

NATURE OF WORK IN THIS CLASS:

This is complex technical work involved in conducting independent, advanced examinations of firearms, ammunition and related evidence in criminal investigations related to firearms and gun crimes.

Employees in this class perform the full range of criminal laboratory work independently in the application of scientific principles and methods to investigate and analyze firearms related evidence to support criminal investigations. This position requires collaboration with other law enforcement and legal authorities and provides critical technical support in criminal justice proceedings on more complex and high-profile cases.

Employees may lead the work and/or training of lower-level Firearms Examiners or other junior forensic staff.

ILLUSTRATIVE EXAMPLES OF WORK: (Any one position may not include all the duties listed, nor do the examples cover all the duties which may be performed.)

Performs complex examinations of firearms, ammunition and related materials recovered from crimes scenes to identify the make, model, serial numbers and other characteristics of firearms and to assess their functionality, operability and safety.

Provides assistance at crime scenes to assess documents, collect and preserve evidence.

Conducts complex comparative analysis using forensic tools, such as comparison microscopes and 3D imaging, to examine fired bullets and cartridge cases for firearm markings, analyze tool marks, scratches and other distinguishing firearm characteristics.

Analyzes ballistic evidence; microscopically compares known fired evidence samples to evidential samples for purpose of identification or elimination of specific firearms used in criminal activities or to connect evidence to crime scenes.

Examines and collects trace evidence; attends autopsies.

Applies chemical reagents to perform serial number restorations.

Performs shot pattern examinations, gunshot residue examinations, trajectory analysis, distance determinations and crime scene reconstructions.

Transport and handles investigative evidence according to established protocols to maintain chain of custody, prevent contamination and ensure integrity of evidence.

Provides expert testimony in court regarding examination findings and methodology of analysis of firearms and ballistic evidence.

Prepares detailed written reports documenting examination findings and conclusions of firearms and ballistic evidence for law enforcement, prosecutors and defense attorneys.

Collaborates with law enforcement officers, forensic experts, prosecutors and other interested parties to ensure timely and accurate analysis of firearms related evidence in criminal investigations.

Utilizes the Automated Ballistic Identification Systems (ABIS) to electronically compare ballistic evidence and generate potential associations for further examination.

Adheres to all standard operating procedures and safety protocols during evidence collection, examinations and laboratory analysis.

Provides training and mentors lower-level Firearms Examiners or other junior forensic staff to advance technological knowledge and skills in firearms examination.

Perform related duties as required.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of technical law enforcement terminology.

Knowledge of classification and identification of different types of firearms, ammunition components and firearm mechanisms.

Knowledge of the principles and techniques used in ballistic testing and analysis, including firearm markings on bullet and cartridge cases.

Knowledge of the use of comparison microscopes and other forensic tools to link firearms to crimes.

Knowledge of criminal law, evidence handling and investigative procedures related to firearms and ballistic evidence.

Knowledge of safety protocols, procedures and legal regulations for firearms analysis.

Ability to identify different firearm types and mechanisms and conduct thorough and accurate examinations of firearms, ammunition and ballistic materials.

Ability to apply scientific methods and critical thinking to solve complex forensic issues related to firearms, firearms identification, ballistics and forensic analysis.

Ability to perform advanced forensic analysis independently, using specialized tools and techniques.

Ability to make comparisons of known fired evidence samples to evidential samples for purpose of identification or elimination.

Ability to apply the methods and procedures of evidence collection and preservation.

Ability to follow oral and written technical instructions, make accurate observations and work in a safe and prudent manner.

Ability to communicate effectively orally and in writing; and maintain records and prepare detailed reports.

Ability to read, understand and follow departmental policies, rules, instructions, laws and ordinances, including the Guam Police Department's General Orders, Special Orders and Unit Directives.

Ability to establish and maintain effective working relationships with coworkers, police personnel, other forensic laboratories or law enforcement agencies, and the general public.

Ability to supervise the work of junior forensic staff

Ability to train and mentor junior forensic staff to ensure proper application of forensic techniques.

Ability to present complex forensic findings as an expert witness in court.

Skill in the use and maintenance of forensic laboratory tools, apparatus and equipment, such as comparison microscopes, bullet traps, cameras and other ballistic testing devices.

Skill in the safe operation of a motor vehicle.

MINIMUM EXPERIENCE AND TRAINING:

- A. Three (3) years of experience in a forensic science laboratory, with at least two (2) years of experience performing firearms examination, identification and ballistics analysis and graduation from a recognized college or university with a bachelor's degree in forensic science, Criminal Justice, Physics, Chemistry, Biology, or closely related field; **or**
- B. Any equivalent combination of experience and training beyond a bachelor's degree which provides the minimum knowledge, abilities and skills.

NECESSARY SPECIAL QUALIFICATIONS

- a. Must possess a valid Guam Driver's License.
- b. Must possess or be able to obtain a valid Guam firearm identification card within 30 days of employment.
- c. Must submit to fingerprinting and pass a background investigation.

PREFERRED QUALIFICATIONS:

Completion of specialized training in firearms examination and ballistics training programs (such as the National Firearms Examiners Academy (NFEA) or similar institutions) or advanced certification in firearms examination, ballistics analysis or forensic science is preferred.

Certification by the Association of Firearm and Tool Mark Examiners (AFTE) or similar professional certifying organization is preferred.

ESTABLISHED: **AUGUST 2026**

PAYGRADE: **N (GPP)**

HAY EVALUATION:	KNOW-HOW:	E I 2	230
	PROBLEM SOLVING:	E 3 (38%)	87
	ACCOUNTABILITY:	E 1 C	100
	TOTAL POINTS:		417



EDWARD M. BIRM
Director of Administration



LOURDES A. LEON GUERRERO
Governor of Guam