded you. So again, I appreciated your update again. So in developing the policy to guide the implementation, getting GCC and Labor involved, do you think, are you pretty satisfied with that process to date, at least in terms of the short term since it's been adopted?

Mr. John Lizama, Exec. Director, POST: I mean, it was enacted in August of 2025. We've made significant progress for that temporary certification. The Judiciary, I've been in contact with them and we've actually have, I believe, over 10 individuals that have actually made inquiries to either Mr. Munoz at the Criminal Justice Department or myself regarding it. So the word is getting out and people are interested. The Judiciary, my understanding is they're having difficulties in recruiting Probation Officers, because it requires a degree and it requires POST Certification. The establishment of the amendment to the statute, the establishment of the temporary certification would not only help the Judiciary, but it also help the Office of the Attorney General as well as the Department of Corrections as far as their parole officers. So if we can launch our first POST CJ Academy supplemental cycle in May, we've already far exceeded what the commission had done previously.

Chairman Senator Shawn Gumataotao: Hey, that's great news. Let me just go ahead and ask a real quick question. Are you aware, John, if the Attorney General has opted to waive the two year civil or criminal investigative work experience requirement for the Office of the Attorney General's Investigator I, the AG position, which is authorized under 17GCA Section 51105? And if it's the case, how has the new policy impacted the Office of the Attorney General's recruitment and retention efforts since the law was enacted?

Mr. John Lizama, Exec. Director, POST: I'm not aware, Senator. I can't talk on that topic. I don't have any information on it. I apologize.

Chairman Senator Shawn Gumataotao: Oh, no, that's okay. And I'm hoping that we can engage the Office of the Attorney General. I mean, it did started kind of with him and with you all. So I'm hoping we can get to that, and just one last question and I can also turn it over to Senator Salas Matanane. Regarding the issue of decertification, of POST certified individuals due to serious misconduct, criminal convictions. What information can you disclose in this oversight hearing regarding the commission's authority to decertify and the development of any corresponding decertification policies and procedures?

Mr. John Lizama, Exec. Director, POST: With regards to the decertification, there was a draft created several years ago before I started regarding the decertification process. The statute states that if an individual is terminated from employment for committing a crime, etc., then the agency is responsible for notifying the POST Commission. And then the POST Commission as the Executive Director, I will receive that and then I will make a recommendation to the commission to host a hearing to decide whether or not to decertify the individual. We're not there yet. What we have done is look at, I have to relook that procedural thing, the SOP that they created and work on that. And then I can make that recommendation to the commission. On the national side, this is amongst all POST directors, there is a National Decertification Index that the POST Commissions for all the States and Territories have established as of October of last year. The States and Territories are responsible for entering the information onto that website. That'll be used strictly for everybody under the Post Commission who falls under the International Association for Directors for Law Enforcement Standards and Training, the IDLEST. So, IDLEST, I like to call it that, has already done the NDI and it's now up to the States and Territories to start adding that information. My counterparts in the states are undergoing the same issues I am, they need manpower to do that to maintain that NDI. The other thing we're looking at and this was discussed at our POST Executive, POST Directors, Executive Directors meeting at the Federal Law Enforcement Training Center is to do to get access to the NCIC for background investigations for the recruitment procedure. So not only are we looking at the decertification, but looking at the NCIC checks to make sure that they don't have a criminal record. There's a term that we use as POST Directors. It's called the wandering officers. The wandering officer is a police officer, a peace officer that was initially certified in California, was under termination, decided to go to another jurisdiction in another state, and was picked up because the requirement was only a local background check. So now, should POST get access to the NCIC, then we'll be able to go in and verify whether or not there's any pending or any criminal charges against any applicant that applies for POST Certification. So there's progress, I need to put that back on my list of things to do as far as the decertification process. But, you know, between general force structure, certifying everybody, there's only, you know, there's only so much time in the day. I know, but we are making progress. I mean, you can see it from the fact that we're issuing certificates, that we're actually reviewing the curriculum, that we started the general force structure, that we're looking at other things.

Chairman Senator Shawn Gumataotao: No, no, and I appreciate that because I have attended the POST Commission meetings and as these issues are coming up, especially this last one about decertification, it's clear that the Chair of the POST in being the Guam Police Department Chief, made some thoughts and he expressed it, and so is, and I can totally appreciate where you're coming from too, and finding ways to be able to ensure that the checks go on another direction, like if it's NCIC, it adds another layer of a check against perhaps the wandering police officer or the like. But again, thank you for your candor on this issue, and John, thank you for being here this morning. And I want to thank, again, you and your leadership of the POST Commission for the important work that you and your staff, the one person, does each and every day in support of our law enforcement agencies, and are the men and women of our public safety community I do again thank you for that.

I want to also John, if I can and publicly I want to acknowledge the Guam Community College, as the organization's designated State Agency, really for providing the facilities and the administrative support to you and the POST Commission. This support has been critical to ensuring that the commission has the basic resources that it needs to develop, implement, and to amend peace officer standards and training requirements as we've heard this morning, impacting at least 11 departments and agencies across the Government of Guam. Again, as you mentioned, across two branches of government. These organizations, and you would agree that they do represent Guam's front line against the bad actors, the criminal enterprise that continue to threaten the safety and health of our families and our communities, and moving forward, it is our obligation as a government, through you and the Post Commission, to preserve life and property by taking a proactive approach to peace officer development and training. The work of our peace officers is serious, it is dangerous, and it is not for everyone. Peace officers must adapt and they must always be prepared for known and evolving threats. Again, across the country and you can attest, that POST academies generally provide standardized training for law enforcement organizations and Guam really is no different. The law enforcement agency members of the Guam POST Commission strive to be professional. All the members agree, including the member from the Department of Agriculture that's here with us today would agree and those that were here earlier that training is an essential component of professionalism of this important occupation in our island community. So with that said, the committee will review the information that you provided this morning, John, through this oversight hearing as we plan for the next steps policy wise. And I think you offered up quite a bit this morning. So I can say that I will be taking it back to the committee as well. There is certainly more work to do, and we need you all and the POST Commission to do that work for the benefit of all of the people of Guam. So I thank you again for being with us this morning. The Committee on Public Safety, Emergency Management and your Guam National Guard appreciates the attendance and participation of the POST Commission and Senators during this oversight hearing. Today's oversight hearing regarding the Post Commission is hereby adjourned.

The time is now 9:48 a.m. CHamoru Standard Time. Thank you again for being with us this morning.

III. FINDINGS & RECOMMENDATIONS

The Committee on Public Safety, Emergency Management, and Guam National Guard (Committee) finds the Peace Officers Standards and Training (POST) Commission was established in February 1998 through P.L. 24-145. The policy aimed at addressing issues relative to the absence of standard training requirements for Guam's peace officers, which at the time prevented the cooperation and collaboration of relevant entities in the performance of basic law enforcement duties. P.L. 24-145 led to the development of regulations and minimum professional standards that would eventually serve as the basis for the uniform recruitment operation of Guam's law enforcement entities.

Recognizing the POST Commission's role in supporting the public safety needs of our community through standard training and certification requirements, the Committee through the February 20, 2026 Oversight Hearing regarding the POST Commission discussed several topics including the Status of Force Structure Assessment and Recommendations and Updates on the Temporary POST-Commission Certification policy established through Public Law 38-50.

The February 20, 2026 Oversight Hearing highlighted immediate and long-term challenges facing the POST Commission including the development of a General Force Structure based on a comprehensive review of job requirements, compensation, and benefits across Government of Guam law enforcement agencies. The POST Commission continues its review of all law enforcement positions in the Government of Guam and has established subcommittees to review approximately 77 positions including their respective Position Description Questionnaires. The Commission is scheduled to meet in the weeks ahead to discuss conducting an initial review of entry level positions such as Police Officer Trainee, Customs Trainee, Conservative Trainee, and Department of Corrections Officer Recruit.

Regarding the Temporary POST Commission Certification policy, the Commission in collaboration with the Criminal Justice Department of the Guam Community College (GCC) has established a curriculum for what the POST Commission Executive Director described to be similar to a Supplemental Law Enforcement Cycle established by the Government of Guam to complement its Basic Law Enforcement Academy (BLEA). Eligible participants will be given 7.5 to 8 weeks to complete required training and qualifying college credits will be applied to corresponding program requirements, including Introduction to Criminal Law, Crime Law, Juvenile Delinquency, and Criminology, Trial and Evidence. The POST Commission is working with GCC to determine whether accessing resources through the Manpower Development Fund is possible at this time. The Executive Director anticipates a potential program start date of mid-May 2026.

Consistent with the Committee's efforts to support and strengthen entities under its oversight, the Committee has requested the Committee on Finance and Government Operations to include an appropriation of \$400,000 in the FY 2027 Budget Bill for a Peace Officer Force Structure and Compensation Study. If approved, the appropriation to the Department of Administration (DOA) would support the procurement of services of a consulting expert on the classification and compensation of Peace Officers as defined in the Peace Officer Standards and Training Commission Statute, 17 GCA, Chapter 51. The Committee proposes that the scope of work provisions of the contract shall be developed by DOA in coordination with the POST Commission.

The Committee finds that creating the POST Commission to standardize training requirements for Guam's peace officers must also assure Guam citizens that their officers meet prescribed standards of competency and ethical behavior. Peace Officers must be held to the highest ethical standards as their work represents the best of humanity. By taking an oath to serve and protect their fellow citizens, Peace Officers across the Government of Guam remain guardians of public safety as they work hard every day to maintain peace and order consistent with our island community's expectations regarding peace officer performance and conduct. To support their service and sacrifice, the Committee will continue to ensure through the Government of Guam's annual budget process that these public servants have the necessary resources and are compensated according to a General Force Structure developed through the POST Commission.