



**PORT OF GUAM**  
ATURIDAT I PUETTON GUAHAN  
Jose D. Leon Guerrero Commercial Port  
1026 Cabras Highway, Suite 201, Piti, Guam 96915  
Telephone: 671-477-5931/35 Facsimile: 671-477-2689/4445  
Website: [www.portguam.com](http://www.portguam.com)



Lourdes A. Leon Guerrero  
Governor of Guam  
Joshua F. Tenorio  
Lieutenant Governor

**AN EQUAL OPPORTUNITY EMPLOYER**

# **ANNOUNCEMENT**

**OF**

**OPEN AND PROMOTIONAL COMPETITIVE EXAMINATION  
FOR THE FOLLOWING CLASS TO  
ESTABLISH A LIST**

<b>Position Title:</b>  <b>PORT POLICE I</b>	<b>Job Announcement No:</b>  <b>22-25</b>
<b>Grade: GG</b> <b>MINIMUM</b> <b>MAXIMUM</b> Step 7/Sub-Step D      Step 8/Sub-Step D \$37,828.00                      \$39,364.00	<b>Opening Date:</b>  <b>JUNE 24, 2025</b>
<b>Promotion:</b> *Salaries beyond the maximum range will be allocated in accordance with promotional guidelines.	<b>Closing Date:</b>  <b>JULY 7, 2025</b>

**JOB LOCATION:** The position is located at Port Police division at the Port Authority of Guam.

**AREA OF CONSIDERATION:** Open to the public, Port Authority of Guam, and Government of Guam Employees.

It is the policy of the Port that there shall be no discrimination against any person on the basis of race, color, sex, including sexual harassment and orientation, religion, national origin, age, marital status, creed, physical or mental disability, or political affiliation or retaliation, except for positions requiring bona fide occupational qualifications.

**NATURE OF WORK:** This is entry level and above Port security work which involves the protection of life and property through the enforcement of Port security rules and regulations, Guam Criminal and Motor Vehicle codes, another applicable federal and local security programs, laws, rules and regulations.



Employees in this class are required to undergo training in law enforcement work. Work is performed under the guidance and/or immediate supervision of the Security Supervisor or above.

Performance of work is closely reviewed for compliance with established policies and procedures. Work review is accomplished by on-the-scene observation, frequent inspections, discussions and submission of reports. On-the-job training commences upon employment combined with formal classroom and practical training at the Guam Community College Police Academy or other approved training institutions.

**ILLUSTRATIVE EXAMPLES OF WORK:** *(These examples do not list all the duties and responsibilities, which may be assigned; nor do the examples cover all the duties and responsibilities, which may be performed.)*

During the training period, the employee carries out assigned duties under the close instruction and/or guidance of the Security Supervisor or above in performing the following duties. Stands guard on a security post to enforce security rules and regulations, patrols grounds on foot or with vehicle checking buildings and premises to guard against fire, theft or vandals; enforces rules and regulations for the prevention and the protection against fire, theft, vandalism, disturbances or other unusual circumstances, investigates suspicious conditions in the event of criminal or unusual activity. Prepares and maintains log books, records and files work activities; submit incident reports during tour of duty as applicable. Coordinates and directs traffic movements in the Port of Guam as assigned; writes tickets for illegal parking, speeding or other traffic offense(s). May make arrests for violations of laws and ordinances. Receives complaints and reports; provides the public with information and directions upon request. Performs related duties as required. Knowledge of the methods and practices of guard work. Ability to learn, interpret and apply the Agency's security rules and regulations, Guam Criminal Code and Motor Vehicle codes, and applicable federal and local security programs, laws, rules and regulations relating to the protection of life and property at the Port of Guam premises.

**MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:** Ability to enforce laws, rules, regulations and procedures with tact, firmness and impartiality; ability to observe, collect and analyze information relating to criminal activities; ability to locate, collect and preserve evidence; ability to exercise sound judgement in the performance of duties; ability to make arrests and testify in court; ability to work effectively with the public and employees; ability to communicate effectively; ability to maintain records and prepare reports; skill in safe use of small firearms and skill in the safe operation of a motor vehicle.

**MINIMUM QUALIFICATION REQUIREMENTS:**

- A. One year of experience as a guard involving protection of property and/or personnel and graduation from high school or GED; or

- B. Any equivalent combination of training and experience, which provides the minimum knowledge, abilities and skills.

**NECESSARY SPECIAL QUALIFICATIONS:**

- A. United States Citizen;
- B. Age – 18 years of age at time of filing;
- C. Possession of a valid operator's license and firearms permit.

In accordance with 27 Guam Administrative Rules – Public Safety, Chapter 3 – Guam Peace Officer Standards & Training (P.O.S.T.) Commission Administrative Rules. Section 3104. Pre-Employment Requirements. States:

Applicants that request the Commission to review their education and training transcripts and/or certificates to determine whether they meet an equivalency to Commission standards must also provide the following prior to being hired or as deemed appropriate:

1. **Clearances:** All applicants for peace officer certification must provide police, court and traffic court clearances.
2. **Driver's License:** All applicants must possess a valid Guam Motor Vehicle Operators license with the necessary applicable endorsements, i.e., motorcycle, chauffeur, etc.
3. **Physical and Psychological Fitness:** All applicants for the **Port Police I** position must provide medical certification that they can pass the Physical Fitness Qualification Test (PFQT), a uniform minimum physical fitness standard, which is hereinafter established by the Commission, and a certificate as to the absence of mental or emotional conditions that would adversely affect performance as well as certification that they have completed training in working with people with disabilities and training in working with people with mental health challenges.
4. **Firearms Identification Card:** All applicants must be eligible to possess and maintain a valid Guam firearms identification card if it is required by their job description.
5. **Drug Testing:** All applicants must pass a drug test prior to being hired and throughout their tenure as peace officers.
6. **Reading and Writing Proficiency:** All applicants must provide proof of satisfactorily passing an exam or course evidencing proficiency in reading and writing English administered by an institution recognized or sanctioned by the P.O.S.T. commission

**EDUCATION REQUIREMENT:** Applicants claiming education accomplishment, such as, degrees or credits are required to submit official or verified copies of university or college transcripts.

Pursuant to Public Law 29-113, all new employment in the service of the Government of Guam, shall have as a reasonable measure of job performance, minimum requirement of high school diploma or a successful completion of General Education Development (GED) test or any equivalent of a general education high school program, apprenticeship program or successful completion of certification program, from a recognized, accredited or certified vocational technical institution in specialized field required for the job.

This section *shall not* be applicable to the Summer Youth Employment or any person with a disability, which prevent him or her from complying with this requirement consistent with the Americans with Disabilities Act or its successor's laws.

Documents to verify the training and experience that are required, must be submitted with the employment application form before evaluation can be made. Only training and experience supported by satisfactory documents will be credited.

**PROHIBITION:** Pursuant to Public Law 28-98, *"No person convicted of a sex offense under the provisions of Chapter 25 of Title 9, Guam Code Annotated, or an offense as defined in Article 2 of Chapter 28, Title 9, Guam Code Annotated in Guam, or an offense in any jurisdiction which includes, at a minimum, all of the elements of said offenses or who is listed on the Sex Offender Registry shall work in any agency or instrumentality of the Government of Guam."*

**SUITABILITY DETERMINATION FORM:** Your employment application will not be deemed complete unless the Suitability Determination Form is completely filled out, signed and dated. If this is not complete, or missing from your application, your application for this position will be rejected.

**TRANSPORTATION WORKER CREDENTIAL IDENTIFICATION (TWIC) REQUIREMENT:** Applicants selected for the Port Police I position would need unescorted access to secured areas of the Port facilities or vessels and will be required to obtain a TWIC card. Upon selection for the position and if you do not have a TWIC card, you will be required to enroll with Transportation Security Administration (TSA).

**DRUG SCREENING:** Applicants selected for and offered employment with the Port shall undergo and pass a mandatory drug test before being employed. Failure to submit to or pass such drug test shall be grounds for rescinding the offer of employment.

**EMPLOYMENT MEDICAL EXAMINATION:** All applicants accepting employment must undergo a medical examination and be declared by the physician as capable of performing the duties of the position being hired for.

**EXAMINATION REQUIREMENTS:** All applicants will be evaluated and will be rated on a scale between 70.000 to 100 percent based on their training, education and experience in relation to the minimum requirements of the position.

**INTERVIEW PROCEDURES:** If the position is filled, a panel of interviewers designated by the General Manager will conduct personal interviews.


**PREFERENCE POINTS:** Applicants wishing to claim **Disability** Preference should submit a Government of Guam Disability Certification form, certified by Director of Public Health & Social Services. Applicants claiming **Veteran's** preference is required to submit a copy of their DD214 (Military discharge form, Member 4 copy). Those claiming **Compensable Disability** are required to provide a copy of a letter from Department of Veterans Affairs, which specifically states entitlement to civil service preference for a service connected disability.

**WORK ELIGIBILITY INFORMATION:** Public Law 99-603 (8 USC Section 1324A) requires the Port to verify the identity and work eligibility of all newly hired employees. All new employees shall be required to provide proof of identity and work eligibility to work in the United States. The Port is required to comply with this law on a non-discriminatory basis. If you are hired to fill a position in the Port, you will be required to present valid document that will establish your identity and work eligibility. Any one of the following documents will be required: Birth certificate (original), Government of Guam Identification Card, U.S. Passport, Social Security Card (original), Naturalization or "Green" card; or other proof of work eligibility.

**HOW AND WHERE TO APPLY:** Applicants must submit an Application of Employment to the Human Resources Office, 1st floor of the Port Authority of Guam Building, Cabras Island, Monday to Friday, 8:00 a.m. to 5:00 p.m.

**Individuals with disabilities who require special accommodations should contact the Human Resources Office prior to any scheduled examinations or interviews.**

Please contact the Human Resources Office at 477-5931-4, extensions 244, 245, 247, 248, or 246 should you need additional information.

  
SHAWN B. CEPEDA  
Personnel Services Administrator

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