

## POLICE COLONEL

---

### **NATURE OF WORK IN THIS CLASS**

This is highly responsible management work in assisting the Chief of Police in planning, directing, and implementing law enforcement operations and activities in the Guam Police Department for the protection of life and property in Guam. The Police Colonel shall serve as the Police Commander. In the absence or incapacity of the Chief of Police, the Police Colonel shall possess all powers and responsibilities of the Chief of Police.

**ILLUSTRATIVE EXAMPLES OF WORK:** (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed.)

Exercises line command over four (4) major law enforcement operations and other units of the department.

Assists the Chief of Police in the development and promulgation of orders, policies and other operating guidelines.

Develops standards, methods, and procedures for evaluating and improving police operations and for achieving program objectives, provides direction for Operation Chiefs in the implementation of new programs.

Coordinates and maintains liaison with the various civilian and military law enforcement units and various civic groups on matters pertaining to public safety.

Directs field operations involving emergency situations or such other situations as directed by the Chief of Police.

Maintains and updates a comprehensive and current emergency plan according to departmental policy.

Develops and administers the department's annual budget.

Administers administrative policies for personnel, training and safety.

Maintains records and prepares technical and administrative reports.

Represents the Chief of Police in meetings, conferences, or related activities.

Performs related duties as required.

### **MINIMUM KNOWLEDGE, ABILITIES AND SKILLS**

Knowledge of the principles, practices, and techniques of law enforcement administration.

Knowledge of the principles, practices, and techniques of management.

Knowledge of the jurisdiction and functions of the local and federal law enforcement agencies.

Ability to interpret and make sound management decisions in accordance with pertinent law, orders, policies, procedures and other operating guidelines.

Ability to evaluate program effectiveness and initiate/recommend changes to improve law enforcement and administrative operations.

Ability to enforce laws and ordinances with tact, firmness, and impartiality.

## POLICE COLONEL

---

Ability to develop and implement administrative policies for personnel, training, and safety.

Ability to work effectively with the public and fellow employees.

Ability to communicate effectively.

Ability to exert physical force as required to perform the job.

Skill in administering law enforcement programs, operations, and activities to include record maintenance and reporting.

Skill in the use and care of firearms and other police equipment.

Skill in administering first aid.

Skill in the investigation and the arrest of criminals, and to enforce laws and ordinances as necessary for the protection of life and property.

### **MINIMUM EXPERIENCE AND TRAINING**

- A. Graduation with a Master's degree in Police Science, Criminal Justice Administration, Public Administration, *or* closely related field of discipline from an accredited institution recognized by the Council for Higher Education Accreditation (CHEA) or its successor; **AND** must have at least two (2) years of experience in the rank of Police Major, *or* equivalent law enforcement experience in administration *or* management level; *or*
- B. Graduation with a Bachelor's degree in Police Science, Criminal Justice Administration, Public Administration, *or* closely related field of discipline from an accredited institution recognized by the Council for Higher Education Accreditation (CHEA) or its successor; **AND** must have at least four (4) years of experience in the rank of Police Major, *or* equivalent law enforcement experience in administration *or* management level.

### **NECESSARY SPECIAL QUALIFICATIONS:**

- (a) Must possess a valid Guam driver's license;
- (b) Must possess a valid Guam firearms identification card if not currently employed as a government of Guam law enforcement officer [10 GCA §6.0101(a)];

**In addition to meeting the NSQs above, the following requirements must be verified upon job offer:**

- (c) Must be a United States citizen or a resident who is legally authorized to work within the United States and its territories;
- (d) Fingerprints on file;
- (e) Must not have been convicted in any civilian or military court of a felony, a crime involving moral turpitude, a crime of domestic or family violence, regardless of being pardoned or commuted by I Maga'lahren Guåhan regarding such conviction;

**POLICE COLONEL**

- (f) A police officer dismissed for cause shall be permanently ineligible for reappointment to any position in the Department. An officer who resigns for the sole purpose of negating or averting a pending or anticipated disciplinary action to dismiss the officer may be ineligible for reappointment.
- (g) Must have good moral character as determined by a background investigation;
- (h) Must be free of any physical, emotional or mental conditions, which might adversely affect the performance of duty as a peace officer;
- (i) An oral interview selection examination;
- (j) Must submit to and pass a drug screening test, including but not limited to a urinalysis test;
- (k) Psychological testing; and
- (l) Passage of a polygraph examination.

**ESTABLISHED:** July 1978

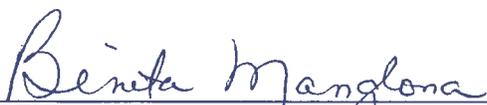
**AMENDED:** November 1982  
 July 1984  
 May 1990  
 August 1991  
 August 2002  
 January 2009  
 November 2009  
 May 2012

**PAY GRADE:** SL

**STATUTE:** PUBLIC LAW 31-70 / §77114, Title 10 Guam Code Annotated

<b>HAY EVALUATION:</b>	<b>KNOW HOW:</b>	<b>F II 3</b>	<b>400</b>
	<b>PROBLEM SOLVING:</b>	<b>E 4 (43%)</b>	<b>172</b>
	<b>ACCOUNTABILITY:</b>	<b>E 3 P</b>	<b><u>264</u></b>
			<b>839</b>

This standard was revised pursuant to PL 31-70 and supersedes the standard established July 1978 and amended November 1982, July 1984, May 1990, August 1991, August 2002, January 2009 and November 2009.

  
**BENITA A. MANGLONA**, Director  
 Department of Administration