



GUAM ETHICS COMMISSION

Kumision i Ginihan Areklamenton Guåhan

134 West Soledad Avenue, Suite 406 BOH Building, Hagatna GU 96910
Tel: (671) 969-5625 | Fax: (671) 969-5626
Email: info@ethics.guam.gov

Transmitted Via Electronic Mail

July 30, 2025

Honorable Lourdes A. Leon Guerrero
Governor of Guam
Office of the Governor
513 W. Marine Corps Drive
Hagåtña, Guam 96910

Honorable Frank F. Blas, Jr.
Speaker, 38th Guam Legislature
I Mina'trentai Ocho Na Liheslaturan Guåhan
Guam Congress Building
Hagåtña, Guam 96910

Honorable Benjamin J.F. Cruz
Public Auditor
Office of Public Accountability
238 Archbishop Flores Street
Suite 401, DNA Building
Hagåtña, Guam 96910

Honorable Douglas B. Moylan
Attorney General of Guam
Office of the Attorney General of Guam
134 W. Soledad Avenue,
4th Floor, Suite 412
Hagåtña, Guam 96910

Re: Reporting Requirements for Boards and Commissions – July 2025

Hafa Adai, Governor Leon Guerrero, Speaker Blas, Public Auditor Cruz, and Attorney General Moylan,

On behalf of the Guam Ethics Commission, respectfully transmitted herewith are the reporting requirements of 5 GCA Chapter 8 § 8113.1 regarding the Guam Ethics Commission's regular meeting held on July 25, 2025.

If I can provide further assistance or clarification, please feel free to contact me through email at nico.fujikawa@ethics.guam.gov.

Si Yu'os Ma'ase!

NICO A. C. FUJIKAWA,
Executive Director

Enclosure: Guam Ethics Commission July 25, 2025, Meeting Packet



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GUAM ETHICS COMMISSION

MEETING PACKET

July 25, 2025

12:30 PM



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COMMISSIONERS

Daphne M. Leon Guerrero
Chairwoman

Robert S. Jack, MD
Vice-Chairman

Margaret E.R. Tyquiengco

Christopher A. Cruz

Marilyn R. Borja

Shannon J. Murphy

Regular Meeting
Friday July 25, 2025
12:30 PM

AGENDA

- I. Call to Order / Roll Call of Members**
- II. Approval of Minutes**
 - a. May 5, 2025 – Regular Meeting
 - b. May 27, 2025 – Regular Meeting
 - c. June 11, 2025 – Emergency Meeting
- III. Executive Director's Report**
- IV. Executive Session** 5 GCA 8 §8111
- V. Closed Proceedings** 4 GCA 15 §15401
- VI. Old Business**
- VII. New Business**
 - a. Resolution 2025-002- Relative to Affirming the Guam Ethics Commission's Appointment of Nico A.C. Fujikawa to serve as the Executive Director
- VIII. Announcements**
- IX. Adjournment**

COMMISSION STAFF

Nico A.C. Fujikawa
Executive Director

Guam Ethics Commission Regular Board Meeting—Minutes

Date: May 5, 2025

Time: 12:49pm

Location: Zoom/In Person long

I. Call to Order / Roll Call of Members

- a. Members Present:
 - I. Chairwoman Daphne Leon Guerrero
 - II. Vice Chairman Dr. Robert Jack
 - III. Margaret E.R. Tyquiengco, Commissioner
 - IV. Marilyn Borja, Commissioner
 - V. Shannon J. Murphy, Commissioner (Online)
- b. Members Absent
 - I. Christopher A. Cruz, Commissioner
- c. Staff Present:
 - I. Reuben Bugarin, Acting Executive Director
- d. Others Present:
 - I. Nico A.C. Fujikawa
 - II. Joseph McDonald, Legal Counsel

II. Approval of Minutes

- III. Executive Director's Report-
- IV. Executive Section 5 G.C.A. 8 §8111
- V. Closed Proceedings – 4 G.C.A 15§15401
 - ETH-24-015-UT-202 / ETH-25-102-UT-202 / ETH-25-103-UT-202

VI. Old Business- none

VII. New Business-

- a. Executive Director Search
 - Chairwoman Leon Guerrero moved directly into new business to allow for Mr. Nico Fujikawa to address the commissioners.
 - Mr. Fujikawa thanked the commissioners for inviting him to the regular meeting and stated his excitement to discuss any matters further with the Commissioners.
 - After the Commissioners stated that they had no further questions, Chairwoman Leon Guerrero asked if Mr. Fujikawa could provide his elevator pitch and his vision for the Commission.
 - Mr. Fujikawa stated his strong passion for the island, and that the commission has a great opportunity to grow after having been established in the middle of the pandemic. He expressed his desire to have the commission rebrand and to get out into the community and use that opportunity to gain trust from the people and be proactive in holding each other accountable. He acknowledged that although our culture and ethics do not usually mix there is a way to find balance with both. He stated the currency of the Commission is "trust" and how we measure that trust can help as a guide for tangible results for our community.

- Vice Chairman Dr. Jack, asked how we would be able to measure the public's trust?
- Mr. Fujikawa stated that we would first establish a framework using research methods to survey the community in both the public and private sector on how actions sway their confidence in public officials. He stated a "Trust Barometer" can help agencies and the commission to better leverage the education aspect of the ethics trainings. He mentioned working at all levels, even at the departmental level of agencies, would assist in empowering the community.

Motion: Commissioner Borja motioned to enter executive session.

Seconded: Vice Chairman Dr. Rober Jack

Discussion: None

Decision: Motion Carries

Executive Session Start Time: 12:58pm

Executive session End Time: 1:10pm

- Chairwoman Leon Guerrero stated that it was brought to the Commissions attention in executive session, that in order to make any hiring decision, there needs to be a court recorder present. In this regard they will need to reschedule another meeting, possibly on May 20, 2025, and will move to adjournment.

VIII. Announcements – None

IX. Adjournment-

Motion: Commissioner Tyquiengco motion to adjourn the meeting at 1:12pm

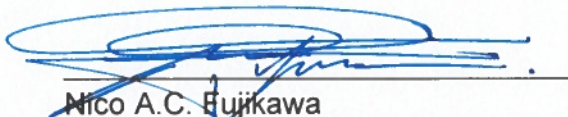
Seconded: Commissioner Borja

Discussion: None

Decision: Motion Carries

I certify that the record above is true and correct.

Attested By:



Nico A.C. Fujikawa

Executive Director, Commission Secretary

Guam Ethics Commission Emergency Board Meeting—Minutes

Date: May 27, 2025

Time: 10:20am

Location: Zoom/In Person long

I. Call to Order / Roll Call of Members

- a. Members Present:
 - I. Vice Chairman Dr. Robert Jack (In-person)
 - II. Margaret E.R. Tyquiengco, Commissioner (In-person)
 - III. Chairwoman Daphne M. Leon Guerrero (online)
 - IV. Christopher A. Cruz, Commissioner (online)
 - V. Shannon J. Murphy (online), Commissioner (online)
- b. Members Absent
 - I. Marilyn Borja, Commissioner
- c. Staff Present:
 - I. N/A
- d. Others Present:
 - I. Nico A.C. Fujikawa

II. Approval of Minutes

III. Executive Director's Report

IV. Executive Section 5 G.C.A. 8 §8111

V. Old Business

VI. New Business-

a. Appointment of the Executive Director

- Chairwoman Leon Guerrero stated that in light of the interviews conducted in April 2025, the search committee had selected their top candidate, Nico Fujikawa. Chairwoman Leon Guerrero proposed to proceed with the hiring of Mr. Fujikawa for the Executive Director position of the Ethics Commission, with the understanding that Mr. Fujikawa had openly disclosed an ongoing personal lawsuit, and after consulting with legal counsel, there is no conflict in the hiring of Mr. Fujikawa for the Executive Director position. Chairwoman Leon Guerrero also stated that provided that if there were any situation that would affect his case, he would recuse himself.
- Commissioner Tyquiengco agreed with Chairwoman's sentiment and statement.
- Chairwoman Leon Guerrero asked to put it to a vote and requested Vice Chairman Dr. Robert Jack to call for the vote.

Motion: Vice Chairman Dr. Robert Jack called a vote for the hiring of Mr. Nico Fujikawa as the new Executive Director

Decision: Motion Carries

(Yay – 4 / Nay – 1)

- Chairwoman Leon Guerrero asked if any further discussion was needed on this, with Commissioners Murphy, Tyquiengco, Dr. Jack all confirming to proceed.

- Mr. Fujikawa asked to say a few words and expressed his appreciation for the Commission's faith in him. He stated his understanding that this is now a rebuilding phase for the Commission and an opportunity to pivot the energy and evolve moving forward. He stated he is excited to rebuild a team that the Commission can have confidence in.
- Chairwoman Leon Guerrero asked what the timeline for Mr. Fujikawa would be for him to begin as Executive Director. Mr. Fujikawa stated this contract with his current employer would end and he can begin the following week. Mr. Fujikawa asked if the Commissioners would like for him to reach out to the Dept. of Administration and the Commission's Legal Counsel to review the powers and jurisdiction.
- Chairwoman Leon Guerrero agreed and recommended to utilize "Conflict Counsel" Mr. Vicent Camacho and stated the commission will reach out to Counsel and advise of the Commission's decision.
- Chairwoman Leon Guerrero stated concerns that no staff are available in the office, and DOA has yet to approve a request for a temporary transfer.
- Commissioners after some discussion requested to formalize their decision through an official motion by the board:

Motion: Vice-Chairman Dr. Jack motion to approve the hiring of Mr. Nico Fujikawa as the new Executive Director

Seconded: Chairwoman Leon Guerrero

Discussion: None

Decision: Motion Carries

(Yay – 4 / Nay – 1)

VII. Announcements – None

VIII. Adjournment-

Motion: Commissioner Murphy motion to adjourn the emergency meeting at around 1:30pm

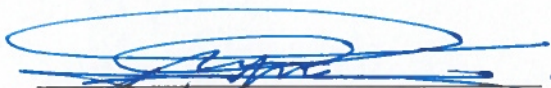
Seconded: M. Tyquiengco

Discussion: None

Decision: Motion Carries

I certify that the record above is true and correct.

Attested By:



Nico A.C. Fujikawa

Executive Director, Commission Secretary

Guam Ethics Commission Emergency Board Meeting—Minutes

Date: June 11, 2025

Time: 1:20 p.m.

Location: Zoom/In Person

I. Call to Order / Roll Call of Members

- a. Members Present:
 - i. Chairwoman Daphne M. Leon Guerrero
 - ii. Vice Chairman Dr. Robert Jack
 - iii. Christopher A. Cruz, Commissioner
 - iv. Margaret E.R. Tyquiengco, Commissioner
 - v. Shannon J. Murphy (online), Commissioner
- b. Members Absent
 - i. Marilyn Borja
- c. Staff Present:
 - i. N/A
- d. Others Present:
 - i. Nico A.C. Fujikawa

II. Approval of Minutes

III. Executive Director's Report

IV. Executive Section 5 G.C.A. 8 §8111

V. Unfinished Business –

- a. Appointment of the Executive Director

Motion: M. Tyquiengco motion to hire Nico Fujikawa as Executive Director

Seconded: R. Jack

Discussion: None

Decision: Motion Carries

Vote: Yay: 3/ Nay: 1

VI. New Business- None

VII. Announcements – None

VIII. Adjournment-

Motion: M. Tyquiengco motion to adjourn the emergency meeting at 1:23pm

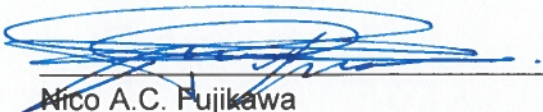
Seconded: C. Cruz

Discussion: None

Decision: Motion Carries

I certify that the record above is true and correct.

Attested By:



Nico A.C. Fujikawa

Executive Director, Commission Secretary



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EXECUTIVE DIRECTOR'S REPORT

Updates- 7/25/2025

a. Strategic Roadmap – Year1 Presentation

b. Ethics Recruitment

- Our office received a certified list of applicants for the Administrative Assistant on July 8, 2025, after closing the application period back in April. However, we were informed by DOA that neither myself nor any of the Commissioners can sit on the interview panel for the position due to myself being the approving authority and the Commissioner's not being government employees.
- The Ethics Investigation and Compliance Officer I position was reannounced and closed on April 17, 2025. However, after reviewing the budget submission the position was not accounted for in our overall budget request.

c. Guam Ethics Commission - Annual Report

- Pursuant to §15401(f), a draft annual summary of decisions and orders made by the Commission from March 2024 – March 2025 is provided for the Commission's preliminary review. This was provided back in April and upon Commissioners' approval we can release a post to our website.

d. Ethics Training Update

- The Ethics In-Person Trainings have been temporarily put on hold due to the staff transition and pending our trainer's availability. We anticipate restarting training and certification in either August or September and upon the hiring of support staff.



Guam Ethics Commission's
Strategic Roadmap
July 25, 2025
Presented By: Nico Fujikawa

1

Agenda


- The Vision
- What We want to Achieve
- How We're going to Achieve It
- Roadmap Year 1
- What lies ahead

2

Vision

Exemplify the highest ethical standards and cultural integrity in the Marianas, by Engaging our community, Educating our people, and Empowering our future!

ENGAGE. EDUCATE. EMPOWER!

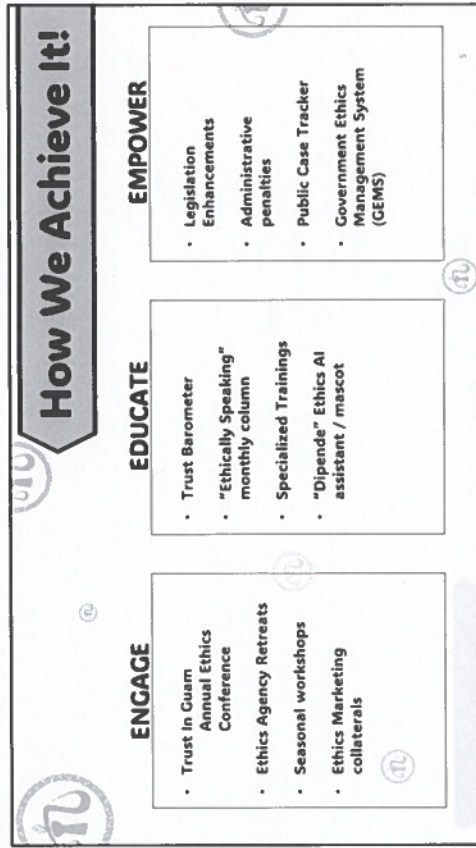


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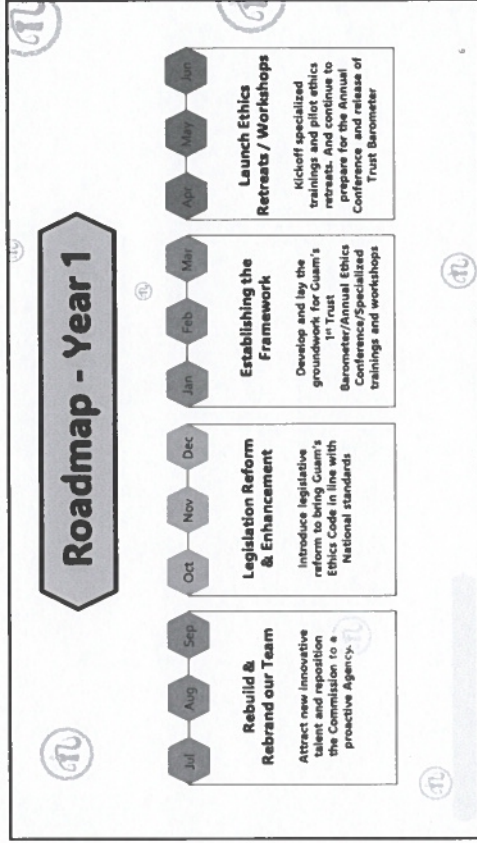
What we want to Achieve

- Enhance Public Trust
- Greater Transparency
- Island wide Collaboration
- Strengthen Integrity
- Inspire Courage

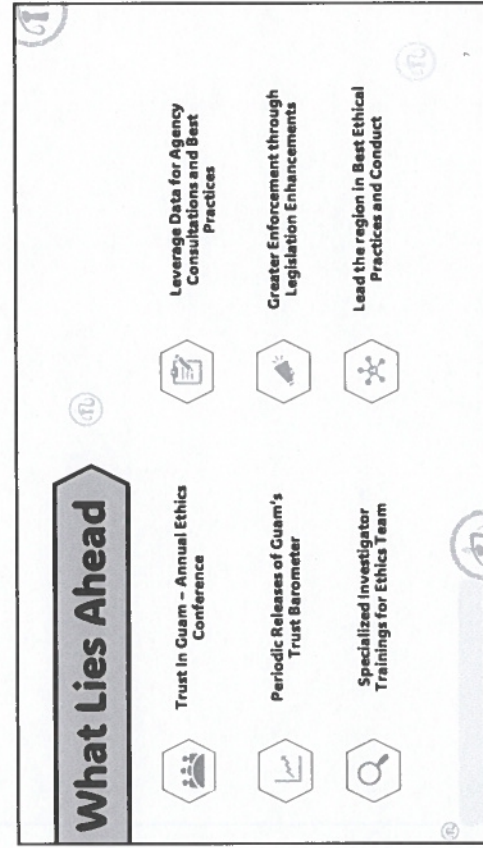
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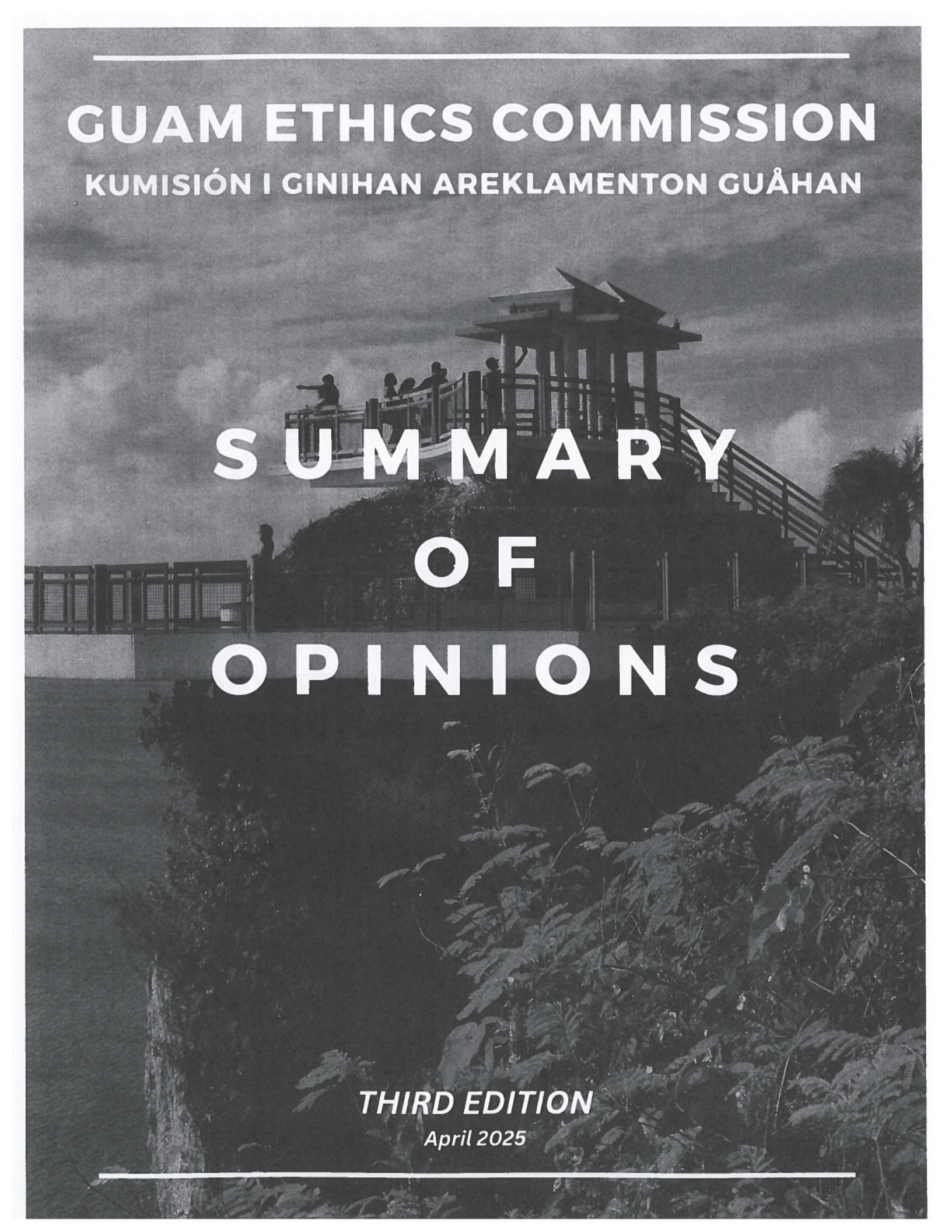
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GUAM ETHICS COMMISSION

KUMISIÓN I GINIHAN AREKLAMENTON GUÅHAN



SUMMARY OF OPINIONS

THIRD EDITION

April 2025

WHERE WE ARE NOW

The Guam Ethics Commission was created through the enactment of Public Law 23-105, and became an active part of the government in 2019 with the promulgation of Executive Order 2019-06. Its enabling law, the Standard of Conduct for Elected Officers, Appointed Officers and Public Employees of the Government of Guam, codified at 4 GCA Ch. 15 (the “Ethics Standards”) provides for the organization of the Commission, its administrative authority, and its jurisdiction. In Fiscal Year 2021, the Guam Legislature dedicated funds for essential personnel enabling the Commission to begin operation and meet its objectives. Since then, this esteemed body has been diligently working to promote the ethical practices by government employees and elected officials.

The Commission’s mandate is to uplift the public’s confidence in government employees, programs, and operations by ensuring the practice and promotion of the highest standards of ethical behavior in the Government of Guam. Its purpose is to review complaints concerning the conduct of officers and employees through the procedures in the Ethics Standards and provide guidance on ethical conduct through informal and formal opinions and coordination with the Attorney General and the Public Auditor.

As part of this directive, the Commission is responsible for helping to ensure that Guam’s public officials and employees are aware of the Ethics Standards and conduct for public officials. This includes reviewing officials and employees compliance with laws related to accepting gifts, fair treatment, avoiding conflicts of interest in government contracting, and post-employment activities. Additionally, financial statements and disclosures must be regularly filed by elected officials, board and commission members, and certain other personnel of the Government of Guam.

GovGuam officials and employees number approximately 12,000 individuals. This covers personnel from all three branches of government—legislative, executive, and judicial (excluding judges) as well as members of boards or commissions appointed by the Governor.

DUTIES

Guidance

The process for the Commission to determine violations of the Ethics Standards are provided in Section 15401 (b). Charges may be investigated and if supported by sufficient evidence, an informal advisory opinion is rendered. The employee or official is then given opportunity to comply, or the Commission is authorized to render a formal opinion after which a hearing is held to determine whether the charges are supported by a preponderance of the evidence. These proceedings and the opinions are confidential; however, they may be published in summary form with redactions to prevent disclosing the identity of the employee.

Educational Training

Following the enactment of Public Law 36-25, all government of Guam employees must attend and complete the Ethics in Government Program hosted by the Guam Ethics Commission. All new government of Guam employees hired after May 2021 are required to attend ethics in government training within the first six (6) months of his or her employment as opposed to thirty-six months for those hired prior to May 2021.

Ensuring Compliance with Disclosure Laws

Disclosure statements filed by government of Guam officials and certain high-ranking employees are maintained by the Guam Ethics Commission during the term of office of the employee, and for a period of three years thereafter. Our government's transparency and accountability are bolstered by these filing requirements. The Commission undertakes the task of reviewing compliance with the Public Official Disclosure Act and, thus holding them accountable for their actions.

Enforcing Ethics Laws

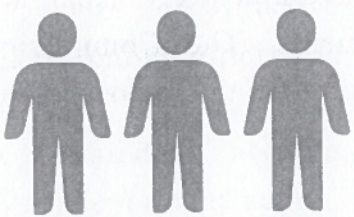
The Commission is tasked with receiving and reviewing grievances of official misconduct and allegations of ethical violations. The Commission is empowered to subpoena witnesses and administer oaths in relation to matters before the Commission. Furthermore, the Commission can require the production of documents for examination, including books, papers or electronic records related to a matter being investigated.

ETHICS IN GOVERNMENT PROGRAM WORKSHOP

In May 2021, Governor Leon Guerrero enacted Public Law 36-25 requiring ethics training for all government of Guam employees. The Commission took on the challenge and began the ethics workshop within eight months of its operations. Due to the Covid-19 pandemic, workshops were initially conducted virtually via ZOOM.

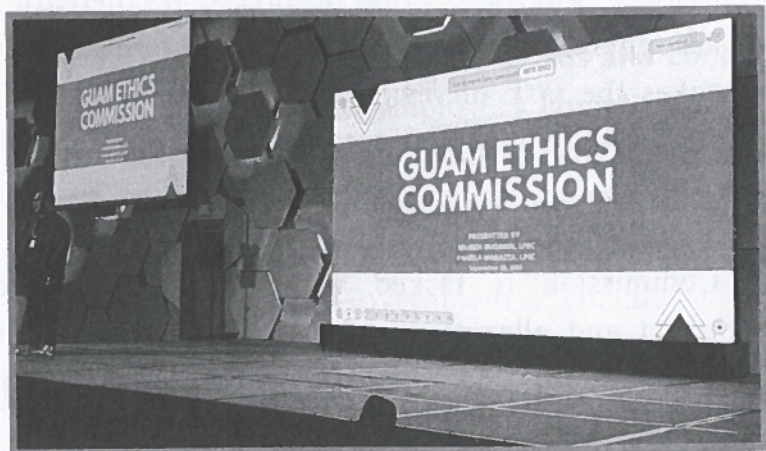
In addition to the in-person and virtual Zoom workshops, the Commission launched its online training module in January 2023. The online module is available on the Commission's website at <https://www.guamethics.com/training/online-training>.

The Commission conducted its largest Ethics Training in August 2025, training 3,000 Guam Department of Education employees. As of today, the Commission has fulfilled its duty of training all government of Guam employees, officials, and board members. This impressive achievement demonstrates our commitment to helping public officials and government officials alike, understand ethical practices while on the job.



100 %

**GOVERNMENT OG GUAM
EMPLOYEES TRAINED!**



LEGISLATION

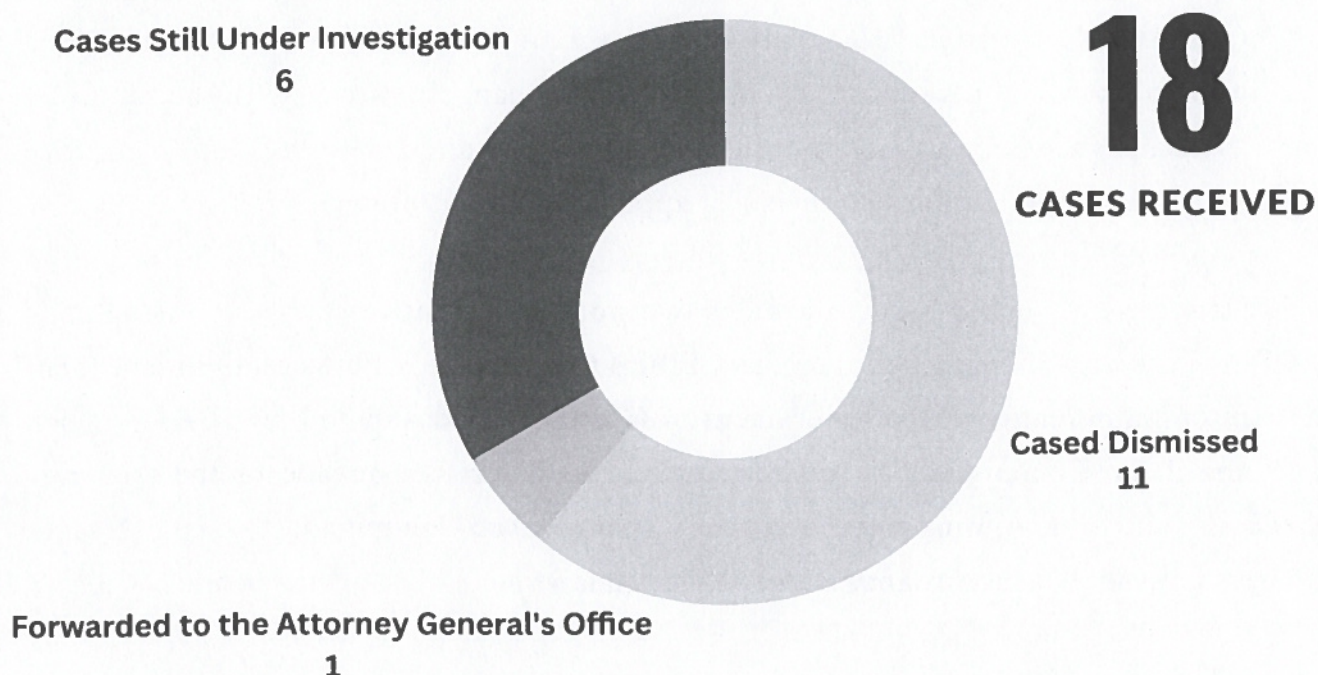
The Commission, first established in 1996, was left dormant until the first members were confirmed in 2019. Without a budget or any operational infrastructure, Executive Order No. 2019-06 assigned the Civil Service Commission to provide the Guam Ethics Commission administrative assistance. Thanks to the passage of Public Law 35-99, the Commission was granted its first legislative appropriation, and with it came much needed resources to establish operations. This marked a significant milestone. With the resources appropriated, the Commission recruited an executive director to set up the office operations and began a thorough review of applicable ethics statutes.

The Commission worked hard to achieve two notable legislative changes. First, Public Law 36-28, which strengthened the Guam Ethics Commission's status as an independent and autonomous entity of the government of Guam. Second, Public Law 36-67— which authorized the Commission to retain necessary legal services outside of the Attorney General's office. By uniting these two policy changes, the Commission is empowered to address grievances in accordance with established law.

ENFORCEMENT

On March 8, 2022, the Guam Ethics Commission officially opened its doors to receive complaints. The Commission operates within compliance of 4 GCA Chapter 15, receiving and carefully reviewing all complaint allegations in a confidential manner. The Commission may elect to begin formal charges against an alleged violator if there is probable cause to believe ethical standards have been violated. The person charged will be given an opportunity to respond and the Commission shall hold a hearing if there is reason to believe a violation has been committed.

In this edition, the Commission processed 18 official complaints involving allegations of ethical misconduct. Of those cases, 11 have since been dismissed and one (1) was forwarded to the Office of the Attorney General. Six (6) are still under investigation. Specifically, 11 stemmed from allegations of violations of the Prohibition Against Unfair Treatment, four (4) involved alleged Conflicts of Interest, one (1) involved Confidential Information and two (2) fell beyond the authority of the Commission's jurisdiction.



Prohibition Against Gift	-
Required Reporting of Gifts	-
Employee Use of Confidential Info.	1
Prohibition Against Unfair Treatment	11
Conflicts of Interest	4
Contracts	-
File GEC Reports	-
Restrictions on Post Employment	-
Other	2
Total	18

ADVISORY OPINIONS

This year, the Commission issued zero (0) formal Advisory Opinions.

SUMMARY OF OPINIONS

ETH-24-001-OT-202

A complaint was filed against a government official for allegedly enabling an individual and his "gang stalkers" to illegally hack into the complainant's mobile phone and access personal information and accounts, as well as stalk and taunt the complainant. After further investigation, the Ethics Commission determined it did not have jurisdiction and issued an order of dismissal for the case.

ETH-24-002-UT-202

The complaint is still under investigation.

ETH-24-003-UT-202

The complaint is still under investigation.

ETH-24-004-COI-201

A complaint was filed against a government official for allegedly issuing subpoenas while failing to inform parties in related litigations of conflict of interest. After further investigation, the Ethics Commission determined it did not have jurisdiction and issued an order of dismissal for the case.

ETH-24-005-CI-201

A complaint was filed against a government official for allegedly disclosing attorney-client communications to a law firm and sent copies to all Guam Legislature Senators, Guam Governor, and various media outlets. After further investigation, the Ethics Commission determined it did not have jurisdiction and issued an order of dismissal for the case.

ETH-24-006-OT-201

A complaint was filed against a government official for allegedly withdrawing from representing government agencies, and attempted to coerce these agencies into accepting specific conditions for representation. After further investigation, the Ethics Commission determined it did not have jurisdiction and issued an order of dismissal for the case.

ETH-24-007-UT-201

A complaint was filed against a government official for allegedly creating a stressful and hostile work environment, forcing an employee to resign. After further investigation, the Ethics Commission determined it did not have jurisdiction and issued an order of dismissal for the case.

ETH-24-008-UT-202

A complaint was filed against a government official for allegedly using government funds for personal use and accepting gifts/bribes. After further investigation, the Ethics Commission voted to forward the case to the Attorney General's office for further action.

ETH-24-009-UT-201

A complaint was filed against a government official for allegedly giving unwarranted privileges to an employee, opening job positions intended for a pre-selected individual, and claiming extra pay for their duties. After further investigation, the Ethics Commission determined it did not have jurisdiction and issued an order of dismissal for the case.

ETH-24-010-UT-202

A complaint was filed against a government official for allegedly allowing the release of an individual from incarceration in exchange for a favor. After further investigation, the Ethics Commission determined it did not have jurisdiction and issued an order of dismissal for the case.

ETH-24-011-UT-201

A complaint was filed against a government official for allegedly allowing the release of an individual from probation in exchange for a favor. After further investigation, the Ethics Commission determined it did not have jurisdiction and issued an order of dismissal for the case.

ETH-24-012-UT-201

A complaint was filed against a government official for allegedly using his staff to harass the complainant. After further investigation, the Ethics Commission determined it did not have jurisdiction and issued an order of dismissal for the case.

ETH-24-013-OT-202

A complaint was filed against a government official for allegedly violating an agreement due to a conflict of interest. After further investigation, the Ethics Commission determined it did not have jurisdiction and issued an order of dismissal for the case.

ETH-24-014-UT-201

A complaint was filed against a government official for allegedly violating an agreement due to a conflict of interest. After further investigation, the Ethics Commission determined it did not have jurisdiction and issued an order of dismissal for the case.

ETH-24-015-UT-202

The complaint is still under investigation.

ETH-25-101-UT-202

The complaint is still under investigation.

ETH-25-102-UT-202

The complaint is still under investigation.

ETH-25-103-UT-202

The complaint is still under investigation.

FINANCIAL & GIFT DISCLOSURES

Pursuant to 4 GCA 15 § 15202, every employee shall file a gifts disclosure statement with the Guam Ethics Commission on June 30 of each year. Gift disclosure forms are available on the Commission's [website](#). In addition, All financial disclosure reports required to be filed with the Guam Election Commission pursuant to Chapter 13 of Title 4, Guam Code Annotated, shall be reported to the Guam Ethics Commission within three working days of filing with the Guam Election Commission.

COMMISSION & STAFF

The Commission currently has six members who have been appointed by the Governor and confirmed by the Guam Legislature. The current members of the Commission are Daphne M. Leon Guerrero – Chairwoman, Dr. Robert S. Jack – Vice-chairperson, Christopher A. Cruz, Margaret (Meg) E.R. Tyquiengco, Shannon J. Murphy and Marilyn R. Borja. The Commission is hopeful to have the final vacant seat on the board filled in the upcoming term.

The Commission employs the following staff:

Executive Director: Jesse J. Quenga

Ethics Investigator and Compliance Officer II: Reuben C. Bugarin

Administrative Assistant: Arielle L. Navarro

Legal Counsel: McDonald Law Office

Prosecutorial Counsel: The Law Offices of Phillips & Bordallo, P.C.

Conflict Counsel: Camacho Calvo Law Group



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RESOLUTION No. 2025-002

COMMISSIONERS

Daphne May N. Leon Guerrero
Chairperson

Robert S. Jack, MD
Vice-Chairperson

Marilyn R. Borja

Christopher A. Cruz

Shannon J. Murphy

Margaret E.R. Tyquiengco

RELATIVE TO AFFIRMING THE GUAM ETHICS COMMISSION'S APPOINTMENT OF NICO A.C. FUJIKAWA TO SERVE AS THE EXECUTIVE DIRECTOR

WHEREAS, the Guam Ethics Commission was established in Title 4 Guam Code Annotated Chapter 15, primarily to adjudicate complaints filed against government officials for violating the Ethical Code of Conduct; and

WHEREAS, the Commission has the power to appoint an Executive Director and may employ such persons as it deems necessary for the performance of its functions pursuant to 4 GCA Ch. 15 § 15407; and

WHEREAS the Commission initiated a formal search for a new Executive Director in December 2024, and subsequently conducted interviews of qualified candidates in April 2025; and

WHEREAS the Commission was notified that as of May 19, 2025, all technical staff vacated their positions, thus temporarily disrupting all daily operations and functions; and

WHEREAS The Commission, considering this disruption, held a regular meeting on May 27, 2025, and subsequent emergency meeting on June 11, 2025, to formally appoint Mr. Nico A.C. Fujikawa to serve as the Executive Director; now therefore be it

RESOLVED, the Commission affirms its decision, through majority vote of members present at a publicly announced/open meeting, its adoption of Resolution 2025-002, formally appointing Mr. Nico A.C. Fujikawa to serve as the Executive Director for the Guam Ethics Commission and shall be compensated at a rate equivalent to the Commission's preceding Executive Director; and be it further

RESOLVED, that the appointment along with all powers of the Executive Director, granted by the Commission through Resolution 2025-002, be extended to Mr. Nico A.C. Fujikawa effective June 11, 2025; and be it further

RESOLVED, that the Commission directs the newly appointed Executive Director, since no staff are available, to prepare and submit the necessary Personnel Action request forms reflecting the Commission's full appointment and confirmation of Mr. Nico A.C. Fujikawa to serve as Executive Director, pursuant to 4 GCA Ch. 15 § 15407; and be it further

RESOLVED, that the Chairperson of the Guam Ethics Commission certify and attest to the adoption hereof, and that copies of the same be transmitted to the Honorable Lourdes A. Leon Guerrero, *I Maga'hågan Guahan*, the Honorable Joshua F. Tenorio, *I Sigundu Na Maga'Låhen Guahan*, the Honorable Frank F. Blas, Jr., *Speaker I Mina Trentai-ocho Na Liheslaturan Guåhan*, the Honorable Sabrina Salas Matanane, *Senator and Legislative Secretary I Mina Trentai-ocho Na Liheslaturan Guåhan*, and Mr. Edward M. Birn, *Director of the Department of Administration* as required by 4 GCA §6303(d).

**PASSED AND ADOPTED BY THE GUAM ETHICS COMMISSION THIS 25th DAY
OF JULY 2025**

Daphne May N. Leon Guerrero
CHAIRPERSON, GUAM ETHICS COMMISSION

134 W. Soledad Avenue, Suite 406,
BOH Building, Hagåtña, GU 96910
Tel: (671) 969-5625
Fax: (671) 969-5626

Re: Regular Board Meeting - July 25, 2025

From Daphne Leon Guerrero <daphnemay76@gmail.com>

Date Tue 7/22/2025 6:35 PM

To Shannon Murphy <shannonjm@gmail.com>

Cc Robert Jack <robertjackmd@hotmail.com>; Nico C. Fujikawa <Nico.Fujikawa@ethics.guam.gov>; megtyquiengco@icloud.com <megtyquiengco@icloud.com>; mborja@docomopacific.com <mborja@docomopacific.com>; cruzca3@gmail.com <cruzca3@gmail.com>

CAUTION: This email originated from outside of the Government's Network. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Dr. Jack and Shannon,

Approving your requests for virtual participation for this Friday's meeting.

Thanks,
Daphne

On Fri, Jul 18, 2025 at 11:36 PM Shannon Murphy <shannonjm@gmail.com> wrote:
I will need to attend the meeting online as well!

Shannon Murphy

On Thu, Jul 17, 2025 at 5:28 PM Robert Jack <robertjackmd@hotmail.com> wrote:
Thank you, Nico.

Chairwoman Daphne, I am requesting permission to attend the meeting online.

Respectfully,
rsj
Sent from my iPhone

On Jul 18, 2025, at 1:23 AM, Nico C. Fujikawa <Nico.Fujikawa@ethics.guam.gov> wrote:

Hafa Adai Friday Commissioners,

In preparation for our upcoming Regular Meeting next Friday July 25, 2025 at 12:30pm, I have attached the following documents for your review and perusal.

- 1) Meeting Agenda
- 2) Minutes for the past 3 meetings held on May 5, 2025 / May 27, 2025 / June 11, 2025
- 3) Resolution 2025-002 - *Relative to Affirming The Guam Ethics Commission's Appointment of Nico A.C. Fujikawa to Serve as the Executive Director*

Although I did send these files previously, I wanted to keep everything for our meeting along with login credentials in one email for easy reference.

For those planning to attend online the meeting ID and PW are provided below. May you also kindly send a note of your online attendance to our Chairwoman for records tracking, thank you.

Zoom Meeting ID: 876 733 0322
PW: ethics

Thank you everyone for your continued support and time and should you have any questions please let me know.

Have a great Liberation Weekend!

Respectfully,
Nico

<Guam Ethics Commission 7.25.2025 Agenda (1).docx>
<05.05.2025 Meeting Minutes.docx>
<06.11.2025 Minutes.docx>
<05.27.2025 Meeting Minutes.docx>
<Resolution 2025-002 .pdf>