



SENTINEL

A Guam Police Department Publication

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GPD Launches Newsletter

This printing initiates publication of the Guam Police Department's new newsletter, the Sentinel. We are looking for persons who are interested in contributing articles. If interested, please contact one of the Sentinel's publication staff.

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YOUR MONEY MATTERS\$

WORKING FOR YOUR PAY

Katherine Taijeron

Overtime

As of the end of fiscal year 2001 the Guam Police Department owes \$574,999.68 for overtime, hazardous pay and night differential.

On August 24 and December 21, 2001 we paid out partial of FY01 third quarter overtime. Paying out the overtime becomes possible when funds are identified and the Bureau of Budget and Management Research (BBMR) will be able to release these funds to us.

Hazardous Pay

Hazardous pay was appropriated within the FY2002 budget for only 3% to 5%. GPD has continually paid hazardous pay to our police officers at 10% and our forensic personnel at 4% as has been practiced. We are able to do this using lapses within our budget. These lapses are only expected to last through the first part of the year.

Holiday Pay

Holiday Pay originally was left out of the budget for all agencies. The Guam Legislature

passed a supplemental budget, which provided \$500,000 to several agencies that had to provide services to the public throughout the holidays during the period of October 1 to December 31, 2001. Out of the \$500,000, GPD's share was \$130,755, which allowed us to pay holiday work up to December 8, 2001.

It was not realized that there was a shortage of funds to cover the Christmas holiday, until personnel attempted to key in the holiday pay and discovered that the numbers would not calculate correctly on the new AS400 payroll system. GPD continues to work with BBMR to obtain funding to cover payment for the Christmas Holiday and awaits Legislative action to appropriate funding for the rest of the fiscal year.

Uniform Stipends

The direct payment for clothing allowance stipends was submitted to Department of Administration, Accounting, on November 30, 2001. GPD issued nearly all of the uniform stipend checks on December 21, 2001. The remaining checks were issued shortly after New Year's day. These checks were issued under the FY 2002 budget.



WHO REALLY IS THE PUBLIC INFORMATION OFFICER?????

A.J. Balajadia

It has been a long standing presumption within the Guam Police organization that the sole person who could release information regarding criminal activity to news media sources was the GPD Public Information Officer. This is not true.

Did you know that as a police officer, you can release information that is deemed not critical to a case, granted the General Order addressing information release be complied with.

Say for example, a traffic accident involving a minor fender-bender. The assigned officer is authorized to furnish such

information as to the time and place of the accident; the description of the vehicles involved and a short synopsis as to what transpired. Information such as who is at cause or specifying the violator should not be done. In the same token, names of suspects should also not be released nor the circumstances surrounding the particular case.

In closing, I would like to thank all those who have helped in providing information to me and who have displayed the ability to speak with media sources. Should you have any further inquiries, contact me at 475-8508/9.

PAY RECLASSIFICATION STATUS

Wowie Marques

In 1996, then Chief of Police, Jack S. Shimizu, initiated a request for review of all uniform police positions for reclassification purposes. The review was based on the premise that significant changes in the positions have occurred since the last review in 1991 with the implementation of the Hay Study. Thus, all required documentation were provided to proceed with the review which allowed DOA to evaluate all uniform police positions in the Guam Police Department.

Due to the economic woes which the Government of Guam has been experiencing since the late 1990's, the process was held in abeyance, which further delayed our quest for reclassification.

Fortunately, there has been a resurrection in our quest for reclassification by the staff of Neighborhood Patrol Division. The reclassification effort as presented by Neighborhood Patrol Division is to request that each uniform police position within GPD have comparable pay to their counterparts in other jurisdiction in the US of equal size. They have been actively meeting with key elements of the government in pursuing the reclassification issue. Meetings with the Mayors council, members of the legislature and the Governor's staff have shed new light on the plight of our police officers and how they are expected to do more with less while continuing to perform responsibilities to the best of their abilities and resources.

In the event that the reclassification is implemented, it will address the problem of recruitment and retention thus attracting quality personnel contemplating careers with GPD. It will further alleviate officers from seeking outside employment to supplement their incomes.

It is hoped that our island leaders, both the legislature and the administration, will listen to the concerns of GPD because September 11, 2001 was a wake up call that safety is of paramount concern and Guam is no exception.

Pictured is an ad produced by Harley-Davidson, promoting the lease program for police motorcycles. GPD is engaged in efforts to lease the motorcycles, which is expected to save the Department thousands per year.

LEASE A NEW HARLEY-DAVIDSON FXDP DYNA DEFENDER™ FOR ONLY \$189 PER MONTH



FLEET TO BE SUPPLEMENTED BY NEW VEHICLES

Bradley Hokanson

Motorcycle Lease Program

The Department is in the process of negotiating a lease for ten (10) Harley-Davidson® FXDP Dyna Defender™ Motorcycles. By leasing the motorcycles, the department will be able to afford 10 bikes for what it would cost to purchase 4. GPD expects to complete the negotiations in early 2002 and the bikes will be delivered within 6 months from placing the order.

New Patrol Vehicles

GPD has submitted a requisition for twenty (20), 2002 Ford Crown Victoria Police specials. They should arrive around March of 2002 and it will take about a month to install the radios, lightbars, "cage", and graphics. These vehicles are being ordered from Triple J Motors. No local funds will be used for the purchase. The vehicles will be purchased with federal asset forfeiture and grant money at a cost of \$600K.

Opinions and Letters

Guidelines for Submitting Letters to the GPD Sentinel

- Author must be verified as a condition of printing; please include your name, address and contact telephone numbers.
- A return address on envelop is required, if mailed.
- For best chance for publishing, recommend 150 words or less.
- May be edited for accuracy and clarity or because of space limitations.
- Must be previously unpublished.

TO CONTACT US:

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We apologize! As this is the premier issue of the Sentinel, we were unable to make a call for letters prior to press time. We'd Like to Hear From You--If you have something to say, the "Opinions and Letters" column may be your opportunity.

AUTOMATION STATUS

Francis Kinsella

It has been a long time coming but we can soon expect to see some of the benefits that will come as a result of automation. Information has always been a great need in all areas of our Department. Needless to say, GPD is not new to automation. Many people don't remember that GPD was the first to implement the Traffic Records Information Management System (TRIMS) and Traffic Court Citation System back in 1976. Since then, these systems have been migrated to the respective agencies that should be hosting them.

Thanks to the Edward Byrne Memorial Formula Grant, we are currently in the process of implementing the New World Systems Aegis/MSP Law Enforcement Records and Computer Aided System (CAD) systems. For a change, we will be employing software that will specifically address our information needs. Everything we've done - from the purchase of workstations and servers in early 1997, to the implementation of local and wide area networks throughout the Department, to the acquisition of the application software - it has all been done for the purpose of automating our records system.

In addition to the Records Management System, an Optika Document Imaging System was purchased and has been installed at the Records & ID Section. This

system will facilitate the storage and retrieval of hard copies of frequently used police reports. And because the system is networked, other sections needing access to the reports can be accommodated provided authorization is granted by the Records Section. User training must be completed before production can begin on the system. The training should be occurring very soon.

Some problems with the project exist and are being addressed. The workstations purchased almost five years ago are already obsolete. A proposal to upgrade and/or replace about forty (40) of the workstations was approved in the Byrne FY2001 grant. We will be ordering the replacement systems within a couple of months. Our goal is to acquire funding to replace the rest of the obsolete equipment in sometime in FY2002.

Tentative dates for user training on the Law Enforcement Records and CAD system are being set for sometime in February 2002. Other training schedules have precluded the vendor from committing to an earlier training date. Nevertheless, a training schedule will be announced and respective users informed as soon as the dates are finalized. Once the training has been completed, the system will be placed in production mode or as it is said in automation circles, we will "GO LIVE!"

Chief's Message



INFORMATION STRAIGHT FROM THE SOURCES

Hafa Adai and welcome to the GPD Sentinel, your publication. One of the purposes of the Sentinel is to provide you with clear, concise and complete information directly from the respective sources within the department. As we are all aware, sometimes information fails to reach us as it was intended to be disseminated. As such, it is our hope that the content will serve to answer your specific questions without filtration, embellishment or interpretation.

We hope to make this a monthly publication in an effort to keep you informed. This includes any obstacles facing our agency and our progress. Some of the items addressed in this issue include matters relative to budget, overtime, vehicle fleet, pay reclassification, automation and alternative/federal funding.

Our department has continued to perform, almost miraculously, the many duties required of us through mandates. We remain greatly understaffed and under funded. Our current strength is approximately 270 officers, where we should have 450. Since December 1999, we have lost approximately 122 officers to retirement or resignation.

Additionally, we have seen our budget drop from \$27.5 million just a few years ago to \$17.5 million this fiscal year.

Further, overtime has never been adequately funded, especially now with our current personnel shortage. We have worked diligently to make overtime payments at least four times during the year. This is driven by our ability to locate and acquire outside funding. When I became Chief in April 2000, overtime for four fiscal years was still outstanding. Today, only the last four months of the last fiscal year is still outstanding. We continue to work to identify funding to close out last fiscal year. Currently, we are tabulating the overtime for the first quarter of this fiscal year and hope to issue a payment soon.

I fully understand that the shortage of personnel, the long hours and fiscal shortfalls all have a negative impact on morale. However, the bottom line is money. Our concerns have been shared with those in power to help and we are hopeful that they will be appropriately addressed.

Future issues of the Sentinel will address ongoing projects and progress. I hope that you find the Sentinel straight forward and informative. If you would like to contribute to the newsletter, please contact the editorial staff.

We have accomplished a great many things given our limited resources. I would like to personally thank all of you for your continued dedication, understanding and patience.

Special Programs: Big Results From a Small Section

The Guam Police Department has received approximately \$1.5 million in federal funds in FY 2001. What do these grant programs mean to divisions, sections and units not directly affected? The federal funds that go into these programs allow the Department to allocate local funds to areas not affected by the grants. Without these funds, the Department would have to spread its inadequate budget over a much wider area.

Recreational Boating Safety (RBS) Grant - Funding for 2001, \$200,000. Estimated funding for 2002, \$332,376.

This program funds GPD's Marine Patrol's vehicles, boats, equipment, training and maintenance of those assets. It also funds the boating registration and local Aids to Navigation programs. In addition, the program supports the Guam Fire Department's maritime search and rescue units.

S.T.O.P. Violence Against Women Program - Funding for 2000 - 2002, \$19,720

Funds under this program were awarded to GPD's Victim's Assistance Unit and the Criminal Investigation Section. The program's focus is on the identification, apprehension and successful prosecution of domestic violence, domestic homicide, serious crimes against women and child abuse.

Highway Safety Program - Proposed funding for 2002, \$932,000

The following projects were submitted for 2002, "Traffic Investigation and Data Analysis Systems

Linking" - Phase I and II which will address problems in collecting, organizing and analysis of traffic collision data. The "Selective Traffic Enforcement Project" / Unaddressed Parameters will address deficiencies in the existing STEP enforcement. The "Counter Drug and DUI Project" will sustain the existing program by providing the requires resources. The "Child Safety Project" is aimed at increasing awareness of highway safety practices and decrease traffic incidents involving the islands youth.

Community Oriented Policing Services/Universal Hiring Program (COPS/UHP)

The COPS grant program pays 75% and local funds 25% of a new police officers salary for a period of 3 years. Since 1995 GPD has received \$4,864,292 to hire officers under the COPS program umbrella. In October GPD was awarded almost \$1,246,335 to hire 20 additional officers. Once the 25% matching funds have been identified the department will hire the officers. GPD competes with all other State

and Territorial law enforcement agencies for this grant.

Edward Byrne Memorial State and Local Law Enforcement Block Grant Program

For FY2000, GPD received \$369,008 under the Byrne program. The following sections/units grant proposals were approved and funded: DEA Task Force, Neighborhood Patrol Division's Violent Street Crimes Task Force, Criminal Investigations Section, Juvenile Investigations Section, Forensic Science Division and Management Information System Section. GPD competes for this funding with all law enforcement agencies on Guam including the court and DOC. Which proposals are approved and funded is decided by the Drug and Violent Crimes Policy Coordinating Council (DVCPCC). The DVCPCC is made up of representatives from all Guam law enforcement agencies including the Superior Court, Department of Corrections and the U.S. Attorney. Each member has one vote.

Coming in Future Issues

Questions From Readers:

- Are there going to be any promotions? If so, When?
- What are the priorities to the assignments of personnel? Due to shortages, shouldn't the concentration be mainly in patrol?
- Will there be a policy on the length of assignments with certain sections, units or divisions?
- Whatever happened to the opening for volunteers to be assigned to the Task Force (FBI, DEA, ATF & USC)?
- What is the mission of this department? Are we meeting our mission?
- Why is that, when there are allegations of police brutality, the investigation is pursued immediately criminally & internally? However, it appears that cases of assaults on police officers have no urgency or nothing is done besides the perpetrator being arrested.
- When do we expect to get back our increments? Will we be getting retroactive payment for the passed increments?
- Is the department going to be recruiting more officers anytime soon?
- Should our department declare a state of emergency?

A TWIST TO OUTSIDE EMPLOYMENT

R.S.N. Perez

The Department is looking into a system of allowing police officers to be compensated by private companies to provide public safety services for profit-motivated activities. This is being

considered because we are receiving requests for police service and are not able to meet the demand. Features of the proposal are: a rotational list of volunteers, a flat rate of compensation

(currently set at \$25 per hour), and the use of official uniform and equipment. Currently, we are working on guidelines for the program and researching legal issues.